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<td>Young Persons’ Committee Meeting Agenda</td>
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Welcome Letter from the Chair of the Board of Trustees

Dear Conference Delegates,

Welcome to the 2020 World Service Business Conference (WSBC) where our theme is “OA Celebrates 60 Years! Looking to the Future!” Whether you are with us for the first time (as a Green Dot) or are a returning delegate, we will make decisions that will affect the entire worldwide Fellowship of OA.

Taking part this week is both a serious responsibility and a great privilege. Our groups and service bodies have entrusted us with the future of OA. We will make decisions on literature, we will make or amend policies and bylaws, and we will elect new trustees.

We have a variety of meeting opportunities available this week:

- **Monday through Saturday**, there are OA meetings at 7 a.m. Conference can be challenging at times, so the morning meeting is a great way to start each day, and you will hear sharing from Green Dots, seasoned delegates, and trustees. We are always reminded to take care of ourselves, and these meetings remind us why we are all here as we focus on our abstinence and spiritual growth.

- The Board of Trustees have several meetings planned, and some of those are open to delegates wishing to observe. They include a Consensus meeting on Monday, a board meeting on Tuesday, and election of officers on Saturday afternoon.

- **Tuesday evening** is the first of several recovery-based workshops planned, as well as a Strategic Planning workshop.

- **Wednesday** begins with the Literature Q&A session where you have an opportunity to listen and learn more about the processes and the intention behind the material you will be asked to consider during the business meetings. Delegates then meet with their assigned committee during the day. Serving on a Conference committee is an important role for all delegates. The work that begins in these meetings continues until the following year’s Conference. The work done by these committees is critical to carrying our message throughout our Fellowship. Our committees will surely be “looking to the future” as they plan their goals.

- I have always personally enjoyed the All About Conference session, which will be Wednesday evening, where we can learn or “refresh” our knowledge of parliamentary procedure. This is very important for Green Dots and Mentors, but everyone is welcome and encouraged to attend. Directly after that presentation we can Meet & Greet the Maker (of the motion). This is an opportunity to ask questions you may have or listen and learn as others ask their questions.

- **The business meetings begin on Thursday** and continue until 11:30 a.m. on Saturday. It is during these meetings that we will vote, making informed decisions about literature, policies, bylaws, and the election of trustees. Saturday afternoon, the board meets to elect the 2020—2021 officers. All delegates are invited to observe. Saturday evening, we can relax at dinner, enjoy some entertainment, and meet the newly elected trustees and officers.

If there is anything that the Board of Trustees, the region chairs, fellow delegates, Conference support volunteers, the WSO staff, or I can do to help with your Conference experience, please feel free to ask any of us. We all want this to be a positive experience for you, and we are here to serve.
As we return home, I hope that your experience at Conference has been enjoyable and positive, and that you share the entire experience with your fellow members. The business, the workshops, the committee work, the friendships, the teamwork…

Thank you for your commitment to OA and your willingness to serve.

In service to OA,
Bonnie L.
Chair, Board of Trustees
## Regions of Overeaters Anonymous

<table>
<thead>
<tr>
<th>Region</th>
<th>Service Areas</th>
</tr>
</thead>
</table>
| One    | **US:** Alaska, Idaho, Montana, Oregon, Washington, Wyoming  
          **Canada:** Alberta, British Columbia, Northwest Territories, Saskatchewan, Yukon |
| Two    | **US:** California, Hawaii, Reno/Tahoe area of Nevada  
          **Mexico** |
| Three  | Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, Utah |
| Four   | **US:** Illinois (except the Greater Chicago area and Central Illinois IG), Iowa,  
          Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota  
          **Canada:** Manitoba, Northwestern Ontario, territory of Nunavut |
| Five   | **US:** Greater Chicago area and Central Illinois IG, Indiana, Kentucky, Michigan,  
          Ohio, Wisconsin  
          **Canada:** Southwestern Ontario |
| Six    | **US:** Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode  
          Island, Vermont  
          **Canada:** New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario,  
          Prince Edward Island, Quebec  
          Bermuda |
| Seven  | Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia,  
          West Virginia |
| Eight  | **US:** Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina,  
          Puerto Rico, South Carolina, Tennessee, Virgin Islands  
          Central America, South America |
| Nine   | Africa, Europe, Middle East, Western Asia |
| Ten    | Australia, the Far East, New Zealand, South East Asia, Western Pacific Basin |
| Virtual| Virtual Groups, Virtual Intergroups |
Map of Overeaters Anonymous Regions

Virtual Region
<table>
<thead>
<tr>
<th>Trustee</th>
<th>Position/Officer/Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karen B.</td>
<td>Region Seven Trustee</td>
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<tr>
<td></td>
<td>First Vice Chair</td>
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<tr>
<td></td>
<td>BOT Composition Ad Hoc</td>
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<td></td>
<td>Strategic Planning</td>
</tr>
<tr>
<td>Beth B.</td>
<td>Region Six Trustee</td>
</tr>
<tr>
<td></td>
<td>Region Chairs</td>
</tr>
<tr>
<td>Tina C.</td>
<td>General Service Trustee</td>
</tr>
<tr>
<td></td>
<td>Region Chairs</td>
</tr>
<tr>
<td>Judy H.</td>
<td>General Service Trustee</td>
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<tr>
<td></td>
<td>Board-Approved Literature</td>
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<tr>
<td>Barb K.</td>
<td>Region Five Trustee</td>
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<td></td>
<td>Young Persons’</td>
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<tr>
<td>Cyndy L.</td>
<td>Region Four Trustee</td>
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<tr>
<td></td>
<td>Treasurer</td>
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<td></td>
<td>Delegate Support Fund</td>
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<td>Website Review</td>
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<tr>
<td>Bonnie L.</td>
<td>General Service Trustee</td>
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<tr>
<td></td>
<td>Chair of the Board</td>
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<tr>
<td>Joanne M.</td>
<td>General Service Trustee</td>
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<td></td>
<td>Internal Information</td>
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<tr>
<td>Letitia M.</td>
<td>Region Ten Trustee</td>
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<tr>
<td></td>
<td>International Publications/Translations</td>
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<tr>
<td>Pat O.</td>
<td>Region One Trustee</td>
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<tr>
<td></td>
<td>Public Information/Professional Outreach</td>
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<td></td>
<td>Professional Tradeshows/Public Awareness</td>
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<tr>
<td>Ron P.</td>
<td>General Service Trustee</td>
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<tr>
<td></td>
<td>Second Vice Chair</td>
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<td></td>
<td>BRM Review</td>
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<td>Unity with Diversity</td>
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<tr>
<td>Dora P.</td>
<td>Virtual Region Trustee</td>
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<td></td>
<td>Twelfth Step Within</td>
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<tr>
<td>Neva S.</td>
<td>Region Three Trustee</td>
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<td>Bylaws</td>
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<tr>
<td>Hanna S.</td>
<td>Region Two Trustee</td>
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<td></td>
<td>Conference Planning</td>
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<tr>
<td>Andi S.</td>
<td>Region Eight Trustee</td>
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<td></td>
<td>Convention 2020</td>
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<tr>
<td>Vasiliki T.</td>
<td>Region Nine Trustee</td>
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<tr>
<td></td>
<td>LSB Ad Hoc</td>
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</tbody>
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# Overeaters Anonymous Region Chairs

<table>
<thead>
<tr>
<th>Chair</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cindy C.</td>
<td>Region One Chair</td>
</tr>
<tr>
<td>Anne O.</td>
<td>Region Two Chair</td>
</tr>
<tr>
<td>Brenda Q.</td>
<td>Region Three Chair</td>
</tr>
<tr>
<td>Annette P.-R.</td>
<td>Region Four Chair</td>
</tr>
<tr>
<td>CJ M.</td>
<td>Region Five Chair</td>
</tr>
<tr>
<td>Carmen D.</td>
<td>Region Six Chair</td>
</tr>
<tr>
<td>Terri B.</td>
<td>Region Seven Chair</td>
</tr>
<tr>
<td>Katrina S.</td>
<td>Region Eight Chair</td>
</tr>
<tr>
<td>David S.</td>
<td>Region Nine Chair</td>
</tr>
<tr>
<td>Dinah W.</td>
<td>Region Ten Chair</td>
</tr>
<tr>
<td>Vicki W.</td>
<td>Virtual Region Chair</td>
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General Information

Embassy Suites Albuquerque Hotel
This is our ninth year with the Embassy Suites, and we look forward to a productive week. The hotel offers two-room suites with refrigerators and microwaves. Breakfast in the hotel breakfast area and internet in guestrooms are included in your guestroom rate.

Conference Support Committee (CSC)
The Conference Support Committee desk is in the north atrium of the hotel’s convention center (in front of Sandia IV and V). The CSC provides such services as committee sign-up (if you did not previously sign up for a committee), directions to workshops and meetings, lost and found, Mentor Program information, and many more. Please ask any volunteer at the CSC desk for help. Look for the Volunteer banner!

Committees and Workshops
In addition to doing the business of Conference, you are also here to share ideas with other delegates and learn new things you can take back to your service body.

Committees will meet on Wednesday, April 22, 9:45 a.m. to 4:15 p.m. Please check in at the CSC desk to sign in for your committee. If you did not receive a committee assignment in your registration packet, volunteers at the CSC desk can help you sign up for a committee. Note: Delegates are expected to serve on a committee.

The Conference-Approved Literature Committee (CLC) is a closed committee. All committee members were selected by the committee co-chairs prior to Conference.

Committee membership will be limited to a delegate co-chair, a trustee co-chair, and up to thirty delegates at WSBC. Additionally, a combination of up to six former trustees, current trustees, and nondelegate members may be appointed to participate in the work of the committee during the year. (WSBC 1991a, Item 2)

Workshops will be offered beginning Tuesday, April 21. Refer to your agenda beginning on page 25 for workshop titles, times, and meeting rooms.

Reference Subcommittee orientation will be held Thursday, April 23, at 7:00 a.m. Reference Subcommittee meetings will begin Thursday evening, April 23, at 5:15 p.m. and are open to all delegates wishing to observe them. Times and places for Reference Subcommittee meetings are listed in your agenda beginning on page 25.

Literature Q&A
The Literature Q&A session will be held on Wednesday, April 22, 8:00 – 9:30 a.m. Delegates interested in asking questions about In OA, Recovery is Possible; Temporary Sponsors: Newcomers’ First Twelve Days; To the Young Person; and A Lifetime of Abstinence are encouraged to attend. Please review the Q&A Summary on page 102.

Officer, Region, and Committee Reports
Please read the reports in this binder prior to Business Meeting I at 8:30 a.m. Thursday, April 23. These reports are written by the officers of the corporation, the region trustees, and the committee chairs to update delegates on the accomplishments of the organization over the past year. Delegates will have an opportunity to ask questions during the business meeting as each report is presented.
**OA Meetings**

OA meetings will be held Monday through Sunday at various times during the day. Some meetings have been scheduled during breakfast, lunch, and dinner times. It is acceptable to bring food to these meetings only. OA meetings will be held in Sierra I. This room will also be available for meditation when not being used for OA or other assigned meetings.

**Meet and Greet the Maker**

On Wednesday, April 22, there will be a session to meet the makers of the motions. This will give delegates an opportunity to ask questions prior to debate and discussion during the business meetings. Refer to your agenda beginning on page 25 for time and meeting room.

**Trustee Nominees**

Elections for the following trustee positions will be held at WSBC 2020.

- Region One (three-year term): Margie G.
- Region Four (three-year term): Meg M.
- Region Seven (three-year term): Karen B.
- General Service Trustee (two three-year terms and one two-year term): Mary Rose J., Betty J., Ron P.

Refer to Appendix B – Trustee Applications.

**Delegate Badges/Credentials**

Only delegates will be seated in the voting area during general business meetings. Special seating will be provided for alternates and visitors at the back of the room. CSC volunteers will be stationed at all entrances as door monitors when each vote is taken. Please respect their obligation to prevent attendees from leaving or entering the room during a vote. **Badges must be worn and visible at all meetings.**

If you are leaving Conference prior to the end of Business Meeting V (Saturday), please be sure to stop by the OA registration desk to turn in your credentials (badge). It is important that the staff have this information to provide an accurate Credentials Report.

**Announcements**

Announcements pertaining to events during the Conference will be made by the chair at the close of each business meeting. If you wish to submit an announcement, you may do so by giving the announcement to a page and clearly marking your message as an announcement. The chair will not make announcements regarding future local events or personal matters. Announcements of a regional or personal nature may be posted on the bulletin boards located near the CSC desk.

**Ask-It Basket**

Please write down any question about OA you would like a trustee to answer and drop it in the Ask-It Basket box located at the CSC desk. The deadline for submitting questions is 11:00 a.m. on Saturday, April 25. The questions will be distributed to trustees after Conference, and answers will be posted in a document on the Conference web page by the end of May.

**Boutique**

A boutique will be available for delegates from Wednesday, April 22 through Saturday, April 25 in Piñon. In the spirit of cooperation without affiliation, this room is provided as a courtesy to OA service bodies (intergroups, service boards, regions) and has limited space. All articles for sale must have an OA-related theme and must follow the Guidelines for OA Events.
If you are interested in selling items in the Boutique, please stop by the CSC desk to pick up a list of guidelines and sign a waiver. This room is also available to place service body newsletters, event flyers, event registration forms, and other OA-related announcements. Please do not place the announcements at the OA registration desk, the CSC desk, or in any other meeting room.

**Delegate Dinner/Entertainment/Dance**

*Delegates may attend this event at no additional charge.* The dinner is included in the delegate registration fee. If you wish to attend the dinner/entertainment/dance on Saturday evening and have not already made your dinner reservation and received your dinner ticket, please see the WSO staff at the OA registration desk. **All reservations must be made by noon on Wednesday, April 22.** Guest tickets can be purchased for US$50 per person. Dinner tickets are required at the banquet. Please take good care of your dinner ticket. Replacement tickets are not available in the event of loss. Copies of the menu are available at the OA registration desk.

Menu items do not include added sugar as an ingredient. **No substitutions will be made.** You are welcome to bring additional food to supplement your food plan.

**Breakfast and Lunch Buffets**

A breakfast buffet is complimentary to all hotel guests. Simply present your room key for access to the breakfast buffet. The buffet is available 6:30 - 9:00 a.m. Monday through Friday and 7:00 - 10:00 a.m. on Saturday and Sunday. Please know there are other guests in the hotel and the breakfast buffet will include menu items with flour and sugar.

From Wednesday, April 22 through Friday, April 24, the hotel will provide a daily lunch buffet. The lunch buffet is US$16 per person, per day and includes buffet, beverage, tax, and gratuity. A discounted three-day voucher can be purchased for US$45 per person, but must be purchased by Wednesday, April 22 prior to lunch. Lunch buffet tickets may be purchased in the hotel coffee/gift shop, Caffina’s. Tickets are required for the lunch buffet. On Saturday, April 25, a lunch shuttle will travel between the hotel and Old Town, or delegates may eat lunch in the hotel’s restaurant. The hotel may offer a limited menu on Saturday.

**Conference Evaluation**

Each year the Conference Planning Committee and the WSO staff rely on feedback from the evaluations to improve the Conference. An electronic evaluation link will be emailed to all delegates and should be waiting in your inbox on Saturday, April 25.

Please remember you are the liaison between the Conference and your service body, as well as the groups that make up your service body. When you return home and give your report, please share the information about the results of the Conference business, the many new ideas you’ve learned, and the spirit of Conference.
1 – Hanna S., Conference Planning Chair (*Region 2*)
2 – Cyndy L. Treasurer (*Region 4*)
3 – Andi S. (*Region 8*)
4 – Barb K. (*Region 5*)
5 – Letitia M. (*Region 10*)
6 – Judy H. (*GST*)
7 – Rebbie Garza, Conference Secretary
8 – Valorie Althoff, Parliamentarian
9 – Bonnie L., Chair (*GST*)
10 – Karen B., 1st Vice Chair (*Region 7*)
11 – Tina C. (*GST*)
12 – Ron P. (*GST*)
13 – Pat O. (*Region 1*)
14 – Vasiliki T. (*Region 9*)
15 – Joanne M. (*GST*)
16 – Beth B. (*Region 6*)
17 – Dora P. (*Virtual Region*)
18 – Neva S. (*Region 3*)
19 – Sarah Armstrong, Managing Director; other WSO Staff
Parliamentary Procedures


**Glossary**

<table>
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<th>Term</th>
<th>Definition</th>
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<tr>
<td>Amend Something Previously Adopted</td>
<td>Changes an action that has not yet been carried out. Debate may include the merits of the original motion.</td>
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<tr>
<td>Appeal from the Decision of the Chair</td>
<td>Asks the voting body to determine whether it agrees or not with a ruling of the chair. The chair may speak in debate twice (at the beginning and at the end); all others once. Requires a majority vote. A yes vote sustains the appeal and the decision is overturned; a no vote denies the appeal and sustains the chair’s decision.</td>
</tr>
<tr>
<td>Consent Agenda</td>
<td>Motions that are voted on as a block without discussion or debate. Items for the consent agenda can be considered if they are of a routine, noncontroversial, or housekeeping nature. It is a way to handle motions the chair feels will have no questions or debate. This saves time for other motions that require more time for debate. At the world service level, any voting delegate may go to the center microphone to request an item be pulled from the consent agenda and considered separately. The consent agenda is voted on right after the Conference Standing Rules are approved in the first business meeting. A two-thirds vote is required for adoption.</td>
</tr>
<tr>
<td>Debate</td>
<td>A viewpoint on one side or another of an issue.</td>
</tr>
<tr>
<td>Divide the Question</td>
<td>A motion allowing two or more parts of a motion on the floor to be considered separately. Each segment must stand alone as a separate motion.</td>
</tr>
<tr>
<td>General or Unanimous Consent</td>
<td>A vote of silent agreement without a single objection.</td>
</tr>
<tr>
<td>Incidental Motion</td>
<td>Related to the parliamentary situation in such a way that it must be decided before business can proceed (i.e., appeal, consideration by paragraph, division of a question, parliamentary procedure, request for information, request permission to withdraw a motion, suspend the rules).</td>
</tr>
<tr>
<td>Lay on the Table</td>
<td>To temporarily put aside a motion to consider other business.</td>
</tr>
<tr>
<td>Main Motion</td>
<td>Brings business before the voting body (i.e., the motions distributed in the event packet).</td>
</tr>
<tr>
<td>Majority Vote</td>
<td>More than half of those voting.</td>
</tr>
<tr>
<td>Objection to the Consideration of the Question</td>
<td>Enables the voting body to avoid a particular original main motion altogether when it believes that it would be strongly undesirable for the motion to come before the voting body. This motion must be introduced as soon as the main motion is stated by the chair. It does not require a second and it is not debatable. Requires a two-thirds vote against consideration to sustain the objection.</td>
</tr>
<tr>
<td>Parliamentary Inquiry</td>
<td>A question related to parliamentary procedure regarding the issue on the floor.</td>
</tr>
<tr>
<td>Point of Order</td>
<td>Requires the chair to make a ruling to enforce the Conference Standing Rules or parliamentary procedure.</td>
</tr>
<tr>
<td>Privileged Motion</td>
<td>Deals with special matters of immediate importance that do not relate to the pending business (i.e., adjourn, recess, raise a question of privilege, call for the orders of the day).</td>
</tr>
<tr>
<td>Proviso</td>
<td>Usually used to facilitate a transition (i.e., when a change will go into effect). A proviso requires a majority vote. The proviso should be added to the motion as an amendment. Seek parliamentary assistance when writing the amendment.</td>
</tr>
<tr>
<td>Term</td>
<td>Definition</td>
</tr>
<tr>
<td>----------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Reconsider</td>
<td>Reopens for further consideration action taken only on the same day the original vote was taken or on the following day. Can be made only by a person who voted on the winning side of the original motion.</td>
</tr>
<tr>
<td>Request for</td>
<td>Used when you have a question related to the issue on the floor. At the world service level, it is addressed at the center microphone.</td>
</tr>
<tr>
<td>Information</td>
<td></td>
</tr>
<tr>
<td>Scope of Notice</td>
<td>The parameters in which a change can be made between the existing motion and a proposed amendment. A motion “is open to amendments that diminish the amount of change, but not to amendments that increase it or that introduce new changes.” (Robert’s Rules of Order, Newly Revised, 11th Edition, p. 595) For example, if a number in an original bylaw says “8” and a motion is submitted to change that to “10,” the scope for any subsequent amendment may only be between 8 and 10. If an amendment is submitted to change the number to “11,” that amendment would be outside the scope and would not be heard. If a motion is made to change a specific paragraph of a bylaw, an amendment is out of order if it attempts to amend another paragraph of the same bylaw. For example, if an amendment is proposed to change paragraph a of bylaw 1, an amendment cannot be made to paragraph b of the same bylaw. In the case of OA, Inc. Bylaws, a proposed amendment cannot be heard if it is outside the scope. In the case of Conference policy amendments, proposed amendments outside the scope may be heard, but require a two-thirds vote to be adopted.</td>
</tr>
<tr>
<td>Seal the Doors</td>
<td>The closing of the assembly doors prior to vote. Members may not enter or leave the room during the voting process.</td>
</tr>
<tr>
<td>Subsidiary Motion</td>
<td>Assists the voting body in altering or disposing of a main motion and sometimes of other motions (i.e., lay on the table, close debate, limit debate, postpone to a certain time, refer to committee, amend, postpone indefinitely).</td>
</tr>
<tr>
<td>Substitute Amendment</td>
<td>To amend by striking out an entire paragraph, section, article, complete main motion, or resolution and inserting a different paragraph or another unit in its place.</td>
</tr>
<tr>
<td>Suspend the Rules</td>
<td>This may be done to “one or more rules applicable to the assembly such as special rules of order or standing rules that interfere with proposed action during a meeting.” (Robert’s Rules of Order, Newly Revised, 11th Edition, p. 261) For example: a motion that allows for consideration of a matter on the agenda out of its proper order for the presentation of urgent business not on the agenda. State the purpose for which the agenda is to be interrupted when making the motion.</td>
</tr>
<tr>
<td>Taken from the Table</td>
<td>Remove a motion from the table so it can be considered again. A motion dies if it is not taken from the table by the end of the business meeting.</td>
</tr>
<tr>
<td>Tie Vote</td>
<td>Defeats a motion. The chair may vote to make or break a tie. Additionally, the chair may also vote to make or break a two-thirds vote.</td>
</tr>
<tr>
<td>Two-Thirds Vote</td>
<td>Two-thirds of those voting.</td>
</tr>
<tr>
<td>Withdrawal of a</td>
<td>Before the motion has been stated by the chair, it may be withdrawn or modified by the maker. After being stated by the chair, the motion may be withdrawn only by the general consent of a majority of the voting body.</td>
</tr>
<tr>
<td>Motion</td>
<td></td>
</tr>
</tbody>
</table>

**Procedures for Main Motion**

1) Member addresses chair
2) Chair recognizes member
3) Member makes motion
4) Another member seconds motion
5) Chair states motion
6) Members debate—maker of motion has first right of debate
7) Chair invites questions about motion from body
8) Chair puts question and members vote
9) Chair announces result of vote

Note: For some motions other than the main motions, steps 1 and 2 and/or 4 and/or 6 are omitted.

Process of Amending
1) To insert or add
2) To strike
3) To strike and insert, or to substitute

Note: Each process may involve a single word, consecutive words, or a paragraph. To strike and insert a paragraph or significant section is termed a “substitute amendment.”

Putting an Idea Before the Group
1) Obtaining the Floor: Before you can speak, you must obtain the floor. You should rise, address the presiding officer by his/her official title, and wait for recognition. When you “have the floor,” you can speak, and with few exceptions, no one can interrupt you.
2) Making a Motion: All proposals seeking action on the part of the assembly must be presented through a “motion.” You should begin saying, “I move that...” or “I move to...” and then briefly state your idea. To make your motion more effective and concise, write it on a piece of paper or a motion form (available from a page or the Center Microphone Monitor). Not only can you read it with dispatch and accuracy, but your listeners will give better attention.

The principle matter of business is called a “main motion.” Only one “main motion” can be on the floor at a time. The purpose of other motions, termed “subsidiary” motions, is to clear the road for action on the “main motion.”

3) Seconding a Motion: Before your idea may be discussed, it must be seconded. A second merely implies that another person agrees that the motion should come before the assembly, not that he/she necessarily favors it. After the motion is stated by the chair, persons entitled to vote may discuss it and decide whether to approve or disapprove it.
4) Debating a Motion: This process provides all members with an opportunity to discuss the pros and cons of the idea.

Changing and Clarifying the Idea
1) Amending the Motion: If you wish to add to, substitute another motion for, or subtract from a motion that someone else has made, you may submit your ideas to the group by “amending the motion.”
2) Amend the Amendment: Altering the motion can be carried one step further by another member rising to “amend the amendment.” You then have a primary amendment and a secondary amendment to the main motion. You may not have more than these two at one time. Secondary amendments will be voted on first, followed by the primary amendment, and then the main motion is open for further amendments and/or the vote.
3) Request for Information: If issues or debate become obscure or involved, you can seek clarification by asking the chair for a “request for information.”
4) Motion to Divide the Question: Motions often contain two or more parts. You can ask each part to be considered separately. Such consideration can help clarify an entire motion and salvage those portions that will benefit the group. Each part must stand on its own merits.
Sticking to the Facts

1) Point of Order: A possible violation in parliamentary procedure can be checked by rising to a “point of order.” The chair is obligated to recognize you and rule on the point of order.

2) Appeal from the Decision of the Chair: If you disagree with a decision of the chair, you can “appeal from the decision of the chair” to the whole assembly. When your appeal has been seconded, the chair must state the question at issue. The chair first defends his/her decision, and then three delegates who support the appeal and three who support the chair’s decision are allowed to speak to the issue for two minutes each. Before the vote, the chair may speak again. Then the delegates vote on whether they wish to sustain the rule of the chair. A tie vote sustains the rule of the chair.

3) Orders of the Day: When the meeting goes off on a tangent and does not follow the agenda or the order of business, you may remind the chair of this by calling for “orders of the day.”

Concluding the Decision

1) Motion to Limit Debate: To prevent a discussion from dragging on endlessly, you can make a motion to a) limit each speaker’s time, b) limit the number of speakers, c) limit the overall time of debate, or d) close debate at a set time and take a vote (provided a motion of higher rank has not been made). A two-thirds vote is required.

2) Motion to Refer: When you think a proposal needs further study, you may move that it be referred to committee for review.

3) How to End Debate: If you feel an issue has been adequately discussed, you may move to end debate by saying, “Mister/Madame Chair, I move the previous question.” This means you wish a vote to be taken that will end discussion and open the way for a vote on the pending issue before the assembly. This requires a two-thirds vote. A motion to “move the previous question on all pending questions” ends debate and requires a vote on all pending subsidiary motions and the main motion.

Postponing Consideration

1) Motion to Lay on the Table: To make a motion to “lay on the table” means to temporarily put aside one motion to consider other business. After a motion has been “laid on the table” it may be “taken from the table” at the same Conference (provided other business has intervened). After that, the motion is dead. The motion may be offered as a new main motion at a subsequent Conference if it is submitted by the deadline. (Neither the motion to “table” nor to “take from the table” is debatable.)

2) Motion to Postpone to a Certain Time: You can propose that discussion of an issue, resolution, or report be postponed to a later time during the current Conference.

3) Motion to Postpone Indefinitely: This is primarily a strategic motion to kill the main motion. It can be used to defeat a main motion without risking a direct vote on it.

Voting and Adjourning

1) Division of the Assembly: If you wish a more accurate count than a “voice vote” provides, you may call for a “division of the assembly.” The vote will then be taken by asking members to stand or to raise their hands.

2) Motion to Adjourn: It may be offered at any time. It is debatable if no other business is before the assembly. It is not debatable if it interrupts discussion or is made before the business of the day is completed. Any business that is not reached by the last business meeting of the Conference is gone.

Procedures to Change the Adopted Agenda

1) Any item of business can be taken out of its proper order by adopting a motion to “suspend the rules” by a two-thirds vote. This is often by unanimous consent; if there is an objection, a two-thirds vote is required for adoption. This procedure is used when one issue is in question.
2) When the desire is to change more than one item on an agenda, the motion to “amend something previously adopted” is in order. A two-thirds vote is required to adopt this motion.

**Frequently Used Incidental Motions**

<table>
<thead>
<tr>
<th>Motion</th>
<th>Recognition Required</th>
<th>Second Required</th>
<th>Debatable</th>
<th>Amendable</th>
<th>Vote Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Point of Order</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>Appeal from the Decision of the Chair</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority* or Tie</td>
</tr>
<tr>
<td>*Vote required to overturn ruling.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Request for Information, Parliamentary Inquiry</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>Suspend the Rules</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>Withdraw a Motion</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>Divide the Question</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>Close Nominations – Close Polls</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>Close Nominations – Reopen Polls</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>Division of Assembly</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
</tbody>
</table>

**Motions that Bring a Question Again Before the Assembly**

<table>
<thead>
<tr>
<th>Motion</th>
<th>Recognition Required</th>
<th>Second Required</th>
<th>Debatable</th>
<th>Amendable</th>
<th>Vote Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reconsider</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes*</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>*Debatable only if motion to be reconsidered was debatable. Debate may include merits of original motion.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motion</td>
<td>Recognition Required</td>
<td>Second Required</td>
<td>Debatable</td>
<td>Amendable</td>
<td>Vote Required</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>----------------------</td>
<td>-----------------</td>
<td>-----------</td>
<td>-----------</td>
<td>--------------------------------------</td>
</tr>
<tr>
<td>Rescind or Amend Something Previously Adopted</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority with notice, 2/3 without notice, or majority of entire delegation</td>
</tr>
<tr>
<td>Take from the Table</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
</tbody>
</table>

**Main Motion Flowchart**

<table>
<thead>
<tr>
<th>Who?</th>
<th>What?</th>
<th>Which Mic?</th>
<th># of Minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>Recognizes Reference Subcommittee chair</td>
<td>Dais</td>
<td>N/A</td>
</tr>
<tr>
<td>Reference Subcommittee Chair</td>
<td>Reports for Reference Subcommittee</td>
<td>Pro</td>
<td>N/A</td>
</tr>
<tr>
<td>Maker</td>
<td>Reads motion</td>
<td>Pro</td>
<td>N/A</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks for motion</td>
<td>Pro</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks against motion</td>
<td>Con</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks for motion</td>
<td>Pro</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks against motion</td>
<td>Con</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks for motion</td>
<td>Pro</td>
<td>2</td>
</tr>
<tr>
<td>Chair</td>
<td>Reports amendments (refer to page 23)</td>
<td>Dais</td>
<td>N/A</td>
</tr>
<tr>
<td>Chair</td>
<td>Asks for questions from the body</td>
<td>Dais</td>
<td>N/A</td>
</tr>
<tr>
<td>Delegates</td>
<td>Ask questions about motion</td>
<td>Center</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>VOTE</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Amendment Flowchart

<table>
<thead>
<tr>
<th>Who?</th>
<th>What?</th>
<th>Which Mic?</th>
<th># of Minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maker of Amendment</td>
<td>Completes four-part form and hands to page</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Page</td>
<td>Gives form to Conference secretary</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Chair</td>
<td>Determines total number of amendments</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>If fewer than three amendments, continue</strong></td>
<td>If more than two amendments, all are referred to Reference Subcommittee.</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Chair</td>
<td>Directs maker to microphone</td>
<td>Dais</td>
<td>N/A</td>
</tr>
<tr>
<td>Maker</td>
<td>Reads amendment</td>
<td>Pro</td>
<td>N/A</td>
</tr>
<tr>
<td>Maker</td>
<td>Speaks for amendment</td>
<td>Pro</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks against amendment</td>
<td>Con</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks for amendment</td>
<td>Pro</td>
<td>2</td>
</tr>
<tr>
<td>Delegate</td>
<td>Speaks against amendment</td>
<td>Con</td>
<td>2</td>
</tr>
<tr>
<td>Chair</td>
<td>Asks for questions from body</td>
<td>Dais</td>
<td>N/A</td>
</tr>
<tr>
<td>Delegates</td>
<td>Ask questions about amendment</td>
<td>Center</td>
<td>20</td>
</tr>
<tr>
<td><strong>VOTE</strong></td>
<td>If approved, becomes part of main motion. If another amendment, return to top of this page. If no more amendments, return to page 22. “Main Motion Flowchart.”</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Conference Tentative Agenda

**59th Annual World Service Business Conference**  
Embassy Suites Albuquerque Hotel  
Albuquerque, New Mexico USA  
April 20-25, 2020  
Theme: *OA Celebrates 60 Years! Looking to the Future!*

## Monday, April 20, 2020

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 AM – 9:00 AM</td>
<td>Breakfast</td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>0630 – 0900</td>
<td>- Complimentary to hotel guests.</td>
<td></td>
</tr>
<tr>
<td>7:00 AM – 8:00 AM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>0700 – 0800</td>
<td>- Attendees may bring breakfast.</td>
<td></td>
</tr>
<tr>
<td>11:30 AM – 1:30 PM</td>
<td>Lunch (on own)</td>
<td></td>
</tr>
<tr>
<td>1130 – 1330</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noon – 1:00 PM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>1200 – 1300</td>
<td>- Attendees may bring lunch.</td>
<td></td>
</tr>
<tr>
<td>1:30 PM – 3:00 PM</td>
<td><strong>Board of Trustees Consensus Meeting</strong></td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>1330 – 1500</td>
<td>- Delegates welcome to attend.</td>
<td></td>
</tr>
<tr>
<td>5:30 PM – 6:30 PM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>1730 – 1830</td>
<td>- Attendees may bring dinner.</td>
<td></td>
</tr>
<tr>
<td>5:30 PM – 7:00 PM</td>
<td>Dinner (on own)</td>
<td></td>
</tr>
<tr>
<td>1730 – 1900</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8:45 PM – 9:45 PM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>2045 – 2145</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Tuesday, April 21, 2020

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 AM – 9:00 AM</td>
<td>Breakfast</td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>0630 – 0900</td>
<td>- Complimentary to hotel guests.</td>
<td></td>
</tr>
<tr>
<td>7:00 AM – 8:00 AM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>0700 – 0800</td>
<td>- Attendees may bring breakfast.</td>
<td></td>
</tr>
<tr>
<td>10:00 AM – 11:30 AM</td>
<td>Grocery Shuttle to Walmart (limited seating)</td>
<td>Pickup at Convention Center Entrance (across from Sandia Ballroom)</td>
</tr>
<tr>
<td>1000 - 1130</td>
<td>- Hotel pickup is at 10 a.m.; Return to hotel from Walmart is at 11:30 a.m.</td>
<td></td>
</tr>
<tr>
<td>10:00 AM – 5:00 PM</td>
<td><strong>Registration/Pre-Ordered Literature Pickup</strong></td>
<td>Sandia IV Foyer</td>
</tr>
<tr>
<td>1000 – 1700</td>
<td>Conference Support Committee (CSC)</td>
<td>Registration Desk</td>
</tr>
</tbody>
</table>
### Tuesday, April 21, 2020 (continued)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:30 AM – 1:00 PM</td>
<td>Lunch (on own)</td>
<td></td>
</tr>
<tr>
<td>11:45 AM – 12:45 PM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>1:00 – 2:30 PM</td>
<td>Grocery Shuttle to Whole Foods (limited seating)</td>
<td>Pickup at Convention Center Entrance (across from Sandia Ballroom)</td>
</tr>
<tr>
<td>3:30 PM – 5:30 PM</td>
<td><strong>Board of Trustees Meeting</strong></td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>5:30 PM – 7:15 PM</td>
<td>Dinner (on own)</td>
<td></td>
</tr>
<tr>
<td>5:30 PM – 8:00 PM</td>
<td><strong>Dinner Shuttles</strong></td>
<td></td>
</tr>
<tr>
<td>6:15 PM – 7:15 PM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>7:30 PM – 8:45 PM</td>
<td><strong>Workshop</strong></td>
<td>Sierra I</td>
</tr>
</tbody>
</table>

### Wednesday, April 22, 2020

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 AM – 9:00 AM</td>
<td>Breakfast</td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>7:00 AM – 7:45 AM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>7:30 AM – 5:00 PM</td>
<td><strong>Registration/Pre-Ordered Literature Pickup</strong></td>
<td>Sandia IV Foyer</td>
</tr>
<tr>
<td></td>
<td><strong>Conference Support Committee (CSC)</strong></td>
<td>Registration Desk</td>
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<tr>
<td></td>
<td><strong>Boutique</strong></td>
<td>Piñon</td>
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<tr>
<td></td>
<td><strong>Hours may be adjusted at the discretion of the CSC chair.</strong></td>
<td></td>
</tr>
<tr>
<td>8:00 AM – 9:30 AM</td>
<td><strong>Literature Q&amp;A</strong></td>
<td>La Ventana</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
<td>Location</td>
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</tr>
<tr>
<td>9:45 AM – Noon</td>
<td>Committee Meetings</td>
<td>Sierra II, Sierra III, Sandia VI, Sandia VII, Sandia VIII, Ocotillo II</td>
</tr>
<tr>
<td></td>
<td>- Bylaws</td>
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<tr>
<td></td>
<td>- Conference-Approved Literature</td>
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<tr>
<td></td>
<td>- Professional Outreach/Public Information</td>
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<td></td>
<td>- Region Chairs</td>
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<td>- Twelfth Step Within</td>
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<td></td>
<td>- Unity with Diversity</td>
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<td></td>
<td>- Young Persons’</td>
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</tr>
<tr>
<td>Noon 1200</td>
<td>Deadline</td>
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<tr>
<td></td>
<td>- Saturday delegate dinner reservations or cancellations. Guest tickets are US$50.</td>
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</tr>
<tr>
<td>Noon – 1:00 PM</td>
<td>OA Meeting</td>
<td>Sierra I</td>
</tr>
<tr>
<td>1200 – 1300</td>
<td>- Attendees may bring lunch.</td>
<td></td>
</tr>
<tr>
<td>Noon – 1:30 PM</td>
<td>Lunch (on own)</td>
<td></td>
</tr>
<tr>
<td>1200 – 1330</td>
<td>- Lunch buffet available in Hotel Breakfast Area. US$16 per person per day or US$45 per person for three days (Wednesday – Friday). Vouchers can be purchased in Caffina’s. NOTE: The three-day voucher must be purchased by 10 a.m. on Wednesday, April 22.</td>
<td></td>
</tr>
<tr>
<td>1:30 PM – 4:15 PM</td>
<td>Committee Meetings (continued)</td>
<td>Respective Committee Rooms</td>
</tr>
<tr>
<td>1330 – 1615</td>
<td></td>
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</tr>
<tr>
<td>4:15 PM – 6:15 PM</td>
<td>Dinner (on own)</td>
<td></td>
</tr>
<tr>
<td>1615 – 1815</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:15 PM – 7:00 PM</td>
<td>Dinner Shuttles</td>
<td></td>
</tr>
<tr>
<td>1615 – 1900</td>
<td>- Shuttles will run every half hour between the hotel and Old Town. Pickup is at the Convention Center Entrance (across from Sandia Ballroom). Last pickup in Old Town is 7 p.m.</td>
<td></td>
</tr>
<tr>
<td>6:30 PM – 8:00 PM</td>
<td>Workshop</td>
<td>La Ventana</td>
</tr>
<tr>
<td>1830 – 2000</td>
<td>- All About Conference (including parliamentary procedures)</td>
<td></td>
</tr>
<tr>
<td>8:15 PM – 9:30 PM</td>
<td>Meet &amp; Greet the Maker</td>
<td>La Ventana</td>
</tr>
<tr>
<td>2015 – 2130</td>
<td>- Meet the makers of the New Business Motions and Bylaw Amendments</td>
<td></td>
</tr>
<tr>
<td>9:45 PM – 10:45 PM</td>
<td>OA Meeting</td>
<td>Sierra I</td>
</tr>
<tr>
<td>2145 – 2245</td>
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</tbody>
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**Thursday, April 23, 2020**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>6:30 AM – 9:00 AM</td>
<td>Breakfast</td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>0630 – 0900</td>
<td>- Complimentary to hotel guests.</td>
<td></td>
</tr>
<tr>
<td>7:00 AM – 8:15 AM</td>
<td>Reference Subcommittee Orientation</td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>0700 – 0815</td>
<td>- Attendees may bring breakfast.</td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
<td>Location</td>
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</tr>
<tr>
<td>7:15 AM – 8:15 AM</td>
<td><strong>OA Meeting</strong>&lt;br&gt;- Attendees may bring breakfast.</td>
<td>Sierra I</td>
</tr>
<tr>
<td>7:30 AM – 4:00 PM</td>
<td><strong>Registration/Pre-Ordered Literature Pickup</strong>&lt;br&gt;&lt;br&gt;<strong>Conference Support Committee (CSC)</strong>&lt;br&gt;<strong>Boutique</strong>&lt;br&gt;- Hours may be adjusted at the discretion of the CSC chair</td>
<td>Sandia IV Foyer Registration Desk Piñon</td>
</tr>
<tr>
<td>8:30 AM – 11:30 AM</td>
<td><strong>Business Meeting I</strong>&lt;br&gt;- Welcome/Introductions; Adoption of Credentials Report, Standing Rules, and Consent Agenda; Delegate Briefing: Procedures for Motions and Floor Debate; Officers Reports (reports contained in binder)</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>11:30 AM – 1:00 PM</td>
<td>Lunch (on own)&lt;br&gt;- Lunch buffet available in Hotel Breakfast Area. US$16 per person per day or US$45 per person for three days (Wednesday – Friday). Vouchers can be purchased in Caffina’s. NOTE: The three-day voucher must be purchased by 10 a.m. on Wednesday, April 22.</td>
<td></td>
</tr>
<tr>
<td>11:45 AM – 12:45 PM</td>
<td><strong>OA Meeting</strong>&lt;br&gt;- Attendees may bring lunch.</td>
<td>Sierra I</td>
</tr>
<tr>
<td>1:00 PM – 5:00 PM</td>
<td><strong>Business Meeting II</strong>&lt;br&gt;- Region and Committee Reports (reports contained in binder); Region Trustee and GST Nominee Speeches and Q&amp;A; New Business (if time permits)</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>5:00 PM – 7:30 PM</td>
<td>Dinner (on own)</td>
<td></td>
</tr>
<tr>
<td>5:15 PM – 6:15 PM</td>
<td><strong>Reference Subcommittee Meeting (if needed)</strong></td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>5:00 PM – 8:00 PM</td>
<td><strong>Dinner Shuttles</strong>&lt;br&gt;- Shuttles will run every half hour between the hotel and Old Town. Pickup is at the Convention Center Entrance (across from Sandia Ballroom). Last pickup in Old Town is 8 p.m.</td>
<td></td>
</tr>
<tr>
<td>5:30 PM – 6:30 PM</td>
<td><strong>OA Meeting</strong>&lt;br&gt;- Attendees may bring dinner.</td>
<td>Sierra I</td>
</tr>
<tr>
<td>7:15 PM – 8:30 PM</td>
<td><strong>Workshop</strong>&lt;br&gt;- Strategic Planning for OA’s Future</td>
<td>Sandia I-V</td>
</tr>
</tbody>
</table>
### Thursday, April 23, 2020 (continued)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 PM – 9:30 PM</td>
<td>Reference Subcommittee (if needed)</td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>1930 – 2130</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8:45 PM – 10:00 PM</td>
<td>Workshop</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>2045 – 2200</td>
<td><strong>Looking to the Future: Social Media, Attracting Young People</strong></td>
<td></td>
</tr>
<tr>
<td>10:15 PM – 11:15 PM</td>
<td>OA Meeting</td>
<td>Sierra I</td>
</tr>
<tr>
<td>2215 – 2315</td>
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<td></td>
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</tbody>
</table>

### Friday, April 24, 2020

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>6:30 AM – 9:00 AM</td>
<td>Breakfast</td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>0630 – 0900</td>
<td><strong>Complimentary to hotel guests.</strong></td>
<td></td>
</tr>
<tr>
<td>7:00 AM – 8:15 AM</td>
<td>Reference Subcommittee Meeting (if needed)</td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>0700 – 0815</td>
<td><strong>Attendees may bring breakfast.</strong></td>
<td></td>
</tr>
<tr>
<td>7:15 AM – 8:15 AM</td>
<td>OA Meeting</td>
<td>Sierra I</td>
</tr>
<tr>
<td>0715 – 0815</td>
<td><strong>Attendees may bring breakfast.</strong></td>
<td></td>
</tr>
<tr>
<td>7:30 AM – 4:00 PM</td>
<td>Registration/Pre-Ordered Literature Pickup</td>
<td>Sandia IV Foyer</td>
</tr>
<tr>
<td>0730 – 1600</td>
<td>Conference Support Committee (CSC)</td>
<td>Registration Desk</td>
</tr>
<tr>
<td></td>
<td><strong>Boutique</strong></td>
<td>Piñon</td>
</tr>
<tr>
<td></td>
<td><strong>Hours may be adjusted at the discretion of the CSC chair.</strong></td>
<td></td>
</tr>
<tr>
<td>8:30 AM – 11:30 AM</td>
<td>Business Meeting III</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>0830 – 1130</td>
<td><strong>Region Trustee and GST Elections; New Business (if needed); Bylaw Amendments</strong></td>
<td></td>
</tr>
<tr>
<td>11:30 AM – 1:00 PM</td>
<td>Lunch (on own)</td>
<td></td>
</tr>
<tr>
<td>1130 – 1300</td>
<td><strong>Lunch buffet available in Hotel Breakfast Area. US$16 per person per day or US$45 per person for three days (Wednesday – Friday). Vouchers can be purchased in Caffina’s. NOTE: The three-day voucher must be purchased by 10 a.m. on Wednesday, April 22.</strong></td>
<td></td>
</tr>
<tr>
<td>Noon – 1:00 PM</td>
<td>OA Meeting</td>
<td>Sierra I</td>
</tr>
<tr>
<td>1200 – 1300</td>
<td><strong>Attendees may bring lunch.</strong></td>
<td></td>
</tr>
<tr>
<td>1:00 PM – 5:00 PM</td>
<td>Business Meeting IV</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>1300 – 1700</td>
<td><strong>New Business (if needed); Bylaw Amendments</strong></td>
<td></td>
</tr>
<tr>
<td>4:00 PM</td>
<td>Deadline</td>
<td></td>
</tr>
<tr>
<td>1600</td>
<td><strong>Emergency New Business Motions (located at CSC desk)</strong></td>
<td></td>
</tr>
<tr>
<td>5:00 PM – 9:00 PM</td>
<td>Dinner (on own)</td>
<td></td>
</tr>
<tr>
<td>1700 – 2100</td>
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</tbody>
</table>
**Friday, April 24, 2020 (continued)**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00 PM – 9:00 PM 1700 – 2100</td>
<td>Dinner Shuttles - Shuttles will run every half hour between the hotel, Old Town, and ABQ Uptown. Pickup is at the Convention Center Entrance (across from Sandia Ballroom). Last pickup in Old Town and ABQ Uptown is 9 p.m.</td>
<td></td>
</tr>
<tr>
<td>5:45 PM – 6:45 PM 1745 – 1845</td>
<td>OA Meeting - Attendees may bring dinner.</td>
<td>Sierra I</td>
</tr>
<tr>
<td>6:45 PM – 9:15 PM 1845 – 2115</td>
<td>Reference Subcommittee Meeting (if needed)</td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>7:30 PM – 9:15 PM 1930 – 2115</td>
<td>Workshop - Abstinence and Recovery: Dynamic Duo</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>9:15 PM – 10:15 PM 2115 – 2215</td>
<td>Reference Subcommittee Meeting (if needed) - Discussion of Emergency New Business</td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>9:15 PM – 10:15 PM 2115 – 2215</td>
<td>OA Meeting</td>
<td>Sierra I</td>
</tr>
</tbody>
</table>

**Saturday, April 25, 2020**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 AM – 10:00 AM 0700 – 1000</td>
<td>Breakfast - Complimentary to hotel guests.</td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>7:00 AM – 8:15 AM 0700 – 0815</td>
<td>Reference Subcommittee Meeting (if needed) - Attendees may bring breakfast.</td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>7:15 AM – 8:15 AM 0715 – 0815</td>
<td>OA Meeting - Attendees may bring breakfast.</td>
<td>Sierra I</td>
</tr>
<tr>
<td>7:30 AM – 11:00 AM 0730 – 1100</td>
<td>Registration/Pre-Ordered Literature Pickup - Conference Support Committee (CSC)</td>
<td>Sandia IV Foyer Registration Desk</td>
</tr>
<tr>
<td>7:30 AM – Noon 0730 – 1200</td>
<td>Boutique</td>
<td>Piñon</td>
</tr>
<tr>
<td>8:30 AM – 11:30 AM 0830 – 1130</td>
<td>Business Meeting V - Bylaw Amendments (if needed); Emergency New Business; Committee and Workshop Summaries</td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>11:00 AM 1100</td>
<td>Deadline - Ask-It Basket (located at CSC desk)</td>
<td></td>
</tr>
<tr>
<td>11:30 AM – 1:30 PM 1130 – 1330</td>
<td>Lunch (on own)</td>
<td></td>
</tr>
<tr>
<td>11:45 AM – 12:45 PM 1145 – 1245</td>
<td>OA Meeting - Attendees may bring lunch.</td>
<td>Sierra I</td>
</tr>
</tbody>
</table>
### Saturday, April 25, 2020 (continued)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:30 AM – 4:00 PM</td>
<td><strong>Lunch Shuttles and Free Time</strong></td>
<td></td>
</tr>
<tr>
<td>1130 – 1600</td>
<td>- Shuttles will run every half hour between the hotel and Old Town. Pickup is at the Convention Center Entrance (across from Sandia Ballroom). Last pickup in Old Town is 4 p.m.</td>
<td></td>
</tr>
<tr>
<td>1:30 PM – 3:00 PM</td>
<td><strong>Board of Trustees Meeting</strong></td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>1330 – 1500</td>
<td>- Delegates welcome to attend.</td>
<td></td>
</tr>
<tr>
<td>3:30 PM – 4:00 PM</td>
<td><strong>Committee Trustee and Delegate Cochairs’ Meeting</strong></td>
<td>Ocotillo I-II</td>
</tr>
<tr>
<td>1530 – 1600</td>
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</tr>
<tr>
<td>6:30 PM – Midnight</td>
<td><strong>Delegate Dinner/Entertainment/Presentations to Outgoing Trustees and Introduction of New Board of Trustees/Dance</strong></td>
<td>Sandia I-V</td>
</tr>
<tr>
<td>1830 – 2400</td>
<td>- Guest dinner tickets must be purchased by noon on Wednesday, April 22.</td>
<td></td>
</tr>
<tr>
<td>10:00 PM – 11:00 PM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>2200 – 2300</td>
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### Sunday, April 26, 2020

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 AM – 10:00 AM</td>
<td><strong>Breakfast</strong></td>
<td>Hotel Breakfast Area</td>
</tr>
<tr>
<td>0700 – 1000</td>
<td>- Complimentary to hotel guests.</td>
<td></td>
</tr>
<tr>
<td>8:00 AM – 9:00 AM</td>
<td><strong>OA Meeting</strong></td>
<td>Sierra I</td>
</tr>
<tr>
<td>0800 – 0900</td>
<td>- Attendees may bring breakfast.</td>
<td></td>
</tr>
<tr>
<td><strong>Noon</strong></td>
<td><strong>Check Out</strong></td>
<td></td>
</tr>
<tr>
<td><strong>1200</strong></td>
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</tbody>
</table>

**Notes**

1) OA meetings will be held in Sierra I. The same room is available for meditation twenty-four hours each day, unless in use for an OA meeting or other designated meeting.

2) An impromptu meeting room is available Wednesday through Saturday. Delegates who wish to use this room must reserve it at the OA registration desk. Please note that space is very limited during the week.

3) The Boutique will be open daily, beginning on Wednesday, April 22, in Piñon. Items in the Boutique are the responsibility of the contributing service body. If you are interested in displaying items in the Boutique, you must sign a release form at the CSC desk. The Boutique’s hours will match the hours of the CSC desk; hours may be adjusted at the discretion of the CSC chair. **NOTE:** A refrigerator and microwave will NOT be available in the Boutique. Refrigerators and microwaves are available in guest rooms.

4) On Tuesday, April 21, grocery shuttles will be provided to take attendees to Whole Foods and Walmart. Delegates must sign up for the shuttle as seating is limited. Please refer to the agenda for specific times and details.

5) From Wednesday, April 21 through Friday, April 24, the hotel will offer an OA-friendly lunch (US$16 per person including beverage, tax, and gratuity; or US$45 per person for three days [Wednesday—Friday] including beverage, tax, and gratuity). Buffets will be served in the hotel.
restaurant area. On Saturday, April 25, a lunch shuttle will be available to Old Town, or delegates can choose to eat in the hotel restaurant.

6) From Tuesday, April 21 through Friday, April 24, dinner shuttles will be available to attendees. Shuttles are scheduled to run to Old Town Tuesday through Thursday; Friday the shuttles will run to Old Town and ABQ Uptown. Check the agenda for specific times and details.
Conference Standing Rules

1) Registration and Credentials Report
   A) Each delegate will be registered by the WSO staff and issued WSBC materials, including an
   identification badge. Registered alternates will receive an identification badge and a WSBC agenda
   only.
   B) Identification badges will be worn for admission to all business meetings, committee meetings, and
   educational workshops.
   C) Upon proper certification by designated WSO staff, a registered alternate may be transferred to
   delegate status at any time during the WSBC. At that time, the alternate will receive a delegate
   badge and the transferring delegate’s WSBC materials. If the original delegate again becomes
   available, these two individuals and any others from their service body will decide which of the
   two individuals will then be the active delegate.
   D) A Minutes Approval Committee of three delegates shall be appointed by the chair to approve the
   minutes of the WSBC.
   E) Immediately following the opening ceremony at each business meeting, and when directed by the
   chair, the designated staff member will make an oral report to the WSBC on the number of certified
   voting delegates and alternates registered as present with proper credentials.
   F) Delegates are expected to abstain from voting on any WSBC motions if they do not, at time of
   voting, have the one-year abstinence requirement unless a delegate has received permission for an
   exception in qualifications as per OA, Inc. Bylaws, Subpart B, Article X, Section 3c1.

2) General and Communications
   A) There will be designated seating in the business meetings for the Board of Trustees, delegates,
   alternates, and observers.
   B) All communications during the business meetings will be delivered by the official pages.
   C) Announcements during the business meetings will be made by the chair. Such announcements will
   be written legibly, signed by the submitter, and delivered to the Conference secretary.
   D) No pictures will be taken. No recording will be done. Electronic devices such as phones, tablets,
   and computers will be permitted only for Conference business purposes. This applies to the
   business meetings, committee meetings, and educational workshops. Other uses must be approved
   by the chair.
   E) There will be no children under the age of 12 and no pets. Service animals assisting people with
   disabilities in the business meetings, committee meetings, or educational workshops are allowed.
   F) There will be no smoking or eating in the business meetings, committee meetings, or educational
   workshops, except that the Reference Subcommittee shall be free to eat meals, if necessary, during
   their sessions.
   G) The chair will designate a center microphone monitor who will assist the delegates in its use.
   H) Attendees are requested to minimize their use of scented toiletries.

3) Quorum
   The quorum for the business meetings of the WSBC will be a majority of the delegates registered.

4) Consent Agenda
   There will be a consent agenda consisting of routine or noncontroversial matters. The chair will
   determine the matters that will be placed on the consent agenda. Any voting member may go to the
   center microphone to request that an item from the consent agenda be considered separately. The
   consent agenda shall require a two-thirds vote for adoption.
5) Proposed New Business Motions, Policy Motions, and Amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws

A) The chair will call for a report from the Reference Subcommittee prior to any debate.
B) Initial debate will be limited to six speakers; no more than three pro (including the maker, who will speak first) and three con.
C) Proposed amendments to the bylaws will be considered article by article.

6) Recognition and Debate

A) At business meetings of the WSBC, a delegate will use the public-address system when speaking, and
   1) Must be recognized by the chair before speaking, and
   2) Give his or her name, office/title, and service body as appropriate.
B) All debate must be relevant to the question under consideration. All remarks must be addressed to
   the chair.
C) Any delegate speaking in debate must use one of the two floor microphones designated “pro” and
   “con.” The chair will call upon the delegates to speak in order, first pro (beginning with the maker),
   then con, alternating until all speakers have been heard. Each speaker will be limited to two
   minutes.
D) If more than three delegates (two in the case of amendments) wish to speak either pro or con on a
   motion, they will select from among themselves those who will speak. Priority will be given to
   those individuals who have not spoken on the previous motion.
E) During the initial debate period, no delegate will be standing at the center microphone.
F) Before anyone will be recognized at the center microphone, all debate must be completed on any
   pending main motion or amendment, with the exception of a Point of Personal Privilege (serious
   infraction or personal need requiring immediate attention) as determined by the center microphone
   monitor.
G) A motion to move the previous question and proceed to vote is in order no sooner than ten minutes
   after the requisite pro and con speakers have been heard and requires a two-thirds vote for adoption.
   The motion may come from the center microphone or the chair.
H) A motion to move the previous question and proceed to vote will be stated by the chair after fifteen
   minutes of questions. If this motion fails, the chair will automatically ask for the vote at ten-minute
   intervals.

7) Amendments

A) Proposed amendments will be in legible writing on the designated four-part form, sent by page to
   the Conference secretary, who will retain one copy, return one copy to the maker of the amendment,
   forward one copy to the projector operator, and give one copy to the Conference chair.
B) Amendments will be considered proposed when received by the Conference secretary. Amendments can be proposed until the question has been called.
C) Upon receipt by the Conference chair of a valid third amendment to any pending New Business
   Motion or Bylaw Amendment, the motion or amendment will automatically be referred to the Reference Subcommittee. The Reference Subcommittee will report its recommendations to the motion or amendment back to the WSBC for consideration immediately prior to the consideration of Emergency New Business. Any amended motion presented by the Reference Subcommittee must be voted on by the Conference delegates. The amended motion may not be further amended. If the amended motion presented by the Reference Subcommittee is not adopted, the original three amendments and the main motion will be considered. New amendments to such motions are not in order.
D) If there is no time remaining on the Conference agenda for a meeting of the Reference Subcommittee, a third amendment to any New Business Motion or Bylaw Amendment will be declared out of order by the chair.

E) Initial debate will be limited to four speakers; no more than two pro (including the maker, who will speak first and begin by reading the motion) and two con. Each speaker will be limited to two minutes.

F) The maker of an amendment will go to the pro microphone only when so directed by the chair.

8) **Other Actions**

The following motions will be made by delegates at the center microphone in the following order after consultation with the Center Microphone Monitor and recognition of the chair:

A) Point of Personal Privilege (serious infraction or personal need requiring immediate attention)

B) Point of Order (violation of these Standing Rules or Robert’s Rules of Order)

C) Parliamentary Inquiry (interpretation of these Standing Rules or Robert’s Rules of Order)

D) Request for Information (questions of the chair). Each delegate is permitted to ask one question per report or motion. Preference will be given to delegates who have not asked a question on the report or motion. Requests for clarification are not considered to be an additional question.

E) Other ranking motions (including Division of the Assembly, which is to request a standing vote), incidental motions, and motions that bring a question again before the WSBC.

9) **Specific Duties of the Chair**

The chair of the WSBC has the specific authority and responsibility to:

A) Protect the WSBC from frivolous and dilatory motions by not recognizing them.

B) Enforce all rules relating to debate, decorum, and order.

C) Expedite business in every way compatible with the rights of members.

D) Decide all questions of order.

E) Respond to all Points of Personal Privilege, Points of Order, and Requests for Information.

10) **Emergency New Business**

A) Emergency New Business will be submitted to the Conference secretary on the approved form by the deadline indicated in the approved WSBC agenda, unless otherwise directed by the delegates at the Conference.

B) Criteria for qualifying as Emergency New Business:

1) The motion refers to new business only and not to Bylaw Amendments.

2) The matter is of an urgent nature and is important to OA as a whole, and not considering the motion immediately would be detrimental to the welfare of the organization.

3) Emergency New Business motions must first receive a majority vote of the Emergency New Business Committee in order to be brought to the Conference floor.

C) A two-thirds vote by the Conference delegates is required to adopt Emergency New Business motions.

11) **Trustee Nominees’ Questions and Answers**

A) A delegate will ask only one pertinent question of each nominee. Such questions must be related to information presented in that nominee’s application or directly related to the qualifications for trustee found on the application or in the bylaws. Preference will be given to delegates who have not already asked a question of any nominees.

B) The total time allotted to each trustee nominee’s question and answer period will be ten minutes, following the completion of a presentation of no more than five minutes by the trustee nominee.
12) Election

A) Trustees will be elected by ballot of the registered delegates present and voting at the time of the election.

B) A majority vote will elect. In the event that a second ballot is required, the election will conform to Article IX, Section 6 of OA, Inc. Bylaws, Subpart B.

C) Elections procedure will be conducted as follows:
   1) Each regional trustee ballot is provided on a single form and will be counted as a single ballot. Virtual services trustee ballots are provided on a single form and will be counted as a single ballot. General service trustee ballots are provided on a single form and will be counted as a single ballot.
   2) Mark ballot only when instructed by the chair to do so. If voting for a candidate, mark the ballot with an “x” next to the candidate’s name. For regional trustees, vote for only one candidate per region. For general service trustees, do not vote for more candidates than instructed.
   3) Fold ballot once when finished voting.
   4) Give ballot to teller when instructed to do so.
   5) All ballots collected by the tellers will be counted as votes cast.

Please Note: As required by proper parliamentary procedure, a vote will be taken at the first business meeting officially adopting these Rules. A two-thirds vote is required for adoption, and amendments are in order.
Proposed Revision to Conference Standing Rules

10) Emergency New Business
   B) Criteria for qualifying as Emergency New Business:
      3) Emergency New Business motions must first receive a majority vote of the Emergency New Business Committee Reference Subcommittee at the ENB meeting in order to be brought to the Conference floor.

12) Election
   C) Elections procedure will be conducted as follows:
      1) Each regional trustee ballot is provided on a single form and will be counted as a single ballot. Virtual services trustee ballots are provided on a single form and will be counted as a single ballot. General service trustee ballots are provided on a single form and will be counted as a single ballot.
      2) Mark ballot only when instructed by the chair to do so. If voting for a candidate, mark the ballot with an “x” next to the candidate’s name. For regional trustees, vote for only one candidate per region. For general service trustees, do not vote for more candidates than instructed.
      3) Fold ballot once when finished voting.
      4) Give ballot to teller when instructed to do so.
      5) All ballots collected by the tellers will be counted as votes cast.
### Glossary

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
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</thead>
<tbody>
<tr>
<td><strong>Ad Hoc Committee</strong></td>
<td>A special <em>(temporary)</em> committee formed for a specific purpose or project.</td>
</tr>
<tr>
<td><strong>Affiliate</strong></td>
<td>To choose to join with another service body for the purpose of communication and support in conducting the OA business.</td>
</tr>
<tr>
<td><strong>Affiliated Group</strong></td>
<td>A group that chooses to join a specific intergroup or service board for the purposes of communication and support in conducting the business of OA. This allows for consolidation of resources and eliminates duplication of effort.</td>
</tr>
<tr>
<td><strong>Affiliated Intergroup</strong></td>
<td>An intergroup associated with a service board and/or region for the purposes of communication and support in doing the OA business of carrying the message. This affiliation allows for consolidation of resources and eliminates duplication of effort.</td>
</tr>
<tr>
<td><strong>Agenda Questionnaire</strong></td>
<td>A ballot and list of proposed motions for consideration at the next World Service Business Conference. This list is distributed to all registered intergroups and service boards, who are encouraged to discuss the content with their members and decide if they believe the proposed motions should be voted on at the next WSBC.</td>
</tr>
<tr>
<td><strong>Agent</strong></td>
<td>A designated person who acts on behalf of a specific organization or an organizational position. <em>(Refer to OA, Inc. Bylaws, Subpart A, Article VII)</em></td>
</tr>
<tr>
<td><strong>Alternate</strong></td>
<td>An OA member selected by a service body to serve as a delegate to the WSBC in the event the designated delegate is unable to attend or complete the entire Conference. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article X, Section 3)</em></td>
</tr>
<tr>
<td><strong>Amend</strong></td>
<td>The process of changing a bylaw, policy, or amendment.</td>
</tr>
<tr>
<td><strong>Amendment</strong></td>
<td>A motion to change a bylaw, policy, or motion that is under discussion.</td>
</tr>
<tr>
<td><strong>Anonymity</strong></td>
<td>A tradition in OA where members are not identified via public media or by a third party. Overeaters Anonymous members are anonymous; the organization is not.</td>
</tr>
<tr>
<td><strong>Automatic Recurring Contributions (ARC)</strong></td>
<td>An easy and safe way to make a monthly or quarterly Seventh Tradition contribution directly to the World Service Office.</td>
</tr>
<tr>
<td><strong>Articles of Incorporation</strong></td>
<td>A charter to establish the existence of a corporation, and in New Mexico (OA, Inc. headquarters) filed with the Secretary of State. The legislation guiding articles of incorporation are found in <em>New Mexico Statutes</em>, Chapter 53, Article 2, Section 12.</td>
</tr>
<tr>
<td><strong>Ask-It Basket</strong></td>
<td>Questions submitted by WSBC delegates that are distributed to trustees after Conference for responses. The answers are included in a document posted on oa.org. OA members, groups, and service bodies may also submit questions to the WSO for board response and possible inclusion in the Ask-It Basket archives on oa.org.</td>
</tr>
<tr>
<td><strong>A Step Ahead</strong></td>
<td>World Service Office quarterly e-newsletter for OA groups and service bodies. Posted online in January, April, July, and October.</td>
</tr>
<tr>
<td><strong>Board-Approved Literature</strong></td>
<td>Literature that has been approved by the Board of Trustees, including but not limited to meeting formats, literature that originated from a board or Conference committee and is not intended for the Fellowship as a whole (such as the <em>Twelfth Step Within Handbook</em>), and literature that has been compiled from already-existing OA-approved literature or <em>Lifeline</em>.</td>
</tr>
<tr>
<td>Term</td>
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</tr>
<tr>
<td>Board Committee</td>
<td>A permanent or special (ad hoc) committee formed by the Board of Trustees.</td>
</tr>
<tr>
<td>Board Meeting</td>
<td>Formal meeting of a board of directors held to consider policy issues and major problems. At the world service level, this is the regular meeting of the Board of Trustees. The BOT meets four times per year.</td>
</tr>
<tr>
<td>Board of Trustees (BOT)</td>
<td>The OA, Inc. board is composed of eleven regional and six general service trustees. All positions are elected by the WSBC. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article IX, Section 2)</em></td>
</tr>
<tr>
<td>Board Reference Manual (BRM)</td>
<td>A document that provides the BOT with processes and procedures for their specific tasks and responsibilities.</td>
</tr>
<tr>
<td>Business Conference Policy Manual</td>
<td>A list of ongoing policies adopted at previous Conferences. The manual is posted on oa.org.</td>
</tr>
<tr>
<td>Bylaw Amendment Proposals</td>
<td>Proposed changes to Subpart B of the OA, Inc. Bylaws submitted to the annual Conference. These changes affect the members of OA with respect to the corporation.</td>
</tr>
<tr>
<td>Calendar-Year Budget</td>
<td>The OA, Inc. budget approved by the BOT for the current calendar year (January 1 – December 31).</td>
</tr>
<tr>
<td>Center Microphone Monitor</td>
<td>A volunteer (chosen by the chair of the board) sitting in the center of the central aisle of the Conference floor with whom delegates confer prior to approaching the center microphone. The Monitor may instruct the delegate to approach the pro or con microphone if his or her question is debate; the Monitor may provide forms to write and submit amendments to motions, and the Monitor raises a sign to let the presiding officer know what type of inquiry is about to be asked or requested. This person is knowledgeable in the policies and procedures of OA as well as <em>Robert’s Rules of Order</em>.</td>
</tr>
<tr>
<td>Chair of the Board</td>
<td>The highest officer of a group who is elected or appointed by the group. At the world service level, this is a trustee elected by the BOT who presides at board meetings. The chair of the board may be called upon to make procedural decisions, set the agenda for board meetings, and ensure that meetings are run efficiently. The duties of the chair are described in <em>OA, Inc. Bylaws, Subpart A, Article VI, Section 3</em>, and described in the <em>Board Reference Manual</em>.</td>
</tr>
<tr>
<td>Conference</td>
<td>The word often used as a substitute for WSBC in this document.</td>
</tr>
<tr>
<td>Conference-Approved Literature</td>
<td>Literature that has been approved by Conference and granted the Conference Seal of Approval. <em>(Refer to WSBC Policy 1985)</em></td>
</tr>
<tr>
<td>Conference Committee</td>
<td>A standing (permanent) or special (temporary/ad hoc) committee of the Conference at the world service level. Committee membership is limited to a delegate cochair, a trustee cochair, and up to thirty members at WSBC. Additionally, a combination of up to six former trustees, current trustees, and nondelegate members may be appointed to participate in the work of the committee during the year. <em>(Refer to WSBC Policy 1991a (2))</em></td>
</tr>
<tr>
<td>Conference Evaluation Form</td>
<td>The electronic form emailed to delegates within one week after Conference asking for comments on Conference and suggestions for future Conferences.</td>
</tr>
<tr>
<td>Conference Secretary</td>
<td>A paid staff member responsible for recording the Conference minutes. This person is also administrator to the Board of Trustees.</td>
</tr>
<tr>
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<td>Definition</td>
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</tr>
<tr>
<td>Conference Standing Rules</td>
<td>The rules for running the Conference business meetings. These Rules are adopted at the opening business meeting by a two-thirds vote.</td>
</tr>
<tr>
<td>Conference Support Committee (CSC)</td>
<td>A committee of experienced OA members who volunteer to assist delegates with on-site logistics at Conference.</td>
</tr>
<tr>
<td>Con Microphone</td>
<td>The microphone used for debate against the motion on the floor.</td>
</tr>
<tr>
<td>Corporate Seal</td>
<td>A heavy-duty stamp engraved with the company’s official seal. The seal is used to authenticate all important corporate documents.</td>
</tr>
<tr>
<td>Courier (Professional Community Courier)</td>
<td>The archived professional community e-newsletter about OA posted on oa.org. Members are welcome to reproduce and distribute to health care professionals.</td>
</tr>
<tr>
<td>Credentials</td>
<td>Attendee badges that act as evidence of voting authority.</td>
</tr>
<tr>
<td>Credentials Report</td>
<td>A report given at the beginning of each business meeting prior to voting stating the number of members eligible to vote.</td>
</tr>
<tr>
<td>Delegate</td>
<td>The individual who is elected at the service body level to represent that service body at the annual WSBC and bring back to the local areas the results of the WSBC meeting. Trustees and region chairs also serve as Conference delegates.</td>
</tr>
<tr>
<td>Delegate’s Badge</td>
<td>The badge received by Conference delegates upon checking in at the OA registration desk. A delegate must wear this badge to be recognized as a voting member of the Conference.</td>
</tr>
<tr>
<td>Direct Material Financial Interest</td>
<td>A potential conflict of interest for a trustee. A trustee who has a financial or personal interest in a transaction that OA is involved in, or about to be involved in, must declare his or her interest before such a transaction is discussed and decided upon by OA.</td>
</tr>
<tr>
<td>Director</td>
<td>A member of the board of people that manages or oversees the affairs of a business. The Board of Trustees is OA’s board of directors.</td>
</tr>
<tr>
<td>Duly Registered</td>
<td>A company or corporation registered with a state that confirms who are the owners or board members of record.</td>
</tr>
<tr>
<td>Emergency New Business</td>
<td>New business motions that arise after the motion submission date has passed, but are considered to be urgent and important, and on which not taking immediate action would be detrimental to the welfare of OA. At the world service level, the Reference Subcommittee determines if such policy motions require immediate attention. Bylaw amendments cannot be handled in this manner.</td>
</tr>
<tr>
<td>Executive Committee (EC)</td>
<td>A subset of the Board of Trustees with the duty of overseeing the World Service Office. The Executive Committee is made up of the six general service trustees. If either the chair or the treasurer of the BOT is a regional trustee, they also serve on the Executive Committee. The Executive Committee meets in person or by conference call each month.</td>
</tr>
<tr>
<td>Ex-Officio</td>
<td>A member holding a position or membership due to the power of influence of one’s office, and not by election or appointment. A chair, for example, can be an ex-officio member of all board-appointed committees. Such positions and their attached voting and other privileges are detailed in the bylaws of the organization.</td>
</tr>
<tr>
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</tr>
<tr>
<td><strong>Final Conference Report</strong></td>
<td>The report of the actions taken at the annual World Service Business Conference. This report contains the minutes of the business meetings; summaries of the workshops and presentations/discussions; reports of the Conference committees; and revised bylaws and the Business Conference Policy Manual. The report is provided as an e-document on oa.org.</td>
</tr>
<tr>
<td><strong>Financial Statement</strong></td>
<td>A report that provides insight into the financial health of the organization. Financial statements also provide a means for making informed decisions about the current and future direction of the organization. OA, Inc.’s financial statements are audited annually by an independent CPA firm. The annual statement is available in the delegate binder or upon request.</td>
</tr>
<tr>
<td><strong>First Vice Chair</strong></td>
<td>A member of a committee, board, or group designated as immediately subordinate to a chair and serving as such in the latter’s absence; a person who acts for and assists a chair.</td>
</tr>
<tr>
<td><strong>Fiscal Year</strong></td>
<td>A period that an organization uses for accounting purposes and preparing financial statements. The financial (fiscal) year for Overeaters Anonymous, Inc. is January 1 – December 31.</td>
</tr>
<tr>
<td><strong>Founder</strong></td>
<td>Rozanne S., the founder of Overeaters Anonymous. Rozanne passed away in 2014.</td>
</tr>
<tr>
<td><strong>General Service Trustee (GST)</strong></td>
<td>The six trustees on the Executive Committee who have general authority with respect to the routine conduct of the business affairs of the corporation. They are elected at WSBC by the Fellowship-at-large. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article IX)</em></td>
</tr>
<tr>
<td><strong>Green Dot</strong></td>
<td>A term used for first-time delegates to the World Service Business Conference. New delegates are asked to wear a green dot on their delegate badges to identify themselves to more seasoned delegates who may be of assistance to them.</td>
</tr>
<tr>
<td><strong>Group</strong></td>
<td>Two or more people who have the desire to stop eating compulsively, meeting to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service.</td>
</tr>
<tr>
<td><strong>Group Conscience</strong></td>
<td>The collective conscience of the group membership. Although OA arrives at a group conscience through the voting process, it is spiritually more than a simple majority vote: rather, the term “group conscience” is the collective will of a specific OA group (perhaps taken by simple majority vote). The term “group conscience” comes from the Second Tradition: “For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.” Each individual member of OA, each group, and each intergroup/service board become a part of the collective group conscience of OA as a whole.</td>
</tr>
<tr>
<td><strong>Group Conscience of Overeaters Anonymous “as a whole”</strong></td>
<td>For the purpose of voting at the World Service Business Conference, which according to Concept Two is the “voice, authority, and effective conscience of OA as a whole,” OA has adopted rules that define what constitutes a group conscience vote. Substantial unanimity is reached either by majority vote or two-thirds vote, depending upon the nature of the motion being considered.</td>
</tr>
<tr>
<td><strong>Indemnify/Indemnification</strong></td>
<td>To secure against loss, hurt, or damage, thus preventing any agent working on behalf of OA from being legally responsible for any actions taken on behalf of the organization.</td>
</tr>
<tr>
<td>Term</td>
<td>Definition</td>
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</tr>
<tr>
<td><strong>Intergroup (IG)</strong></td>
<td>The service body that is composed of groups within its geographical proximity or virtual community and provides services to those groups. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article VI, Section 2a)</em></td>
</tr>
<tr>
<td><strong>Intergroup Office/Service Center</strong></td>
<td>An office that may provide local area or virtual groups with such services as literature, meeting information, and responses to telephone and email inquiries.</td>
</tr>
<tr>
<td><strong>International Day Experiencing Abstinence (IDEA)</strong></td>
<td>Celebrated the third weekend of November, this day encourages OA members worldwide to begin or reaffirm their abstinence from compulsive overeating.</td>
</tr>
<tr>
<td><strong>Language Service Board (LSB)</strong></td>
<td>The service body that provides services to groups and/or intergroups that share a specific language regardless of geographic proximity. Both groups and intergroups may affiliate with a LSB. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article VIII, Section 2b)</em></td>
</tr>
<tr>
<td><strong>Lifeline</strong></td>
<td>Magazine of Overeaters Anonymous, publishing stories of recovery, written and submitted by OA members (10 issues/year). Published through December 2020.</td>
</tr>
<tr>
<td><strong>Lot</strong></td>
<td>A method such as pulling a name out of a hat or drawing straws to determine which individual is elected. In <em>OA, Inc. Bylaws, Subpart A, Article VI, Section 2</em>, it reports that for elections, tied votes for officers shall be decided by lot.</td>
</tr>
<tr>
<td><strong>Managing Director/Secretary to the Corporation</strong></td>
<td>A World Service Office paid staff member who manages the day-to-day operations of the WSO. The managing director also serves as the secretary to the corporation. <em>(Refer to OA, Inc. Bylaws, Subpart A, Article VI, Section 5)</em></td>
</tr>
<tr>
<td><strong>National Boundaries</strong></td>
<td>The geographic demarcation of legal entities or political jurisdiction, such as the border between the USA and Canada.</td>
</tr>
<tr>
<td><strong>National Service Board (NSB)</strong></td>
<td>The service body that provides services to the groups and/or intergroups within a country. In some cases, a NSB may serve more than one country. <em>(Refer to OA, Inc., Bylaws, Subpart B, Article VIII, Section 2a)</em></td>
</tr>
<tr>
<td><strong>New Business Motion</strong></td>
<td>Policy motions submitted to the annual Conference affecting the OA Fellowship as a whole.</td>
</tr>
<tr>
<td><strong>Nominee</strong></td>
<td>An OA member seeking a position on a board of trustees. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article IX, Section 5 a), c), and d) for OA, Inc. Board of Trustees requirements)</em></td>
</tr>
<tr>
<td><strong>OA Birthday</strong></td>
<td>The founding of OA on January 19, 1960 is celebrated on the third weekend of January.</td>
</tr>
<tr>
<td><strong>OA, Inc. Bylaws, Subpart A</strong></td>
<td>The governing document of the corporate organization for Overeaters Anonymous, Inc. <em>(Refer to OA, Inc. Bylaws, Subpart A, Article II)</em></td>
</tr>
<tr>
<td><strong>OA, Inc. Bylaws, Subpart B</strong></td>
<td>The governing document setting out the identity, rights, and privileges of members and service bodies of Overeaters Anonymous with respect to the corporation. <strong>This document may only be amended by the WSBC delegates.</strong> <em>(Refer to OA, Inc. Bylaws, Subpart B, Article IV, Section 1)</em></td>
</tr>
<tr>
<td><strong>Officer</strong></td>
<td>Someone who holds a position of authority or importance in an organization. <em>OA, Inc. Bylaws, Subpart A, Article VI</em> specifies how OA elects officers and the duties of some officer positions.</td>
</tr>
<tr>
<td><strong>Overeaters Anonymous, Inc.</strong></td>
<td>The formal structure of the organization (corporation) subject to the laws of the state of New Mexico. <em>(Refer to OA, Inc. Bylaws, Subpart A, Article I)</em></td>
</tr>
<tr>
<td><strong>Page</strong></td>
<td>Conference Support Committee volunteers who distribute announcements and motions, count votes when necessary, rotate delegate seating, and other services specified by the CSC chair.</td>
</tr>
<tr>
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</tr>
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</tr>
<tr>
<td>Parliamentarian</td>
<td>A paid professional who acts as a consultant to the meeting’s chair in conducting the business of the meeting in an orderly and legal manner. At the world service level, the parliamentarian is available for consultation with the board chair at BOT and WSBC meetings as deemed necessary.</td>
</tr>
<tr>
<td>Policy</td>
<td>A course or principle of action adopted or proposed by an entity. The introduction to the World Service Business Conference Policy Manual states, “until changed, these motions set self-imposed limits on the Fellowship.”</td>
</tr>
<tr>
<td>Presiding Officer</td>
<td>A person who presides or leads a meeting. Per Article V, Section 13 of OA, Inc. Bylaws, Subpart A, the Board of Trustees elects a chair to preside over meetings of the board and shall elect a first and second vice chair to serve in his/her absence. As stated in OA, Inc. Bylaws, Subpart B, Article X, Section 6, the chair of the Board of Trustees presides over all meetings of delegates to the World Service Business Conference.</td>
</tr>
<tr>
<td>Pro Microphone</td>
<td>The microphone used for debate in favor of the motion on the floor.</td>
</tr>
<tr>
<td>Quorum</td>
<td>The number of registered members required to legally conduct a business meeting.</td>
</tr>
<tr>
<td>Receipt of Notification</td>
<td>Documentation that a body or entity has received notice; often, an action follows or is required upon receipt of notice. An example of such is found in OA, Inc. Bylaws, Subpart B, Article VI, Section 3c, “Each intergroup shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws.”</td>
</tr>
<tr>
<td>Reference Subcommittee</td>
<td>A subcommittee of the WSBC Bylaws Committee consisting of the Bylaws Committee delegate cochair, the trustee cochair, and up to two representatives from each region, formed to provide a forum for discussion about amendments to submitted New Business Motions and Bylaw Amendments.</td>
</tr>
<tr>
<td>Region Assembly</td>
<td>The region business meeting to which service bodies and unaffiliated meetings send representatives. (Refer to OA, Inc. Bylaws, Subpart B, Article VII, Section 3)</td>
</tr>
<tr>
<td>Region Boundaries</td>
<td>The demarcation of legal entities or political jurisdiction. As stated in OA, Inc. Bylaws, Subpart B, Article VII, Section 2a, “There shall be ten regions composed of intergroups, groups within each region, and service boards that fall within regional boundaries, and one virtual region.” The geographic borders of each region are specified in Section 2b.</td>
</tr>
<tr>
<td>Region Representatives</td>
<td>The individuals who are elected at the service body level to represent that service body at the region assembly and bring back the results of the assembly to the local area. Unaffiliated meetings may also send a representative and may have a vote depending on the region bylaws. (Refer to OA, Inc. Bylaws, Subpart B, Article VII, Section 3)</td>
</tr>
<tr>
<td>Regions</td>
<td>Ten geographic areas plus a virtual community specifically defined in the OA, Inc. Bylaws. (Refer to the region map on oa.org or OA, Inc. Bylaws, Subpart B, Article VII, Section 2b)</td>
</tr>
<tr>
<td>Term</td>
<td>Definition</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Region Trustees</td>
<td>The eleven members of the Board of Trustees who act as liaisons between OA’s geographic areas, virtual community, and world service. (<em>Refer to OA, Inc. Bylaws, Subpart B, Article IX, Section 2) c) 2</em>)</td>
</tr>
<tr>
<td>Restricted</td>
<td>Limited by generally agreed-upon guidelines, rules, or policies.</td>
</tr>
<tr>
<td><em>Robert’s Rules of Order, Newly Revised</em></td>
<td>The parliamentary authority followed to conduct the board and Conference business. A copy of this book can be obtained at most bookstores or libraries. (<em>Refer to OA, Inc. Bylaws, Subpart B, Article X, Section 7</em>)</td>
</tr>
<tr>
<td>Self-Dealing Transaction</td>
<td>A transaction in which a fiduciary (a person who holds a legal or ethical relationship of trust with another person or group of persons) takes advantage of his or her position to seek personal gain at the expense of the beneficiaries or shareholders. At the world service level, any such transaction requires the approval of the Executive Committee.</td>
</tr>
<tr>
<td>Service Board</td>
<td>The service body that provides services to the local area groups and/or intergroups within one country or language area outside the USA and Canada. (*Refer to OA, Inc. Bylaws, Subpart B, Article VIII, Section 2) (See also language service board and national service board.)</td>
</tr>
<tr>
<td>Service Body</td>
<td>Any service entity that provides services beyond the group level (intergroups, service boards, regions). (<em>Refer to OA, Inc. Bylaws, Subpart B, Articles VI, VII, VIII</em>)</td>
</tr>
<tr>
<td>Sponsorship Day</td>
<td>Celebrated the third weekend in August, this day celebrates the role of sponsorship in recovery.</td>
</tr>
<tr>
<td>States/Provinces/Countries/Territories</td>
<td>An internally autonomous territorial or political unit constituting a federation under one government.</td>
</tr>
<tr>
<td>Substantial Unanimity</td>
<td>Concept Twelve states in part: “The spiritual foundation for OA service ensures that d) all important decisions shall be reached by discussion, vote and, where possible, by substantial unanimity.” Being unanimous means that we are one mind or have the agreement and consent of all. Substantial means being largely but not wholly that which is specified. In practice, and according to Robert’s Rules of Order, therefore “substantial unanimity” is defined as two-thirds vote for acceptance of Conference-approved literature or bylaws and majority vote for policy changes.</td>
</tr>
<tr>
<td>Summary of Purpose</td>
<td>A brief summary mentioning the main points of some aim or goal. World service level: at a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those with the problems of compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed.</td>
</tr>
<tr>
<td>Tellers</td>
<td>WSO staff and CSC volunteers who collect and count written ballots at Conference. Staff and volunteers are never voting delegates.</td>
</tr>
<tr>
<td>Treasurer</td>
<td>One who has charge of funds or revenues. At the world service level, the treasurer of the board is elected from the trustees.</td>
</tr>
<tr>
<td>Treasurer’s Report</td>
<td>Overview of the financial health of the organization.</td>
</tr>
<tr>
<td>Twelfth Step Within Day</td>
<td>Celebrated on December 12 (12/12) each year to encourage OA service bodies, meetings, and individual members to reach out to those within the Fellowship who are still suffering from compulsive eating behaviors.</td>
</tr>
<tr>
<td>Term</td>
<td>Definition</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Unaffiliated Registered Group</strong></td>
<td>A group that is unaware of, or chooses not to associate itself with, a specific intergroup or service board.</td>
</tr>
<tr>
<td><strong>Unity Day</strong></td>
<td>Celebrated on the third Saturday in February in even years and the third Sunday in odd years at 11:30 a.m., this day recognizes the strength of the Fellowship worldwide. OA members pause to reaffirm the strength inherent in OA’s unity.</td>
</tr>
<tr>
<td><strong>Unrestricted</strong></td>
<td>Accessible to all, not hampered or constrained in any way. This generally refers to the revenue or receipts in a fiscal year. Unrestricted funds may be used for any purpose.</td>
</tr>
<tr>
<td><strong>Virtual Group</strong></td>
<td>An OA group that replicates face-to-face meetings through digital media. Virtual groups may affiliate with a land-based or virtual intergroup. They are represented by the Virtual Region trustee unless affiliated with a land-based intergroup. In that case, they are affiliated with the geographic region in which the intergroup exists and are represented by that region’s trustee.</td>
</tr>
<tr>
<td><strong>Virtual Region Trustee</strong></td>
<td>The member of the Board of Trustees who acts as a liaison between OA’s virtual groups/intergroups and world service. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article IX)</em></td>
</tr>
<tr>
<td><strong>Virtual World</strong></td>
<td>A computer-based online community environment that is designed and shared by individuals so that they can interact in a custom-built, simulated world. Forms of interaction include forums, blogs, wikis, chat rooms, instant messaging, teleconferences (telephone meetings), and video conferences.</td>
</tr>
<tr>
<td><strong>Workshops</strong></td>
<td>Sessions during an event that address topics of interest to OA members. Attendees are encouraged to take the information from the workshop back to their local service bodies and groups.</td>
</tr>
<tr>
<td><strong>World Service Business Conference (WSBC)</strong></td>
<td>The annual OA business meeting that ensures the OA process is maintained through the group conscience represented. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article X, Section 1a)</em></td>
</tr>
<tr>
<td><strong>World Service Business Conference Chair</strong></td>
<td>The Board of Trustees chair who conducts the World Service Business Conference business meetings. <em>(Refer to OA, Inc. Bylaws, Subpart B, Article X, Section 6)</em></td>
</tr>
<tr>
<td><strong>World Service Convention (WSC)</strong></td>
<td>The recovery event put on by the WSO every five years.</td>
</tr>
<tr>
<td><strong>World Service Office (WSO)</strong></td>
<td>The World Service Office is in Rio Rancho, New Mexico USA, and has paid staff members who conduct OA’s day-to-day operations.</td>
</tr>
</tbody>
</table>
Introduction
It is noted that all motions appearing in this summary were adopted by the group conscience of the World Service Business Conference of Overeaters Anonymous. Furthermore, until changed, these motions set self-imposed limits on the Fellowship. According to the Bylaws of Overeaters Anonymous, Inc., Subpart B, Article X, Section 1a) which states:

“The Conference shall serve as the collective conscience of the Fellowship of Overeaters Anonymous as a whole.”

Continuing Effect Motions


1977b  It was adopted to:
Adopt a responsibility pledge: Always to extend the hand and heart of OA to all who share my compulsion; for this I am responsible.

1978  It was adopted that:
Showing just cause, literature groups of OA from countries other than the United States may obtain permission to reprint OA literature from OA Board of Trustees. Reprinted literature should conform to existing Conference-approved literature.


1979c  Amended 1989. It was adopted that:
The treasurer’s report be prepared and sent out to delegates prior to the Business Conference to allow each person time to study, assimilate, and prepare any questions they might have for the Board of Trustees.

1979d  Rescinded 2015.

1979e  Amended 1989, 2001, 2012, and 2016. It was adopted to:
Ensure personal anonymity be maintained, the online version of the Final World Service Business Conference Report will only include first names and last initials in minutes and reports. The contact section of the report, which includes names, addresses, phone numbers, and email addresses of delegates, will be emailed to all service bodies and delegates following Conference. “For Use Within OA Only” will appear at the top of the list.

1980b Amended 2013. An anonymity statement was adopted:
Anonymity is the spiritual foundation of our program, always ensuring principles before personalities. This means that OA itself is not anonymous, but its members are. There are no exceptions. While OA may be publicized, we do not break our individual anonymity at the level of press, radio, films, television, and all public media of communication; and the recognizable facial exposure of persons identifying as OA members at the level of press, films, television, and all public media of communication is a violation of our tradition of anonymity, even though the first name only is given or the entire name is withheld.

1980c Amended 2002 and 2013. It was adopted that:
All OA events sponsored by registered OA groups and service bodies referenced in Bylaws, Subpart B, provided they uphold the Twelve Traditions, be placed in the WSO calendar upon request of the sponsoring body.

1980d It was adopted that:
A Conference committee member can petition the Board of Trustees to consider by a two-thirds vote of the Board of Trustees to remove a nonfunctioning chairman of a specific Conference committee. The vice chairman will then assume the chairmanship.


1982c Amended 1989 and 2018. A definition of open and closed groups was adopted:
Open group is a group which is open to anyone. Closed group is a group that is open to anyone with the desire to stop eating compulsively, or anyone who thinks they may have a problem with compulsive overeating. This includes newcomers.


1982e It was adopted that:
Through announcements in Lifeline and A Step Ahead the Fellowship be invited to attend and observe the Board of Trustees’ meetings held prior to the annual Business Conference and Convention. The board is to make available sufficient facilities to accommodate all who choose to attend.

1982f Rescinded 2012.

1983 Amended 1989. After a presentation/discussion on requirements other than the Twelve Steps, the following statement was adopted:
Overeaters Anonymous respects the autonomy of each OA group. We do suggest, however, that any OA group which imposes a special purpose, task, or guideline should inform its members that this special purpose, task, or guideline does not represent OA as a whole. The only requirement for membership is the desire to stop eating compulsively. Anyone who says they are a member is a member. We of Overeaters Anonymous welcome all members with open arms.
1984a Amended 1990, 2013, and 2015. Upon the recommendation of the Literature Committee, a preamble for Overeaters Anonymous was adopted to read:
Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength, and hope, are recovering from compulsive overeating. We welcome everyone who wants to stop eating compulsively. There are no dues or fees for members; we are self-supporting through our own contributions, neither soliciting nor accepting outside donations. OA is not affiliated with any public or private organization, political movement, ideology, or religious doctrine; we take no position on outside issues. Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

1984b Amended 1993 and 2001. It was adopted that:
The World Service Convention will be held at a time and place to be determined by the Board of Trustees.

1984c It was adopted that:
Business Conference committees not raise or maintain funds.

1984d Amended 2013 and 2014. The following procedure for Business Conference presentations/discussions was adopted:
1) Items for presentations/discussions at the annual Business Conference are selected by the board from those recommended by the Conference Planning Committee. Selections for topics are made from recurring problems, topics of major interest, and topics requested by the Fellowship.
2) Service bodies who propose presentation/discussion topics will be sent a letter stating how topics are chosen and that their recommendation has been referred to the Conference Planning Committee for consideration.

1984e Amended 2014. After a presentation/discussion, a statement on the sale of merchandise was adopted:
It is the will of the Business Conference that sale of merchandise, per se, is not prohibited by the Traditions. With regard to sale of merchandise, “Each group should be autonomous except in matters affecting other groups or OA as a whole.” If you choose to sell merchandise, the following guidelines are suggested:
1) All sales be made by and for OA service bodies.
2) Each sale item be approved by group conscience.
3) Sales at OA events and functions should be conducted in such a manner so as not to divert or distract from our primary purpose to carry the message to the compulsive overeater who still suffers.

In accordance with our Traditions, each group and OA service body may choose to sell or not sell merchandise as they determine. Overeaters Anonymous must be ever mindful of our Traditions, which warn against endorsement of outside enterprise.

1985 Amended 1993 and 2017. Upon the recommendation of the Literature Committee, the following revised procedure for granting the Conference Seal of Approval was adopted:
The Conference-approved seal that appears on the back of our literature means that the material has broad application to the Fellowship as a whole and is intended primarily to distinguish OA literature, not to censor other literature.
The Board of Trustees oversees the production of literature at the world service level. The Conference Seal of Approval shall be granted to OA literature upon receiving a two-thirds vote from the delegates present and voting at the annual World Service Business Conference.

All refining will be processed by the Conference-Approved Literature Committee (CLC), Board-Approved Literature Committee (BAL), and the Board of Trustees (BOT), according to their procedures prior to recommending any literature for approval of the delegates.

Prior to the Business Conference, pamphlets and books that are recommended for the Conference Seal of Approval will be posted online as downloadable files. At the Business Conference, delegates will vote either to approve or reject, rather than to edit or refine the material. (Note: Originally adopted in 1976; revised 1980, 1985, 1993, and 2017.)


1986b It was adopted that:
The annual World Service Business Conference delegate binders include a copy of the current fiscal year budget as adopted by the Board of Trustees.


1987c It was adopted that:
All policies adopted by the Business Conference shall be placed in a document entitled Business Conference Policy Manual which shall be distributed to world service delegates as part of pre-Conference delegate materials and also updated and included in all final World Service Business Conference reports.

1987d Superseded by 2005c.

1) Functioning
   Service bodies may join together in order to help carry the message of OA recovery, providing they adhere to the Traditions and the Overeaters Anonymous policies for the use of OA-approved literature and print material.
2) Business Conference Delegates
   a) In addition to the requirements set out in Article X, Section 3c) of the Bylaws, Subpart B, it is suggested the delegates should be selected for judgment, experience, stability, willingness, and for faithful adherence to living within the concepts of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Overeaters Anonymous. It is further suggested a world service delegate be a current or past regional representative.
   b) As participants, delegates shall not be bound by the wishes of their service bodies but should not vote against these wishes unless situations arise at the Business Conference that make it necessary for the best interests of Overeaters Anonymous as a whole.

1988b Amended 2002, 2009, 2011, and 2019. The following policy statement was adopted:
The WSBC 2019 accepts the following definitions:
1) Abstinence: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.
2) Recovery: Removal of the need to engage in compulsive eating behaviors.
Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.

1988c Superseded by 2005c.

1989a It was adopted that:
In order to reaffirm the special relationship between OA and O-Anon and in keeping with the spirit of Tradition Ten—cooperation without affiliation—the following be adopted:

Overeaters Anonymous, Inc. recognizes the special relationship we enjoy with O-Anon groups, a separate but similar fellowship. OA wishes to recognize the contribution O-Anon has made and is making to friends and families of compulsive overeaters.

It is the desire of the Conference to affirm the relationship between OA and O-Anon, and it is also the desire of the Conference to acknowledge OA’s appreciation for O-Anon groups.


1990 Amended 2011 and 2014. It was adopted that:
The World Service Business Conference of Overeaters Anonymous suggests that individual groups and service bodies refrain from publishing the names or non-OA titles of speakers/leaders at OA functions in any informational materials (flyers, newsletters, etc.). OA service titles (but not names) may be used when a speaker/leader is performing the service responsibility of his or her OA office.

1991a Amended 2003, 2013, 2015, and 2017. It was adopted that:
The following Conference and board committees be restructured as follows, to begin with the 1992 WSBC:
1) The Conference committees listed in Subpart B, Article XI of the Overeaters Anonymous, Inc. Bylaws should confer with the corresponding board committees.
2) Committee membership will be limited to a delegate cochair, a trustee cochair, and up to thirty delegates at WSBC. Additionally, a combination of up to six former trustees, current trustees, and nondelegate members may be appointed to participate in the work of the committee during the year.
3) Cochairs consisting of a Conference delegate (elected by committee members at WSBC) and a trustee (appointed by the chair of the BOT) will coordinate the efforts of the committee. The Conference delegate cochair will preside over the committee meetings at WSBC. The trustee cochair will act as liaison between the committee and the BOT and will report to the Board of Trustees regarding committee activities.
4) Committee members not responding to two consecutive mailings of the committee which require answers will not receive future mailings unless the member has notified one of the cochairs of a reason for a temporary absence from committee work.
5) The committee meetings at WSBC will be open; however, only committee members will have a voice and vote.
6) Delegates should be registered by March 1 and have submitted a committee preference form by April 1. Committee assignment is made on a first come, first served basis with the exception of the Conference-Approved Literature Committee and the Reference Subcommittee (OA, Inc. Bylaws, Subpart B, Article XI, Sections 1 and 2). Delegates will be notified of their committee assignment at or prior to WSBC. Service on a committee is expected and the commitment is maintained until the following WSBC. It is recommended that those serving at the world services level rotate committee assignments every two years.
1991b Superseded by 2005c.

1991c Amended 2018. It was adopted that:
The terms “compulsive overeater, compulsive eater,” and “compulsive eating, compulsive overeating” be used interchangeably in OA literature, as determined to be appropriate to the topic and context by the Literature Committee during the regular literature writing, editing, and approval process.

1992a Amended 2013. The following policy statement was adopted:

“Unity with Diversity” Policy
THE FELLOWSHIP encourages and promotes acceptance and inclusivity. All are welcome to join OA and are not excluded because of race, creed, nationality, religion, gender identity, sexual orientation, or any other trait. We welcome all who share our compulsion.

THE FELLOWSHIP of Overeaters Anonymous recognizes the existence of individual approaches and different structured concepts to working our Twelve-Step program of recovery; that the Fellowship is united by our disease and our common purpose; and that individual differences in approach to recovery within our Fellowship need not divide us.

THE FELLOWSHIP respects the rights of individuals, groups, and service bodies to follow a particular concept of recovery within Overeaters Anonymous and encourages each member, group, and service body to also respect those rights as they extend the embracing hand of Fellowship to those who still suffer.

THE FELLOWSHIP encourages each duly registered group and service body to affirm and maintain the Twelve Traditions of Overeaters Anonymous by allowing any member to share his or her experience, strength, and hope in meetings regardless of the individual approach or specific concept that member may follow. Duly registered is defined as being in full compliance with Bylaws, Subpart B, Article V.


1992c Amended 2002 and 2016. It was adopted that:
AA literature sold by the OA World Service Office shall be available for purchase at all World Service Conventions.


1992e It was adopted that:
The World Service Board of Trustees incorporates the job description of the general service trustee on the trustee application form.

1993a It was adopted that:
We, the 1993 Business Conference of Overeaters Anonymous, suggest that OA meetings and events be closed with one of the following: the Serenity Prayer, the Seventh-Step Prayer, the Third-Step Prayer, or the OA Promise I Put My Hand in Yours.

1993b Amended 2010. It was adopted that:
It is the group conscience of the 1993 World Service Business Conference that the sale or display of literature other than OA-approved literature and AA conference-approved literature (as
described in WSBC Policy 2010a) is an implied endorsement of outside enterprises, and therefore in violation with Tradition Six.

World Service Business Conference 2012 adopt a policy that the World Service Office shall mail an annual letter to all service bodies requesting contributions to help fund delegates to attend World Service Business Conferences. Delegates selected to receive this fund will be those from intergroups and service boards demonstrating need. Priority will be given to those intergroups and service boards that have not previously sent delegates to Conference.


1994a (updated 2013 due to amended 1984a) The following policy statement was adopted:
Our primary purpose in Overeaters Anonymous is to abstain from compulsive eating and to carry the message of recovery through the Twelve Steps of OA to those who still suffer. Other addictions and problems may have contributed to the intensity of our disease; however, OA is not directly concerned with recovery from these issues. They should be shared in OA meetings only as they relate to compulsive eating. It is in our best interest to concentrate on our primary purpose and not be distracted by focusing on issues such as alcoholism, codependency, abuse, or the treatment thereof. These and similar outside issues should be addressed in other programs or with professionals.

1994b Amended 2008. It was adopted that:
The Fellowship of Overeaters Anonymous recognizes the existence of special focus meetings (i.e., gay and lesbian meetings, women’s meetings, men’s meetings, 100-pounders, maintainers, old timers, and people of various cultural backgrounds, etc.) which have been formed of persons who can more readily identify with fellow OAers with similar attributes. According to the Traditions, bylaws, and policies of OA, the only requirement for membership is the desire to stop eating compulsively. We ask each person attending a meeting to respect and consider the group conscience. All registered meetings shall welcome and give a voice to any person who has the desire to stop eating compulsively.


1995a Rescinded 2014.


1996a Amended 1999 and 2014. It was adopted that:
The 2014 WSBC of OA suggests OA’s Twelve Steps and Twelve Traditions be read at every meeting. In addition, we suggest all service bodies and the WSBC read the Twelve Concepts of OA Service.


2000a  Amended 2005. It was adopted that:
No OA members shall be prevented from attending, sharing, leading, and/or serving as a speaker at an OA meeting due to choice of food plan. Groups sharing food plan information must adhere to OA’s policies on outside literature, as well as copyright law.

2000b  It was adopted that:
Terms used in the bylaws and policies that refer to communications, including report(s), response(s), document(s), and notice(s), shall be understood to include suitable electronic transmissions. The term “postmark” includes appropriate electronic date/time stamping.

2001  It was adopted that:
There will continue to be a delegate registration fee ($65 for WSBC 2000) adjusted as deemed necessary by the BOT. A portion of this fee is nonrefundable based on cost.


2003  Amended 2014. It was adopted to:
Ensure the personal anonymity of members, an encryption program will be maintained to allow for secure transmission of all meeting information submitted via the OA website.

2004a  Rescinded 2018.

2004b  Amended 2009, 2014, and 2018. It was adopted that:
Appeals process for service bodies denied credentials at WSBC because they do not meet the requirements of OA, Inc. Bylaws, Subpart B, Article X, Section 3c – Qualifications/Selection.
1) The World Service Office shall notify the service body of any challenges to delegate credentials within seven days of receipt of delegate information by the World Service Office.
2) The service body shall notify the World Service Office if it wishes to appeal denial of delegate credentials within fourteen days of this notification.
3) The Appeals Committee shall be composed of two members of the Board of Trustees (the BOT chair and one other trustee), two region chairs, and two representatives of the region bringing the appeal. It will be chaired by the BOT chair.
4) The Appeals Review Committee, via electronic communications, will collectively decide the final disposition of each appeal with a deadline of one month prior to the first session of the upcoming WSBC.

2005a  Amended 2016. It was adopted that:
Business Conference policies that have been completed or the purpose of which have been served and are no longer required shall be presented by the Bylaws trustee cochair to the Board of Trustees for consideration of removal at the next Business Conference.


2005c  Amended 2017. It was adopted to:
Combine WSBC Policies 1987d, 1988c, and 1999b to read: The World Service Business Conference (WSBC) adopts as policy the following procedures for the submission and
consideration of all a) New Business Motions, b) policy motions, and c) Bylaw Amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws.

1) All submissions of proposed New Business Motions, policy motions, and/or Amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws shall include a) a statement of intent; b) a statement of the procedures necessary for the implementation of the proposal (if necessary); c) a statement of estimated cost associated with the proposal; d) a history of related new business items or Bylaw Amendments that were voted upon by the WSBC in the past five years and the results of those votes; e) up to one page of arguments in favor of each new business item or Bylaw Amendment submitted by the maker of the motion at the time of submission; and f) an explanation of how this motion will help carry the message of recovery to those who still suffer.

2) The Conference Agenda Questionnaire include all proposed New Business, policy motions, and Bylaw Amendments that have been submitted within the announced postmarked deadline, including those deemed out of order with the exception of those motions and Bylaw Amendments that, based upon opinions from legal counsel, are deemed to be defamatory.

Proposals included in the Agenda Questionnaire that are deemed out of order must include within the WSBC Motions Review Committee Comments an explanation of this determination, and at the end of the Proposed Wording the parenthetical comment “Deemed Out of Order: See WSBC Motions Review Committee Comments below.”

Additionally, the WSBC Motions Review Committee must also include an explanation of the general nature of the motion or Bylaw Amendment that resulted in it being deemed defamatory by legal counsel and therefore not printed in the Conference Agenda Questionnaire.


2008a Amended 2019. It was adopted that:
OA literature may be discontinued, removed, or changed in format for the following reasons:

1) Low Demand. When it is no longer cost-effective to print and maintain inventory of Conference-approved OA literature due to low demand, the Executive Committee of the Board of Trustees may decide to move the piece from print to digital form after the depletion of remaining stock.
   a) Pamphlets will be made available for download from the OA website.
   b) The Executive Committee may choose other methods to make low-demand books available.
   c) A copy marked “digital only” with the date the piece was converted to digital only will be maintained in literature archives.

2) Removal of Conference Seal of Approval. WSBC delegates may remove the Conference Seal of Approval by a two-thirds vote. Sales of such literature will cease immediately. A copy marked “removed” with the date the piece was removed will be maintained in literature archives.

3) Non-Observance of Traditions. If any previously approved literature is found by the Executive Committee of the Board of Trustees to violate our Traditions, sales of that literature will cease immediately, and it will not be distributed for any reason. Conference-approved literature determined to violate Traditions will then be submitted to the Conference for removal of the Conference Seal of Approval. A copy marked “removed” with the date the piece was removed will be maintained in literature archives.
4) Discontinued Literature. A copy of literature that is discontinued for any reason other than noncompliance with Traditions will be marked “discontinued” with the date the piece was discontinued and maintained in literature archives.

2008b It was adopted to:
Create an Overeaters Anonymous media policy.

To raise public awareness, Overeaters Anonymous and associated service bodies may send press releases to or make use of special events/promotions in newspapers, magazines, television, radio, websites, billboards, and other means of public media, providing personal anonymity is maintained for members of Overeaters Anonymous. Contact names on media communication can include any special worker associated with public awareness as well as the first names of individual Overeaters Anonymous members.

2008c It was adopted to:
Create an Overeaters Anonymous public relations policy.

If Overeaters Anonymous is to continue to exist, it must continue to grow in order to fulfill its primary purpose of carrying its message to the compulsive eater who still suffers and to reach those who are not yet aware of the existence of our Fellowship.

We fulfill this primary purpose most effectively by attraction and cooperation—not promotion or affiliation. For the guidance of our Fellowship, here are definitions of those terms:

To Attract: To draw by other than physical influence; to invite; to draw to; to encourage approach

To Promote: To push forward; to further advance, as in a business venture (implies “hard sell,” advancement for profit)

Cooperation: Joint operation or action (implies coming together of two or more people to work together for a common goal or benefit or on a common problem)

Affiliation: Association or close connection; a uniting (implies lending one’s name, endorsement, legal or financial partnership)

Overeaters Anonymous is attracting when it tells people why we are, what we are, what we do, and how; we let them know that we are available if and when help is needed. We state the facts, which are communicated via the press, radio, TV, internet, and films, always stressing personal anonymity at the public level.

Overeaters Anonymous is cooperating when it works with others*, rather than alone. Working with others broadens our scope and contacts and we reach more of those in need.

Hiring outside contractors or service companies is not considered an affiliation.

*Examples could include, but are not limited to, hospitals, doctors, nurses, clergymen, treatment centers, educators, dieticians, nutritionists, employee assistance programs, and health spas.
2008d It was adopted to:
Create an Overeaters Anonymous public service announcements policy.

To raise public awareness, Overeaters Anonymous and associated service bodies may make use of
public service announcements in appropriate newspapers, magazines, television, radio, websites,
billboards, and other means of public media.

2008e It was adopted to:
Create an Overeaters Anonymous paid ads policy.

To raise public awareness, Overeaters Anonymous and associated service bodies may purchase ads
in appropriate newspapers, magazines, television, radio, websites, billboards, and other public
media.

2008f It was adopted that:
The Overeaters Anonymous World Service Office (WSO) sell recovery chips marked with years
from 1 to 20, 25, 30, 35, 40.

2009a It was adopted that:
The World Service Office provides website templates for optional use by OA service bodies and
groups in creating or revising their websites.

2009b Amended 2017. It was adopted that:
December 12 (12/12) each year be designated as OA’s International Twelfth Step Within Day, the
purpose of which will be to encourage OA service bodies, meetings, and individual members to
reach out to those within the Fellowship who are still suffering from compulsive eating behaviors.

2009c Rescinded 2012.


2010a Amended 2012. The following policy statement was adopted:

**Statement on Approved Literature**

In accordance with our Traditions, we suggest that OA groups maintain unity and honor our
Traditions by using, selling, and displaying only approved books and pamphlets at their meetings.
This includes OA Conference- and board-approved literature; AA Conference-approved books,
booklets, and all future editions thereof, with original edition copyright 2010 or earlier; and locally
produced OA literature. Locally produced literature must be developed according to the *OA
Guidelines for Locally Produced Literature* and should be used with the greatest discretion. Local
literature should be considered temporary and discontinued when OA literature approved for
general use is available to cover the topic.

2010b Rescinded 2014.

2010c Amended 2015. It was adopted that:
The WSBC Final Conference Report be made available electronically.

2010d Amended 2014. It was adopted to:
Establish an OA Young Persons’ Conference Committee.
Amended 2014 and 2018. It was adopted to:
Require all groups and service bodies wishing to register with the WSO to provide at least one
email address and name when submitting their registration request. The required email address is
for use within the OA organization and will not be published.

Amended 2016 and 2019. The following policy statement was adopted:

Statement on Public and Social Media

While Overeaters Anonymous has no opinion on outside issues, including social media, the
dele\t\nts of the 2019 World Service Business Conference recommend that any OA member, group,
or service body using social media for OA public information and public awareness maintain the
personal anonymity of OA members.

Members of Overeaters Anonymous are anonymous. The Fellowship is not. Members of
Overeaters Anonymous are responsible for maintaining their anonymity and respecting the
anonymity of other OA members. When attending an OA meeting, whether face-to-face or virtual,
members are encouraged to seek appropriate means to protect their own anonymity and that of
fellow members.

All registered virtual meetings shall inform members that their anonymity is not fully protected
when attending a virtual meeting.

Find options for protecting anonymity at Guidelines for Anonymity in the Digital World.

It was adopted to:
Include the Tools of recovery of OA in the Conference Policy Manual.

The following are the Tools of recovery of OA: A Plan of Eating, Sponsorship, Meetings,
Telephone, Writing, Literature, Anonymity, Service, and Action Plan.

It was adopted that:
Overeaters Anonymous Fellowship bestow the title of founder to Rozanne S.

Amended 2018. The following policy statement was adopted:

Statement on Creating Service Centers

Service bodies may form service centers to assist them in communicating with the groups and to
help carry the message, providing that they adhere to the Traditions, as guided by the Twelve
Concepts of OA Service, and adhere to Overeaters Anonymous policies for the use of OA-approved
literature and print material.

The following policy statement was adopted:

Statement on Group Where Access is Restricted

A group which, for compelling reasons over which it has no control, where access is restricted (i.e.,
national security, military security, ships, military bases, or institutional setting), cannot welcome
all who have the desire to stop eating compulsively will be considered to be in compliance with the
points defined in Bylaws, Subpart B, Article V, Section 1, if:
1) It has provided the Board of Trustees, in writing, the specific compelling reason.
2) The Board of Trustees specifically approves the exception.
2012c The following policy statement was adopted:

Statement on Group Liability Insurance
As per OA, Inc. Bylaws, Subpart A, Article III – Members, the legal structure of OA, Inc. does not allow for the provision of liability insurance for OA groups or service bodies.

2012d Amended 2014. It was adopted that:
The terms of WSBC delegates from service bodies shall be limited. After completing four consecutive years, service shall not exceed an additional two years. A one-year rotation out of service shall then be observed. Request for a waiver of this limitation shall be submitted to the Board of Trustees.

2013 The following policy statement was adopted:

Statement on Individual Member Donations to the OA World Service Office
1) A member may contribute up to $5,000 per year to the general fund, up to $5,000 per year to any special fund, and up to $5,000 per year to honor the memory of a deceased member.
2) OA, Inc. may accept a bequest from the will of a deceased member in cash or cash equivalent. There is no limit on the amount of such a bequest.


2014b It was adopted that:
Meetings of Delegates
Annual Business Conference
1) Oral committee and workshop reports shall be made on the final day of the Business Conference when time allows. Written reports are due in the World Service Office two weeks following the close of the Business Conference.
2) Special meetings of delegates or committees of delegates during the Business Conference for any purpose or purposes may be called at any time by the chair or by a majority of the trustees and/or delegates.
3) Communications concerning the Business Conference from the trustees and the World Service Office shall be through the registered delegates and service bodies.

2015 It was adopted that:
World service display the name “Overeaters Anonymous” on all displays, banners, and other signage at its events. This does not apply to badges.


2017a The following policy statement was adopted:
Overeaters Anonymous will establish an ad hoc committee to consider the implementation/registration of a Spanish language service board (SLSB). The Spanish-speaking Fellowship will work with the BOT in order to establish how the SLSB will fit into the OA service structure.

2017b The following policy statement was adopted:
Overeaters Anonymous will establish a special fund to assist in translating OA literature, forms, correspondence, website, and other materials to languages other than English. Money contributed to this fund is in addition to the International Publications/Translations Committee’s budget. The BOT will establish guidelines to allocate the funds.

2018a It was adopted that:
The World Service Business Conference 2018 direct the Board of Trustees of Overeaters Anonymous to establish an ad hoc committee to research and delineate the best means and costs of improving, upgrading, and expanding the electronic “front door” of OA for the purpose of defining a budgetary amount for a “Welcome to OA” capital campaign. OA’s “front door” includes the oa.org website data systems and could include the development of a geolocator and real-time Find a meeting app for smartphones, or other means revealed to be useful in the research.

2018b The following policy statement was adopted:
In keeping with Tradition Ten, Overeaters Anonymous has no opinion on bariatric (weight-loss) surgery. In the spirit of Tradition Three, Overeaters Anonymous welcomes anyone with a desire to stop eating compulsively, including those who have had bariatric surgery or are contemplating it.

2019a It was adopted that:
Groups known as hybrid meetings may register only once. The hybrid groups may be included on the oa.org meeting list under the appropriate meeting categories.

2019b It was adopted to:
Apply for and, if approved, accept nonprofit status from Google so that we may gain access to Google’s Custom Search feature at no cost.

2019c The following policy statement was adopted:
The World Service Business Conference established the following annual events.

OA Birthday: The third weekend of January as the annual celebration of the January 19, 1960 founding of Overeaters Anonymous.

Unity Day: The last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m. local time.

Sponsorship Day: The third weekend in August.

International Day Experiencing Abstinence (IDEA): The third weekend in November.

**END**
Note: The World Service Office shall oversee that the Business Conference minutes are researched annually in order to update this summary with any Business Conference motions which have a continuing effect. This includes new, revised, or rescinded motions adopted by the World Service Business Conference.
1962  At OA’s first Business Conference, then called the National Conference, it was adopted that: We endorse as our only basic creed the only thing that OA in general subscribes to (from headquarters), the Twelve Steps and the Twelve Traditions. That this is the only basic program that OA (headquarters) believes as its creed. We acknowledge that these two things are the only creed that OA subscribes to, basically. (Rescinded 2014)

1977a  It was adopted that: The price be put back on the literature. (Rescinded 2001)

1979a  It was adopted that: AA-approved literature to be sold at the WS Convention, with a list to be submitted from the Literature Committee to the board for approval. (Rescinded 1989)

1979b  It was adopted that: Any activity (i.e., marathons, conventions, and retreats) not sponsored by a registered group, an intergroup, region, or OA as a whole be considered an outside enterprise not to be endorsed or promoted by OA and as such not appear in a world service publication. Any marathon, convention, or retreat that offers for sale any items that are not Conference-approved, be considered an outside enterprise and also not be publicized in OA publications. (Rescinded 1989)

1979d  It was adopted to: Pay founder Rozanne S.’s expenses to all future Conventions. (Rescinded 2015)

1980a  Amended 1989. It was adopted that: The purpose of each proposed amendment to the World Service bylaws be clearly verbalized by the proposing body. (Rescinded 2016)

1982a  After a presentation/discussion on whether OA should produce literature on anorexia nervosa or other eating disorders, the following statement was adopted: Overeaters Anonymous does not have any literature for specific eating disorders other than compulsive overeating. We welcome in love and fellowship all who have the desire to stop eating compulsively. (Rescinded 1999)

1982b  After a presentation/discussion on using an OA/AA-approved literature list which includes the 1976 Business Conference Statement on OA/AA-approved literature, the following was adopted that: The current World Service Business Conference policy on literature be a list (to be updated as necessary) which includes the amended 1976 Statement on OA/AA-approved literature: “In accordance with our Traditions, we suggest OA groups maintain unity and protect our Traditions by selling only program books and pamphlets at their meetings. This would include AA Conference-approved literature and OA Conference- and board-approved literature. Intergroup or group prepared local literature should be used with the greatest discretion. Even then, we suggest that you submit it to the World Service Office for their information. This type of local literature should be considered temporary and discontinued when OA literature approved for general use is available to cover the topic.” (The complete list which includes this statement, literature, and explanations is available from the World Service Office.) (Rescinded 2010)
1982d  It was adopted that:
The Board of Trustees presents a written Business Conference report of all Board of Trustees’
policies, to be updated for each Business Conference beginning May 1983. *(Rescinded 2001)*

1982f  It was adopted that:
Future Business Conferences begin proposed bylaw amendments directly following the last
completely debated article of the previous year.

(Note: The intent is to apply this recommendation only in a year following a Business Conference
that was unable to debate and vote on all proposed bylaw amendments due to a lack of time.)
*(Rescinded 2012)*

1986a  Amended 1996, 1998, and 2018. It was adopted that:
Overeaters Anonymous celebrate an annual worldwide Unity Day on the last Saturday in February
in even years and the last Sunday in February in odd years at 11:30 a.m. *(Superseded by 2019c)*

1987a  Amended 1997. A policy statement on food plans was adopted:
The OA 1997 World Service Business Conference, after careful consideration, believes that
although many individual OA members choose to follow a plan of eating for their personal plan of
recovery, offering food plans at OA meetings is a violation of Tradition Ten. While each OA
member is free to choose a personal plan of eating to achieve abstinence, OA as a whole cannot
print, endorse, or distribute food plan information to members.

Nutrition is a most controversial outside issue; the hiring of professionals to produce food plans for
use at meetings also violates the Eighth Tradition, as we need always remain nonprofessional.
Groups endorsing any food plans by distributing them at their meetings affect OA as a whole. We
ask all groups, intergroups, and regions of OA to adhere to the above policy statement and
discontinue the use of food plan information at meetings. We ought best concern ourselves with
our suggested program of recovery—the Twelve Steps. *(Rescinded 2000)*

1987b  It was adopted that:
One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities
may be claimed by any member of the Board of Trustees during each of her/his elected terms of
office for any reason. *(Rescinded 2018)*

1988a  Regions:
Regional Assemblies
Regions may meet more often for the conduct of business as necessary. *(Rescinded 2005)*

1989b  Changes and deletions in the Business Conference Policy Manual were adopted. See sections
marked Revised 1989 or Deleted 1989. *(Rescinded 2003)*

1992b  Amended 2018. It was adopted that:
The World Service Business Conference establish an International Day Experiencing Abstinence
(IDEA) to be held annually on the third weekend in November. *(Superseded by 2019c)*

1992d  The following policy statement adopted that:
The World Service Business Conference resolves to welcome anorexics and bulimics in the OA
Fellowship as full and equal members. *(Rescinded 1998)*
1993d It was adopted that:
Beginning 1994 the World Service Office will charge a twenty-dollar ($20) nonrefundable fee to
register a World Service Business Conference delegate. (*Rescinded 2001*)

1993e It was adopted that:
Until such time as the World Service Business Conference adopts concepts for OA, that all OA
service bodies study and utilize AA’s Twelve Concepts as guidelines for their service. (*Rescinded
1998*)

1994c The World Service Business Conference 1994 adopted:
1) The ultimate responsibility and authority for OA world services reside in the collective
conscience of our whole Fellowship.
2) The OA groups have delegated to World Service Business Conference the active maintenance
of our world services; thus, World Service Business Conference is the voice, authority, and
effective conscience of OA as a whole.
3) The right of decision, based on trust, makes effective leadership possible.
4) The right of participation ensures equality of opportunity for all in the decision-making process.
5) Individuals have the right of appeal and petition in order to ensure that their opinions and
personal grievances will be carefully considered.
6) The World Service Business Conference has entrusted the Board of Trustees with the primary
responsibility for the administration of Overeaters Anonymous.
7) The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws,
Subpart A; the rights and responsibilities of the World Service Business Conference are
accorded to it by Tradition and by OA Bylaws, Subpart B.
8) The Board of Trustees has delegated to its Executive Committee the responsibility to
administer the World Service Office.
9) Able, trusted servants, together with sound and appropriate methods of choosing them, are
indispensable for effective functioning at all service levels.
10) Service responsibility is balanced by carefully defined service authority; therefore, duplication
of efforts is avoided.
11) Trustee administration of the World Service Office should always be assisted by the best
standing committees, executives, staffs, and consultants.
12) The spiritual foundation for OA service ensures that:
   a) no OA committee or service body shall ever become the seat of perilous wealth or power;
   b) sufficient operating funds, plus an ample reserve, shall be OA’s prudent financial principle;
   c) no OA member shall ever be placed in a position of unqualified authority;
   d) all important decisions shall be reached by discussion, vote, and whenever possible, by
      substantial unanimity;
   e) no service action shall ever be personally punitive or an incitement to public controversy;
      and
   f) no OA service committee or service board shall ever perform any acts of government, and
      each shall always remain democratic in thought and action. (*Adopted into OA Bylaws,
      Subpart B 1998*)

1995a It was adopted that:
Overeaters Anonymous designate January as “Media Awareness Month.” (*Rescinded 2014*)

1995b (updated 2013 due to amended 1984a) It was adopted to:
Remove abstinence as a tool and replace it with “a plan of eating,” leaving abstinence as our
primary purpose as outlined in the OA Preamble: “Our primary purpose is to abstain from
compulsive eating and carry the message of recovery through the Twelve Steps of OA to those who still suffer.” (Rescinded 2014)

1996b It was adopted that:
The Board of Trustees may discontinue reprinting low-demand pamphlets that are no longer cost-effective to reprint and maintain in the OA literature inventory.

Discontinuance of a pamphlet:
Conference-approved pamphlets that have broad application to the Fellowship and which fall within the lowest 20 percent of ranked total pamphlet unit sales shall be considered for discontinuance.

The World Service Office publications department will provide a quarterly report indicating the unit demand volume on each Conference-approved pamphlet for review by the Executive Committee.

Those pamphlets that consistently fall below the designated 20 percent of total unit demand for four consecutive quarters may be chosen by the Executive Committee for recommendation to discontinue reprinting.

The Executive Committee will submit a motion to the Board of Trustees for approval to discontinue reprinting those pamphlets.

If the Executive Committee motion is approved by the Board of Trustees, the designated pamphlets will not be reprinted and will be removed from the OA literature catalog when the remaining inventory is depleted.

Notification to the Fellowship shall be through appropriate WSO publications, such as Lifeline and A Step Ahead.

A copy marked “discontinued” with the date the piece was discontinued will be maintained in the literature archives for duplication by the World Service Office for special requests. An appropriate amount will be charged for the time and cost of duplicating, mailing, etc. Unauthorized duplication of copyright discontinued pieces is prohibited.

For withdrawal of any Conference-approved pamphlet that is no longer printed; that is the pamphlet shall no longer be available for distribution to the Fellowship in any language, will require approval of the World Service Business Conference. (Rescinded 2008)

1997 It was adopted:
Effective with the World Service Business Conference 1998, there be established an additional per-delegate registration fee of forty-five dollars ($45) (adjusted annually for inflation as deemed necessary by the BOT). (Rescinded 2001)

1998 The following policy statement was adopted to:
Discontinue Conference-approved literature for reasons other than low sales, a two-thirds vote from the delegates present and voting at the annual World Service Business Conference is needed. (Rescinded 2008)
1999 Amended 2004 and 2005. It was adopted that:
An online or telephone group will be registered with world service as long as the listed group meets
the following criteria:
1) takes place in “real-time;”
2) is fully interactive; and
3) fulfills the definition of an OA group as contained in Subpart B, Article V, Section 1 of
Overeaters Anonymous, Inc. Bylaws. (Rescinded 2016)

2002a It was adopted that:
There will be a special Conference committee consisting of four members of the Board of Trustees,
four region chairmen, and up to ten delegates to develop a plan of action to either strengthen the
current OA worldwide service structure or restructure it. The result will be presented to WSBC no
later than 2004. The chairman of the board will choose committee members. (Rescinded 2005)

2002b It was adopted that:
The Board of Trustees will investigate the feasibility of establishing a toll free line for the purpose
of public information and publish its reports to all service bodies by October 1, 2002. (Rescinded
2005)

2004a It was adopted that:
The WSO have proposal forms available on the OA website with detailed online instructions for
submitting the proposals. The forms are to include an email address for the maker of the proposal.
(Rescinded 2018)

2005b It was adopted that:
WSBC 2005 directs the Board of Trustees (BOT) to implement a matching grant program whereby
service bodies may apply for and receive funds from OA, Inc. for projects enhancing unity and the
ability to carry the message both within and outside OA. Total yearly funding for grants shall not
exceed 1 percent of total donations to the World Service Office (WSO) for the prior year.
(Rescinded 2011)

2006 It was adopted to:
Change the name of the HIPM (Hospitals, Institutions, Professionals, and the Military) Committee
to Professional Outreach Committee. (Rescinded 2014)

2007 It was adopted that:
Overeaters Anonymous, Inc. conduct a Public Awareness Campaign using the services of an
outside agency. Expenses connected to this campaign will be supported by member contributions
to a special public awareness campaign fund established by the Board of Trustees. The BOT may
use up to $20,000 of current reserves for seed money to initiate the campaign. Such funds are to be
reimbursed from the special fund established for this purpose. (Rescinded 2009)

2009c It was adopted to:
Establish a special fund to assist in the translating of OA literature, forms, correspondence, website,
and other materials to languages other than English. Money in this fund is in addition to the
translation committee’s budget. The BOT will establish guidelines to allocate the funds. (Rescinded
2012)

2009d It was adopted that:
Create a Web/Technology Conference Committee starting at WSBC 2010. (Rescinded 2019)
2010b  It was adopted to:

2014a  It was adopted that:
Overeaters Anonymous email groups, commonly called loops (groups that do not meet in real time), may list their group on www.oa.org as a courtesy with the following criteria:
1) Email groups must comply with the definition of an Overeaters Anonymous group as per OA, Inc. Bylaws, Subpart B, Article V – Overeaters Anonymous Groups, Section 1 – Definition.
2) The topic and/or focus of the email group are consistent with those listed on oa.org for Overeaters Anonymous face-to-face and virtual groups.
3) New members must be informed of the loop’s policies, norms, and practices.
4) Archives are to be deleted at least once a month unless the loop’s policies dictate otherwise.
5) Email groups are moderated to stay on topic.
6) The format of the email groups is structured similarly to a registered OA group. Postings to email groups are limited to the topic, the Twelve Steps, the Twelve Traditions, or the Twelve Concepts of OA Service. Feedback, crosstalk, and advice-giving are discouraged.
7) Each email group will have a coordinator who registers the loop with an email service provider and a secretary who will liaise with the OA World Service Office. *(Rescinded 2017)*

2016  It was adopted to:
Establish an OA Virtual Services Conference Committee. The committee would focus on virtual groups and would assist in forming new virtual service boards, presenting virtual workshops, and other projects that support the virtual groups and virtual service boards (VSBs). This will help build infrastructure and support for VSBs and virtual groups. *(Rescinded 2019)*

2017c  Amended 2018. It was adopted that:
The World Service Business Conference 2017 create a Sponsorship Day to be held annually on the third weekend in August. *(Superseded by 2019c)*
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Note: Policies in italics are located in Appendix A – Rescissions
OA, Inc. Bylaws, Subpart A

Article I – Name and Place of Business
The name of this Corporation is Overeaters Anonymous, Inc. (the “Corporation”). The principal office for the transaction of the business of the Corporation shall be located at such place or places within the County of Sandoval, State of New Mexico, as the Board of Trustees shall from time to time determine. Such principal place of business shall also constitute the location of the World Service Office of Overeaters Anonymous. The Corporation may have such other offices, either within or without the State of New Mexico, as the business of the Corporation may require from time to time.

Article II – Purpose
Section 1 – Mission Statement
Our mission is to carry the message of recovery through the Twelve Steps to the compulsive eater who still suffers.

Section 2 – Organization and Purpose
The Corporation is organized and incorporated under the laws of the State of New Mexico to operate as an exempt organization within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or similar provision of any future revenue law) (the “Code”) without profit to any officer or director. The purpose of Overeaters Anonymous is to carry the message of recovery through the Twelve Steps to the compulsive eater who still suffers. The general purpose and power are to promote the public health, and to work with and furnish charitable and cultural assistance to those with problems of obesity; and to conduct such other activities as are appropriate to these objectives. Subject to the foregoing, the Corporation may also engage in all other activities which are permissible by law. The Corporation is the guardian of the world services and the Twelve Steps and Twelve Traditions of Overeaters Anonymous and shall preserve the exclusive right to use the name Overeaters Anonymous. The Corporation shall maintain a World Service Office to serve Overeaters Anonymous.

Article III – Members
The Corporation shall have no members as such. Any action which would otherwise require approval by the members shall require only the approval of the Board of Trustees and all rights which would otherwise vest in the members shall vest in the trustees, except as otherwise expressly provided herein.

Article IV – Prohibitions
No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, the Corporation’s directors, members, officers, or other private personas, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions necessary to carry out the purposes set forth in Article Two. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Articles of Incorporation, the Corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended; or (b) by a corporation to which contributions are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended.
Article V – Directors/Management
Section 1 – Powers
Subject to the limitations of the Articles of Incorporation, these bylaws, and the laws of the State of New Mexico, all corporate powers shall be exercised by or under the authority of the Board of Directors, which shall be known as the Board of Trustees and shall control the business and affairs of this Corporation. The term “trustees” as used in the Articles of Incorporation and these bylaws shall mean “directors” as that term is used in the New Mexico Nonprofit Corporation Act and other laws. The use of the term “trustees” is historic only and is not intended to vary the duties of the trustees of this Corporation from that imposed on directors, or to establish a trust relationship.

Section 2 – Number of Trustees and Qualifications
The authorized number of trustees of the Corporation shall be seventeen until changed by amendment to the Articles of Incorporation or by the amendment of this Section 2, Article V, Subpart A adopted by the delegates, as provided in Article IX, Subpart B of these bylaws. The exact number of trustees shall be fixed from time to time by resolution of the board, subject to the right of delegates as provided by Subpart B. No paid employee at the local or national level may be a member of the Board of Trustees.

Section 3 – Composition
The board shall consist of all “regional trustees” and “general service trustees” elected in accordance with the procedures set forth in Subpart B of these bylaws.

Section 4 – Election and Terms of Office
Trustees shall be elected by the delegates at the annual World Service Business Conference of Overeaters Anonymous in accordance with Subpart B of these bylaws and shall hold office until the conclusion of the next such meeting at which their successors are elected and qualified.

Section 5 – Compensation
Trustees shall serve without compensation. Notwithstanding the foregoing, the Corporation may reimburse the trustees for reasonable out-of-pocket expenses for travel, lodgings, meals, and miscellaneous expenses in connection with attendance at board meetings and other official business.

Section 6 – Meetings
a) Immediately following each annual World Service Business Conference meeting held pursuant to Article X of Subpart B of these bylaws, the board shall hold a regular meeting to elect officers and transact other business. The Board of Trustees shall meet at least quarterly, at such place and time as it may designate from time to time by resolution of the board. In the absence of a resolution, regular meetings shall be held at the principal office of the Corporation. Special meetings may be called by the chair of the board or any three trustees, and such meetings shall be held at the time, place, and hour designated by the person or persons calling this meeting.
b) Notice of the time and place of meetings shall be delivered to each trustee personally or sent by first-class mail, at least seven days prior to any such meeting, provided, however, that notice of regular meetings, the time of which has been designated by resolution of the board, is hereby dispensed with.
c) More than half of the trustees shall constitute a quorum for the transaction of business.
d) In the absence of a quorum, the board shall transact no business, except as otherwise expressly provided in these bylaws, in the Articles of Incorporation, or by law, and the only motion the board shall entertain is a motion to adjourn.
e) Meetings of trustees shall be governed by the latest edition of Robert’s Rules of Order, Newly Revised or such successor publication as may from time to time be published, insofar as such rules are not inconsistent with or in conflict with these bylaws, with the Articles of Incorporation, with law, or with special resolutions the board may adopt.
Section 7 – Resignation and Removal of Trustees

a) Any trustee may resign effective upon giving written notice to the chair of the board, the secretary to the board, or the Board of Trustees of the Corporation. Unless the notice specifies otherwise, its acceptance by the Corporation shall not be necessary to make it effective.

Any trustee who advises the Board of Trustees that she/he has returned to compulsive eating will be deemed to have resigned as of the time of receipt of such notice by the Board of Trustees.

The Board of Trustees may declare vacant the office of a trustee who has been declared of unsound mind by a final order of court or convicted of a felony or been found by a final order or judgment of any court to have breached any duty under Section 53-8-25.1 or any other relevant provision of the New Mexico Nonprofit Corporation Act.

b) Any trustee may be removed by a three-fourths vote of the Conference delegates present and voting at the annual World Service Business Conference.

c) A vacancy shall be presumed, and the office shall be declared vacant by a three-fourths vote of all trustees under the following circumstances:

1) Any trustee who is absent from two Board of Trustees meetings during his/her term of office without prior notice to the chair of the board or the secretary of the board and good cause as determined by the Board of Trustees.

2) Any trustee who is absent from two Board of Trustees meetings in a twelve-month period.

3) Any general service trustee who is absent from three Executive Committee meetings in a twelve-month period.

4) Absences of a trustee serving only a one-year term could be excused only by impassable weather, serious illness of a trustee, death, or serious illness of a trustee’s immediate family member, war, or national strike.

d) Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, and/or a meeting of the Executive Committee be approved for good cause.

1) The motion may be presented at a Board of Trustees meeting prior to or the meeting subsequent to the meeting from which the trustee wishes to be excused.

2) The motion to excuse an absence shall be treated as any other business motion and requires a three-fourths vote of the Board of Trustees. The vote to excuse the absence will be taken by written ballot.

e) To be considered in attendance at a meeting, a trustee must attend 75 percent of the business meeting’s schedule on the agenda for that meeting. This stipulation may be waived due to an emergency or other good cause that occurs during the business meeting if approved by a three-fourths vote of the trustees’ present.

f) One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities may be claimed by a member of the Board of Trustees during each of his/her elected terms of office for any reason. The provisions in Section 7c) above do not apply to any absences of any trustee while on a leave of absence.

g) The Board of Trustees may remove any trustee for cause by an affirmative three-fourths vote of the trustees. The failure to perform the duties and responsibilities of a trustee, as enumerated in the OA Bylaws, Subpart B, Article IX, Section 2 may constitute cause for removal.

h) No reduction in the authorized number of trustees will have the effect of removing any trustee before his/her term of office expires.

Section 8 – Vacancies

Vacancies on the Board of Trustees may be filled by a majority vote of the trustees then in office in accordance with Article IX, Section 7 of Subpart B of these bylaws, whether or not less than a quorum, or by a sole remaining trustee, and each trustee elected in this manner shall hold office until the conclusion of the next annual Conference or until his/her earlier resignation or removal or his office has been declared vacant in the
manner provided by these bylaws. A vacancy or vacancies on the Board of Trustees shall exist on the death, resignation, or removal of any trustee, or if the board declares vacant the office of a trustee if he/she is declared of unsound mind by an order of court or is convicted of a felony, or if the authorized number of trustees is increased, or if the delegates fail to elect the full authorized number of trustees to be voted for at any delegates meeting at which an election of trustees is held. If the resignation of a trustee states that it is to be effective at a future time, a successor may be elected to take office when the resignation becomes effective.

Section 9 – Waiver of Notice or Consent
The transactions of any meeting of the Board of Trustees however called and noticed or wherever held, shall be as valid as though it had at a meeting duly held after regular call and notice, if a quorum is present and if, either before or after the meeting, each of the trustees not present or who, though present, has prior to the meeting or at its commencement, protested the lack of proper notice, signs a written waiver of notice, or a consent to holding the meeting, or an approval of the minutes of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings. A notice or waiver of notice need not specify the purpose of any regular or special meeting of the Board of Trustees.

Notice of a meeting need not be given to any trustee who signs a waiver of notice, whether before or after the meeting, or who attends the meeting without protesting, prior to or at its commencement, the lack of notice of such trustee.

Section 10 – Adjournment
A majority of the trustees’ present, whether or not a quorum is present may adjourn any meeting to another time and place. If the meeting is adjourned for more than twenty-four hours, notice of the adjournment to another time or place shall be given prior to the time of the adjourned meeting to the trustees who were not present at the time of the adjournment.

Section 11 – Meetings by Virtual Conference
Members of the Board of Trustees may participate in a meeting through use of electronic means so long as all members participating in such meeting can hear one another. Participation by trustees in a meeting in the manner provided in this Section constitutes presence in person at such meeting.

Section 12 – Action without a Meeting
Any actions required or permitted to be taken by the Board of Trustees may be taken without a meeting. A two-thirds vote of the board shall be required for approval. Such action shall be filed with the minutes of the proceedings of the board.

Section 13 – Chair of the Board
The Board of Trustees shall elect a chair of the board to preside over meetings of the board and shall elect a first and second vice chair to serve in his/her absence.

Section 14 – Executive Committee
There shall be an Executive Committee of the board, whose members shall consist of the general service trustees. If a regional trustee is elected to the position of chair of the Board of Trustees or to treasurer, these officers shall serve as ex-officio members of the Executive Committee with full rights. The Executive Committee shall meet at least monthly at such time and place as they designate by resolution from time to time. The chair of the board shall preside at all such meetings. In the event the chair of the board should be unable to attend any meeting of the Executive Committee, the next highest-ranking officer in attendance shall serve as chair for that meeting.

The ranking of the officers shall be as follows:
a) First vice chair
b) Second vice chair

c) Treasurer

The secretary shall not be included in the progression since the managing director holds that office. In the event that no officer serves on the Executive Committee, the Executive Committee shall elect an interim chair.

Notice of the regular monthly meetings of the Executive Committee need not be given if the time and place of such meetings have been set forth in the resolution of the committee. Otherwise, and in the case of special meetings, notice shall be given in the manner prescribed for meetings of the board in Article V, Section 6, Subpart A of these bylaws. All proceedings of the Executive Committee shall be conducted as prescribed in these bylaws for the Board of Trustees. The Executive Committee, to the extent provided in the resolution of the board or in these bylaws, shall have all the authority of the board, except with respect to:

a) The approval of any action for which law or these bylaws also require approval of the Board of Trustees or delegates or approval of the majority of the Board of Trustees or delegates.
b) The filling of vacancies on the board or in any committee which has the authority of the board.
c) The fixing of compensation of the trustees for serving on the board or on any committee.
d) The amendment or repeal of bylaws or adoption of new bylaws.
e) The amendment or repeal of any resolution of the board, which by its express terms is not so amendable or eligible for repeal.
f) The appointment of committees of the board or members thereof.
g) The expenditure of corporate funds to support a nominee for trustee when there are more people nominated for trustee than can be elected.
h) The approval of any self-dealing transaction.

Section 15 – Other Committees

The board may, by resolution adopted by a majority of the trustees then in office, provided that a quorum is present, create one or more committees, each of which shall be chaired by a trustee or designated officer of the Corporation, to serve at the pleasure of the board. The chair of the board shall appoint chairs of such committees. The chair shall serve as ex-officio member, without vote, on all committees. Such committees shall not exercise the authority of the board. Any committee exercising authority of the board must conform to the New Mexico Nonprofit Corporation Act.

Section 16 – Managing Director

There shall be a managing director who shall act as the chief operations officer of the Corporation. The managing director shall be responsible for providing advice and assistance to members of the Board of Trustees and shall be responsible for administering the total operations of Overeaters Anonymous, Inc. and the World Service Office. The managing director shall also serve as an officer of the Corporation as its secretary.

Article VI – Officers

Section 1 – General

The Corporation shall have a chair of the board, first and second vice chair of the board, a secretary, and a treasurer and such other officers as the board may elect.

Section 2 – Qualification, Election, and Vacancies

a) The Board of Trustees elect the chair, the first and second vice chairs of the board, and the treasurer of the Corporation from the current trustees at the first board meeting following the annual Conference. Each nominated trustee may speak for up to five minutes on what they hope to bring to the position. If a tie vote occurs on two ballots, election shall then be decided by lot.
b) No trustee shall serve in any one office for more than two consecutive one-year terms.
c) Vacancies may be filled by the board.
d) The board may elect such other officers, with such qualifications and duties as it may deem fit, to serve at the pleasure of the board.

Section 3 – Duties of Chair of the Board
The chair of the board shall be the chief executive officer of the Corporation and shall, subject to the control of the board, supervise and control the affairs of the Corporation. He/she shall perform all duties incident to his/her office and such other duties as are provided in these bylaws or as may be prescribed from time to time by the Board of Trustees. The chair shall serve as ex-officio member, without vote, on all committees.

The chair of the BOT shall appoint all members of such committees. The chair of the BOT may appoint former trustees to serve on such committees.

Section 4 – Duties of Vice Chair of the Board
The first vice chair of the board shall perform all duties and exercise all powers of the chair of the board when the chair of the board is absent or is otherwise unable to act, and when the first vice chair is absent or otherwise unable to act, the second vice chair shall perform such duties and exercise such powers. The first and second vice chairs of the board shall perform such other duties as may be prescribed from time to time by the Board of Trustees.

Section 5 – Duties of Secretary
The secretary shall keep minutes of all meetings of the Board of Trustees, general service trustees, and World Service Business Conference delegates; shall be the custodian of the corporate records; shall give all notices as are required by law or by these bylaws; and generally shall perform all duties incident to the office of secretary and such other duties as may be required by law, by the Articles of Incorporation, or by these bylaws, or which may be assigned from time to time by the Board of Trustees or general service trustees.

Section 6 – Duties of Treasurer
The treasurer shall have charge and oversight of all funds of the Corporation; shall oversee WSO staff to deposit such funds as required by the Board of Trustees or general service trustees, keep and maintain adequate and correct amounts of the Corporation’s properties and business transactions, and render reports and accounting to the trustees as required by the Board of Trustees or general service trustees; and shall in general perform all duties incident to the office of treasurer and such other duties as may be required by law, by the Articles of Incorporation, or by these bylaws, or which may be assigned from time to time by the Board of Trustees or general service trustees.

Section 7 – Compensation
Officers who are trustees of the Corporation shall serve without compensation.

Article VII – Indemnification of Directors, Officers, Employees, and Other Agents
To the maximum extent permitted by the New Mexico Nonprofit Corporation Act, the Corporation shall, as to its past and present trustees, and may, in other cases, indemnify each of its agents against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with any proceeding arising by reason of the fact that any such person is or was an agent of the Corporation, and shall advance to each such agent expenses incurred in defending any such proceeding to the maximum extent permitted by that law. For purposes of this Article, an “agent” of the Corporation includes any person who is or was a trustee, officer, employee, or other agent of the Corporation, or is or was serving at the request of the Corporation as trustee, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, or was a director, officer, employee, or agent of a corporation which was a predecessor corporation of the corporation or of another enterprise serving at the request of such predecessor corporation. Notwithstanding anything to the contrary in this Article VII, the Corporation shall not be required to
indemnify any past or present trustee to the extent that the matter to be indemnified against is covered by insurance purchased by the Corporation.

In the event that the Corporation makes any payment or assumes any obligations under this Article VII, it shall to the extent of such payment or obligation be subrogated to all rights of the indemnified agent, including under policies of insurance and in any cause of action and judgment in favor of such agent arising out of or related to the indemnified matter.

**Article VIII – Insurance**

The Corporation may maintain insurance, at its expense, to protect itself and any director, officer, partner, trustee, employee, or agent of the Corporation or another corporation, partnership, joint venture, trust, or other incorporated or unincorporated enterprise against any such expense, liability, or loss, whether or not the Corporation would have the power to indemnify such person against such expense, liability, or loss under the New Mexico Nonprofit Corporation Act.

**Article IX – Miscellaneous Provisions**

**Section 1 – Fiscal Year**

The fiscal year of the Corporation shall be January 1 to December 31.

**Section 2 – Corporate Seal**

The Corporation may have a seal, which shall set forth, the name of the Corporation, the state, and date of incorporation. The seal may be affixed to any corporate instrument, but failure to affix it shall not affect the validity of any such instrument.

**Section 3 – Execution of Checks, Notes, Contracts**

a) Contracts. The Executive Committee may authorize any officer or officers, agent or agents, to enter into any contract or executive and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances.

b) Loans. No loans up to $150,000 shall be contracted on behalf of the Corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Executive Committee. Loans above this amount require authorization of the full Board of Trustees. Such authority may be general or confined to specific instances.

c) Checks, Drafts, and Other Financial Instruments. Except as otherwise provided by law, checks, drafts, promissory notes, orders for the payment of money, and other evidences of indebtedness of the Corporation shall be signed by:

1) The treasurer or other designated officer and countersigned by the chair of the board or by other specified officer.

2) Except that payment for any or all operating obligations may be signed by a designated employee of the World Service Office up to the amount of their respective bond.

**Section 4 – Annual Report**

a) The board shall cause an annual report to be sent to the trustees not later than 120 days after close of the Corporation’s fiscal year. Such report shall contain in appropriate detail the following:

1) The assets and liabilities, including the trust funds, of the Corporation as of the end of the fiscal year.

2) The principal changes in assets and liabilities, including trust funds, during the fiscal year.

3) The revenue or receipts of the Corporation both unrestricted and restricted to particular purposes, for the fiscal year.

4) The expenses or disbursements of the Corporation, for both general and restricted purposes, during the fiscal year.

5) A statement of any transaction or indemnification in which the Corporation, a parent, or subsidiary was party, and in which either of the following had a direct or indirect material financial interest:
(i) A trustee or officer of the Corporation, or its parent or subsidiary.
(ii) Any holder of more than 10 percent of the voting power of the Corporation, its parent, or
subsidiary.

For the purpose of this subparagraph (5), an “interested” person is any person described in
subparagraph (i) or (ii) above of this subparagraph (5).

For the purpose of this subparagraph (5), a mere common directorship is not a material financial
interest.

The statement required by this subparagraph (5) shall describe briefly:
(i) Any covered transaction during the previous fiscal year involving more than $40,000, or which
was one of a number of covered transactions in which the same interested person had a direct or
indirect material financial interest, and which transactions in the aggregate involved more than
$40,000.
(ii) The names of the interested persons involved in such transactions, stating such person’s
relationship to the Corporation, the nature of such person’s interest in the transaction and, where
practicable, the amount of such interest; provided, that in the case of a transaction with a
partnership of which such person is a partner, only the interest of the partnership need be stated.

The statement required by this subparagraph (5) shall describe briefly the amount and circumstances
of any indemnifications or advances aggregating more than $10,000 paid during the fiscal year to any
officer or trustee of the Corporation.

The report required by this Section 4 shall be accompanied by any report thereon of independent
accountants, or, if there is no such report, the certificate of an authorized officer of the Corporation
that such statements were prepared without audit from the books and records of the Corporation.

Section 5 – Inspection
Every trustee shall have the absolute right at any reasonable time to inspect and copy all books, records, and
documents of every kind and to inspect the physical properties of the Corporation.

Section 6 - Choice of Law
These bylaws shall be interpreted under the laws of the State of New Mexico, and any action brought to
enforce its provisions shall be brought in a court in New Mexico.

Article X – Dissolution
Upon the dissolution of the Corporation, the Board of Trustees shall, after paying or making provision for the
payment of all the liabilities of the Corporation, dispose of all of the assets of the Corporation to an
organization or organizations organized and operated exclusively for charitable, education, religious, or
scientific purposes as shall at the time qualify as an exempt organization or organizations under Section
501(c)(3) of the Code, as the Board of Trustees shall determine. Any of such assets not so disposed of shall
be disposed of by the District Court of the county in which the principal office of the Corporation is then
located, exclusively for such purposes or to such organization or organizations, as said Court shall determine,
which are organized and operated exclusively for such purposes.

Article XI – Amendments
Section 1 – Board of Trustees
Except as expressly stated in Subpart A, and provided there is no conflict in Subpart B, the bylaws of Subpart
A may be amended by the Board of Trustees as follows:
a) Two-thirds vote of the board provided the amendment has been given in writing to the board administrator twenty-five days prior to the next board meeting.

b) Seven-eighths vote of the board provided the amendment has been given in writing to the chair of the board at least one hour prior to the vote.

Section 2 – Record of Amendments
Whenever an amendment or new bylaw is adopted, it shall be copied and inserted into the minute book adjacent to the original bylaws or in an appropriate section of the bylaws.

If any bylaw is repealed, the fact of repeal and the date of the meeting at which the repeal was enacted or written consent was filed, must be noted in the minutes and adjacent to the original bylaw.
OA, Inc. Bylaws, Subpart B

**Article I – Twelve Steps**
The Twelve Steps suggested for recovery in the Fellowship of Overeaters Anonymous are as follows:
1) We admitted we were powerless over food—that our lives had become unmanageable.
2) Came to believe that a Power greater than ourselves could restore us to sanity.
3) Made a decision to turn our will and our lives over to the care of God as we understood Him.
4) Made a searching and fearless moral inventory of ourselves.
5) Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
6) Were entirely ready to have God remove all these defects of character.
7) Humbly asked Him to remove our shortcomings.
8) Made a list of all persons we had harmed, and became willing to make amends to them all.
9) Made direct amends to such people wherever possible, except when to do so would injure them or others.
10) Continued to take personal inventory and when we were wrong, promptly admitted it.
11) Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12) Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

**Article II – Twelve Traditions**
The Twelve Traditions of Overeaters Anonymous are:
1) Our common welfare should come first; personal recovery depends upon OA unity.
2) For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3) The only requirement for OA membership is a desire to stop eating compulsively.
4) Each group should be autonomous except in matters affecting other groups or OA as a whole.
5) Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.
6) An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
7) Every OA group ought to be fully self-supporting, declining outside contributions.
8) Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.
9) OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10) Overeaters Anonymous has no opinion on outside issues; hence, the OA name ought never be drawn into public controversy.
11) Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television and other public media of communication.
12) Anonymity is the spiritual foundation of all these Traditions, ever reminding us to place principles before personalities.

**Article III – Twelve Concepts**
The Twelve Concepts of OA Service are:
1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.
2) The OA groups have delegated to World Service Business Conference the active maintenance of our world services; thus, World Service Business Conference is the voice, authority and effective conscience of OA as a whole.

3) The right of decision, based on trust, makes effective leadership possible.

4) The right of participation ensures equality of opportunity for all in the decision-making process.

5) Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.

6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.

7) The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws, Subpart A; the rights and responsibilities of the World Service Business Conference are accorded to it by Tradition and by OA Bylaws, Subpart B.

8) The Board of Trustees has delegated to its Executive Committee the responsibility to administer the OA World Service Office.

9) Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.

10) Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.

11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants.

12) The spiritual foundation for OA service ensures that:
   a) no OA committee or service body shall ever become the seat of perilous wealth or power;
   b) sufficient operating funds, plus ample reserve, shall be OA’s prudent financial principle;
   c) no OA member shall ever be placed in a position of unqualified authority;
   d) all important decisions shall be reached by discussion, vote and whenever possible, by substantial unanimity;
   e) no service action shall ever be personally punitive or an incitement to public controversy; and
   f) no OA service committee or service board shall ever perform any acts of government, and each shall always remain democratic in thought and action.

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**Article IV – Members**

**Section 1 – Legal Status**
The Corporation may have associated with it persons who are not members of the Corporation within the meaning of Section 53-8-11 of the New Mexico Nonprofit Corporation Act, but who may be referred to as “members of Overeaters Anonymous” or “members” in this Subpart B. The identity, rights, and privileges of such “members” with respect to the Corporation shall be as set forth in these bylaws. Reference in this Subpart B to members shall refer to such persons.

**Section 2 – Qualifications**
Any person may become a member of Overeaters Anonymous who has a desire to stop eating compulsively.

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**Article V – Overeaters Anonymous Groups**

**Section 1 – Definition**
These points shall define an Overeaters Anonymous group:
   a) As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service.
   b) All who have the desire to stop eating compulsively are welcome in the group.
   c) No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
   d) As a group they have no affiliation other than Overeaters Anonymous.
   e) It has affiliated as an Overeaters Anonymous group by registering with the World Service Office.
Section 2 – Composition
a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
   1) in the same physical location (land-based);
   2) through some form of electronic device (virtual); or
   3) both.
b) Groups compose the intergroups and service boards set forth in Articles VI and VIII hereof.
c) A group may affiliate with only one intergroup or service board. However, groups may also participate
   in the activities (including voting) of another service body (intergroup, national service board, language
   service board, region) with their permission.

Article VI – Intergroups
Section 1 – Definition
An intergroup shall be a duly registered service body. For the purpose of this document a service body is
defined as a service entity that provides services beyond the group level.

Section 2 – Composition
a) Two or more groups may form an intergroup for the purpose of servicing and representing the groups of
   which they are composed and acting as the guardian of the Twelve Steps, Twelve Traditions, and Twelve
   Concepts of OA Service.
   1) A land-based intergroup is composed primarily of groups within its region, or groups within its
      geographical proximity.
   2) A virtual intergroup is composed primarily of virtual groups.
b) With permission, a land-based group may affiliate with a virtual intergroup and a virtual group may
   affiliate with a land-based intergroup.
c) Each state/province may have at least one intergroup. In a state/province having only one group, that
   group may function as an intergroup.

Section 3 – Registration
a) Each intergroup shall be duly registered with the World Service Office of Overeaters Anonymous by
   submitting:
   1) a completed intergroup registration form;
   2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict
      with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement
      indicating that its primary purpose is to aid those with the problems of compulsive eating through the
      Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of
      OA Service, and to serve and represent the OA groups from which it is formed; and
   3) complete registration information on each of its affiliated groups.
b) Each intergroup shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever
   either is updated or revised.
c) Each intergroup shall evaluate its bylaws upon receipt of notification from the World Service Office of
   amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that the
   intergroup bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if
   sent by electronic transmission to the registered contact for each intergroup. Any updates shall be
   submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VI, Section 3a)
   2) above.

Section 4 – Functioning
a) Intergroups may conduct the business of their groups by any method they choose.
b) With prior notice to all member groups, intergroups shall convene at least once a year for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.

c) An intergroup must be formally registered, along with its delegate information, thirty days prior to Conference opening to send delegates to the current Conference. (See Article X, Section 3c for qualifications and selection of delegates.)

d) In order to deregister, an intergroup must submit a written request to the World Service Office, region chair, and region trustee.

**Article VII – Regions**

**Section 1 – Definition**

A region shall be a duly registered service body. For the purpose of this document a service body is defined as a service entity that provides services beyond the group level.

**Section 2 - Composition**

a) There shall be ten regions composed of intergroups, groups within each region, service boards that fall within regional boundaries, and one virtual region. Subject to regional and BOT approval, language service boards that span more than one region may choose to affiliate with one of the regions that it spans or choose not to be affiliated with any region.

b) The regions shall be as follows:


2) Region No. 2 shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.

3) Region No. 3 shall be the Southwest Region composed of Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, and Utah.

4) Region No. 4 shall be the West Central Region composed of Illinois (except the Greater Chicago area and Central Illinois Intergroup), Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Manitoba, Northwestern Ontario, and the territory of Nunavut.

5) Region No. 5 shall be the Central Region composed of the Greater Chicago area and Central Illinois Intergroup, Indiana, Kentucky, Michigan, Ohio, Wisconsin, and Southwestern Ontario.

6) Region No. 6 shall be the Northeast Region composed of Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, and Bermuda.

7) Region No. 7 shall be the Eastern Region composed of Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.

8) Region No. 8 shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, the Virgin Islands, Central America, and South America.

9) Region No. 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia.

10) Region No. 10 shall be composed of countries and territories in Australia, the Far East, New Zealand, South East Asia, and the Western Pacific Basin.

11) Virtual Region is non-geographic and is composed of virtual groups and virtual intergroups.

c) Should states/provinces/countries/territories within a region, or intergroups/national/language service boards within a state/province/country/territory wish to transfer to a region that is geographically more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VII, Section 2b of the bylaws.
Section 3 – Regional Assemblies
Regional assemblies whose members shall be called “regional representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all intergroups, national/language service boards, and unaffiliated registered groups, for the election of officers and/or the selection of nominees for regional trustee for that region.

Section 4 – Registration
a) Each region shall be duly registered with the World Service Office of Overeaters Anonymous by submitting bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those with the problems of compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed.
b) Each region shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever either is updated or revised.
c) Each region shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that the region bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by electronic transmission to the registered chair and/or secretary/coordinator representing each region. Any updates shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VII, Section 4a) above.

Section 5 – Functioning
a) Regions may conduct the business of their organization by any method they choose.
b) A region must be duly registered, along with its delegate information, thirty days prior to Conference opening to send delegates specified in Article X, Section 3a) (5) to the current Conference. (See Article X, Section 3c for qualifications and selection of delegates.)

Article VIII – Service Boards
Section 1 – Definition
For the purpose of this document, a service body is defined as a service entity that provides services beyond the group level. A service board shall be a duly registered service body. The purpose of a service board is to deal with issues that require a combination of membership and financial resources of intergroups and groups not otherwise served within the existing service structure. The service board shall serve and be responsible and accountable to these groups and intergroups. These service boards may be known as national service boards or language service boards.

Section 2 – Composition
a) National service boards may be registered in countries outside the US and Canada in which the intergroup serves the entire country or the groups/intergroups within a country have formed a service board to serve the entire country. In cases in which there are common needs that exceed the boundaries of one country, the national service board may serve more than one country.
b) Language service boards may be registered to serve common needs of a language group, regardless of geographic proximity.

Section 3 – Registration
a) Each service board shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:
   1) a completed registration form;
   2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement
indicating that its primary purpose is to aid those with the problems of compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed; and

3) complete registration information on each of its affiliated groups and intergroups.

b) Each service board shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever either is updated or revised.

c) The intergroups shall register separately with the World Service Office as defined in Article VI – Intergroups.

d) Each service board shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that the service board bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by electronic transmission to the registered contact for each service board. Any updates shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VIII, Section 3a) 2) above.

Section 4 – Functioning

a) Service boards shall conduct business under the bylaws and policies established by their intergroups and groups.

b) With prior notice to all member groups and intergroups, service boards shall convene at least once a year for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.

c) A service board must be formally registered, along with its delegate information, thirty days prior to Conference opening to send delegates to the current Conference. (See Article X, Section 3c for qualifications and selection of delegates.)

d) In order to deregister, a service board must submit a written notice to the World Service Office, region chair, and region trustee.

Article IX – Board of Trustees

Section 1 – Composition

The Board of Trustees shall consist of eleven “regional trustees,” each representing one of the eleven regions, and six “general service trustees.”

Section 2 – Duties and Responsibilities

a) Each trustee shall serve and represent Overeaters Anonymous as a whole. The members of the board, subject to the laws of the State of New Mexico, are expected to exercise the powers vested in them by law in a manner consonant with the faith that permeates and guides the Fellowship of Overeaters Anonymous, inspired by the Twelve Steps of Overeaters Anonymous, in accordance with the Twelve Traditions and Twelve Concepts of OA Service, and in accordance with the bylaws.

b) Subject to the limitations of these bylaws, and to the action of the delegates at the Conference, all powers shall be exercised by or under the authority of, and the business affairs of the Corporation shall be controlled by the Board of Trustees. Without prejudice to such general powers but subject to the same limitations, it is hereby expressly declared that the trustees shall have the following powers:

1) To act as guardians of the Twelve Steps and Twelve Traditions, ensuring that they are not altered in any way, except as specified in Article XIV, Subpart B of these bylaws.

2) To act as guardians of the Twelve Concepts of OA Service and to promote the understanding and implementation of the Twelve Concepts of OA Service at all levels of service.

3) To conduct, manage, and control the affairs and business of the Corporation and any charitable foundation organized in conjunction with or allied with Overeaters Anonymous as they may deem best, and to make such rules and regulations consistent with law, the Articles of Incorporation, or with these bylaws, or the action of the Conference taken through the delegates at the Conference.
4) To designate a place within the United States for holding of any meeting or meetings of the delegates.

5) To manage in such a manner as they deem best all funds and real or personal property received and acquired by the Corporation, and to distribute, loan, or dispense with the same and the income.

6) To call to the attention of any group or service body any non-adherence to the Twelve Traditions or the Twelve Concepts of OA Service which the trustee believes the group or service body has made, acting only in an advisory capacity in matters affecting Overeaters Anonymous as a whole.

7) To speak on behalf of Overeaters Anonymous in all matters affecting Overeaters Anonymous as a whole.

8) To provide for and supervise publications of Overeaters Anonymous.

9) To furnish counsel and guidance to the members, groups, and service bodies.

10) To supervise and guide education and attraction efforts of Overeaters Anonymous.

11) To provide forums for the interchange of ideas and information among groups and OA service bodies and to be instrumental in carrying the OA message of recovery to compulsive overeaters.

12) To perform such other duties as may be directed by the delegates at the Conference.

13) To prepare and present an annual report to the delegates at the Conference.

c) Specific Duties

1) The trustees shall attend Board of Trustees meetings and Executive Committee meetings, if applicable, and the annual World Service Business Conference.

2) The regional trustees shall be the representatives of the Board of Trustees in their respective regions and at the region assemblies.

3) The general service trustees shall have general authority with respect to the routine conduct of the business affairs of the Corporation, including the following specific duties:
   (i) To maintain a World Service Office and to receive and disburse all funds contributed to the World Service Office for the benefit of Overeaters Anonymous as a whole, so that the Fellowship of Overeaters Anonymous need never be organized in any legal or official manner.
   (ii) To receive, manage, control, use, and disburse in such manner as the board may deem advantageous to Overeaters Anonymous, all gifts and contributions, monies, and properties of every kind received by the Board of Trustees for Overeaters Anonymous.

The board must decline all outside contributions in accordance with Tradition Seven.

   (iii) To have the books of the Corporation and any and all affiliated bodies, foundations, and nonprofit corporations audited and to furnish an accounting of all financial transactions at the regular annual meeting of the Conference.
   (iv) To submit minutes of the general service trustees meetings to the Board of Trustees.

Section 3 – Term of Office

Trustees shall be elected at the annual World Service Business Conference for a period of three years. Regional and general service trustees may be elected at any annual Conference in order to fill the remaining term created by a vacancy except as specified in Section 7.

Trustees shall serve no more than eight consecutive years. A candidate may not run for election at WSBC if serving the full term of the proposed office would result in that candidate serving on the Board of Trustees for more than eight consecutive years.

Terms of office for regional trustees shall be staggered according to the following rotation:
- Regions One, Four, and Seven
- Regions Three, Six, Nine, and Virtual
Section 4 – Qualifications

a) Qualifications for trustee shall be:
   1) Seven years in the Fellowship;
   2) Five years of service beyond the meeting level;
   3) Attendance as a delegate to at least two World Service Business Conferences; and
   4) Five years of continuous recovery in Overeaters Anonymous as evidenced by:
      (i) five years of current continuous abstinence;
      (ii) current maintenance of a healthy body weight for at least two years; and
      (iii) emotional and spiritual growth as a result of incorporating into their lives the Twelve Steps and
           Twelve Traditions as a new way of living.

b) Qualifications for trustee must be met at the time the application for trustee is submitted to the WSO. Specifically, such trustee nominees must also have:
   1) Worked through all Twelve Steps;
   2) Declared themselves as practicing the Twelve Steps to the best of their ability;
   3) Declared themselves as committed to the Twelve Traditions of Overeaters Anonymous; and
   4) Affirmed these additional qualifications on their trustee application forms.

c) Upon election, each trustee shall make a commitment of:
   1) Adherence to the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.
   2) Continual recovery including abstinence and maintenance of a healthy body weight throughout the
      entire term(s) of office. Each person shall be the judge of his or her own recovery including abstinence
      and maintenance of a healthy body weight.
   3) Compliance with all the terms and provisions of the prevailing Overeaters Anonymous, Inc. Bylaws.

d) In addition, regional trustees:
   1) Are to physically reside in the region represented no less than the six months immediately prior to
      election.
   2) Elected regional trustees will maintain physical residency in the regions represented for two-thirds of
      each year of their terms, excluding OA-related business travel.
   3) If a change of status of physical residency of a regional trustee occurs following election to office,
      said trustee will notify the Board of Trustees of the change in status immediately. The trustee will
      vacate the position at the next World Service Business Conference, where elections will be held to
      fill the incomplete term.
   4) Additional qualifications for regional trustee may be set by each region.

Section 5 – Nomination of Trustees

a) Regional Trustees
   1) At least 120 days prior to the scheduled opening of the annual Conference of Overeaters Anonymous,
      all groups within a region eligible to submit trustee nominees shall be notified by the regional officers
      of the forthcoming Conference, with a request to all qualified members of the Fellowship of
      Overeaters Anonymous from the region to submit nominations to the region.
   2) At least ninety days prior to the annual Conference of Overeaters Anonymous, the regional
      representatives of each region shall choose from the nominees submitted to it no more than three
      qualified nominees from that region. Resumes of these nominees must be sent to the Board of
      Trustees within one week of their selection. Copies of these resumes must be sent to all delegates at
      least forty-five days prior to its annual meeting. (See exception, Section 7.)
   3) The (no more than three) nominees for regional trustees chosen by the regional assembly or affirmed
      by the currently registered region representatives shall be submitted to the Conference for election.

b) Regional Trustees for Newly Approved Regions
   1) Appointment
      (i) The board shall appoint the first regional trustee for the region.
(ii) Each region may submit one nominee for the new regional trustee appointment in accordance
with the provisions of Section 5 a) and b) with the exception of the new region who may submit
three nominees.

2) Elections
(i) The first election of the regional trustee shall occur at the World Service Business Conference
the year following approval of the new region.
(ii) Applicants for the first elected regional trustee who live within the new region shall submit their
resume to the Board of Trustees ninety days prior to the annual Conference.
(iii) If there are at least three qualified nominees from the new region, nominees from other regions
shall not be accepted. One nominee for the elected regional trustee position may also be submitted
from each other region in accordance with the provisions of Section 5 a) and b) except as
otherwise provided in Section 5 b) 2) (ii).

3) Copies of resumes must be sent to all Conference delegates at least forty-five days prior to the annual
Conference.

3) General Service Trustees
1) All applicants for open position(s) of general service trustee must submit their resume to the Board
of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority
vote of the applicant’s intergroup/service board or a region in which the applicant has recently served,
or a majority vote of the Board of Trustees if the applicant is a sitting trustee.
2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open
position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days
prior to the Conference.

Section 6 – Election of Trustees
a) To be eligible for election, each nominee must appear before the delegates at the World Service Business
Conference and address the assembled delegates from three to five minutes and answer questions from
the floor. No new nominations will be accepted from the floor. No candidate may run for more than one
position.
b) To be elected, each trustee nominee must receive a majority vote of the delegates present and voting at
the time of the election.
c) If more than one ballot is necessary for any position, any candidate having less than one-fifth of the total
vote will be withdrawn automatically on subsequent ballots, except that the top two candidates must
remain. If no candidate has less than one-fifth of the votes, the candidate with the lowest number of votes
shall be dropped from the ballot.
d) Once there are only two candidates remaining for any trustee position and neither candidate receives a
majority after two additional ballots are taken, a vacancy is declared. The Board of Trustees will fill this
vacancy at the second regular board meeting after Conference.
e) The newly elected trustees shall take office immediately at the conclusion of the Conference.

Section 7 – Vacancies
a) Regional Trustees
1) Vacancies occurring among the regional trustees shall be filled by the Board of Trustees to serve until
the conclusion of the next World Service Business Conference. When possible, the trustee shall be
selected from the region involved. The Board of Trustees shall solicit the names of eligible candidates
from the region involved.
2) Should such vacancy occur within 120 days prior to Conference, the usual deadlines for the selection
of regional trustee nominees shall be suspended. In this case only, resumes of regional trustee
candidates nominated by the region shall be received by the Board of Trustees at least two weeks
prior to the official opening of Conference to be considered for election at that Conference. Regions
may affirm the nominations in a manner determined by the region. Copies of these resumes shall be
supplied to the delegates by the opening of Conference.
3) If a region is unable to provide applicant(s), then Article IX, Section 7 a) (1) applies.

b) Vacancies occurring among the general service trustees may be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference.

c) A vacancy created by action of the Conference delegates shall be filled for each category of trustee as stated in Section 7.

**Article X – Meetings of Delegates**

**Section 1 – World Service Business Conference**

a) Annual Meeting

The Corporation shall sponsor an annual meeting of the delegates of the members, which shall be known as the World Service Business Conference (hereafter may be referred to as the “Conference”). The Conference shall serve as the collective conscience of the Fellowship of Overeaters Anonymous as a whole.

b) Time and Location

The annual Conference shall be held during the month of May or on such dates as the Board of Trustees may determine. The Conference shall be held in the Albuquerque, New Mexico area or at such place as the Board of Trustees may designate.

**Section 2 – Special Meetings**

Special meetings of the delegates for any purpose or purposes may be called at any time by the chair of the board or by a majority of the trustees.

**Section 3 – Delegates**

The delegates to the World Service Business Conference shall be as follows:

a) Voting delegates shall consist of the following persons chosen in accordance with OA, Inc. Bylaws, Subpart B, Article IX, Section 6 or Article X, Section 3(c)1:

1) Delegates from intergroups.

2) Delegates from service boards chosen from groups, intergroups, and countries not otherwise represented.

3) Delegates from countries not having any geographically based service board.

4) Each region shall be entitled to one vote through its duly elected chair or alternate.

5) A region that was represented at the last WSBC by fewer than 40 percent of its intergroups and other eligible service bodies may send up to five additional delegates from the region. Preference shall be given to delegates selected from intergroups and service bodies which would not otherwise be represented by delegates.

6) Regional trustees.

7) General service trustees.

b) Nondelegates who may address the World Service Business Conference shall consist of officers of the Corporation or any parent or subsidiary of the Corporation who are not also trustees, the Conference parliamentarian, trustee nominees, the managing director, and/or the managerial staff of the World Service Office.

c) Qualifications/Selection

1) Qualifications for selection of world service delegates/alternates shall be set by each intergroup, region (in the case of region delegates), or service board provided that each delegate/alternate shall have at least one year of current abstinence and at least two years of service beyond the group level. (Permission for any exception in qualifications for valid reasons, if deemed credible by the trustees, may be received by application to the World Service Office.)

2) Each intergroup or service board shall be entitled to have one qualified delegate for up to the first fifteen groups it represents and one for each additional fifteen groups or any fraction thereof, as per the January Service Body Information Report from WSO, except that the service board shall not
represent the same groups as intergroups represent. A group shall be recognized as registered and represented by an intergroup or service board.

3) Countries without intergroups or national/language service boards which seek representation at the annual Conference shall have at least one delegate. Larger representation shall be determined by the Board of Trustees, with delegate approval in accordance with the number of groups in that country.

4) Delegates and alternates should be selected at least seventy days before the annual Conference, and the names forwarded immediately upon selection to the World Service Office of Overeaters Anonymous.

5) If a region, intergroup, or service board does not select its delegate(s) and alternate(s) or fails to inform the World Service Office of Overeaters Anonymous before the annual meeting, such delegate(s) and alternate(s) may appear at the Conference with evidence of their due selection deemed credible by the trustees, and such delegate(s) shall be seated.

Section 4 – Notice
Notice of the regular annual Conference and all special meetings of delegates shall be given to each registered service body, unless otherwise instructed by each individual service body, by prepaid mail and/or electronic transmission. Notices shall be deemed to have been given if sent by mail and/or electronic transmission to the delegates representing each service body. Such notice shall be sent no less than sixty days before each meeting, and shall specify the place, day, and hour of the meeting and shall state the general nature of the business to be considered at such meeting. The notice of the annual Conference shall designate it as such.

Section 5 – Voting
No delegate shall have more than one vote. Votes may be taken by notice, by show of hands, by ballot, or as called for by the presiding officer of any meeting, provided that the delegates may prescribe the method of voting desired on any question without regard to the method called for by the presiding officer.

Section 6 – Presiding Officer
All meetings of delegates shall be presided over by the chair of the Board of Trustees. In the absence of the chair, the first vice chair shall preside over the meetings of the delegates.

Section 7 – Parliamentary Authority
All meetings of the delegates shall be conducted in accordance with the latest edition of Robert’s Rules of Order, Newly Revised, where not in conflict with the law, Articles of Incorporation, these bylaws, or special rules that delegates may adopt.

Section 8 – Business Agenda
a) The chair shall provide that the agenda for the annual Conference includes written reports of the treasurer, managing director, board, and Conference committee chairs.

b) Notwithstanding any action of the chair or mandate of Section 7 above, questions of policy shall take precedence over proposed Bylaw Amendments at all Conference meetings, except for such Bylaw Amendments as may be required to conform with or be mandated by any action of State or Federal statute, code, or law. The agenda of the Conference shall specifically provide for consideration of policy questions before consideration of Bylaw Amendments.

c) New business to be placed on the agenda prior to Conference shall follow the same procedure for submission as for Bylaw Amendments and shall be approved by fifty percent of all intergroups and service boards responding to an Agenda Questionnaire by sixty days prior to the Conference. Other new business of an urgent nature must receive a majority vote of the Reference Subcommittee in order to be brought to the Conference floor.
**Article XI – Conference Committees**

The delegates may submit their preference for Conference committees in accordance with this Article XI. Committees shall include but not be limited to the following:

**Section 1 – Conference-Approved Literature Committee**

a) The Conference-Approved Literature Committee (CLC) shall be composed of twelve or more delegates selected by the cochairs of the Conference-Approved Literature Committee from among delegates at the Conference, to obtain good geographic representation, strong abstinence, and a willingness to serve.

b) The cochairs may appoint outgoing delegates to serve an extra year on the committee in an advisory capacity.

**Section 2 – Bylaws Committee**

The Bylaws Committee shall be composed of one or two delegates from each region, selected either at regional assembly or by a method practical to the region. In addition, other delegates attending WSBC may choose to serve on the Bylaws Committee.

a) The Reference Subcommittee shall be composed of the Bylaws Committee delegate chair and representative of the Board of Trustees who shall be the cochairs; and the representatives selected from each region to serve on the Bylaws Committee.

b) The Reference Subcommittee shall meet at times designated on the Conference schedule or agenda, and other times as required by the Conference. The Reference Subcommittee will meet on the day prior to the conclusion of scheduled New Business to consider Emergency New Business.

c) Names of the Bylaws Committee members selected by the regions shall be sent to the World Service Office forty-five days prior to the Conference.

d) The Reference Subcommittee shall further operate according to guidelines developed by the Bylaws Committee and approved by the Board of Trustees.

**Section 3 – Region Chairs Committee**

a) The Region Chairs Committee shall act as a channel of communication between the Board of Trustees and the members of the Fellowship in their respective regions, for the purpose of sharing resources and solutions.

b) The Region Chairs Committee shall be composed of the current region chairs only. A region chair may designate an alternate, such as the region vice chair, to serve on the committee in her/his absence.

c) Section 5 of Article XI does not apply to this committee.

**Section 4 – Other Conference Committees as may be needed and established by the Board of Trustees or the World Service Business Conference**

**Section 5 – Disbanding Conference Committees**

a) A Conference committee established by the Board of Trustees may be disbanded by the Board of Trustees if it is found not to have been working or meeting outside of WSBC for more than one year.

b) A Conference committee established by an act of the World Service Business Conference may be suspended by the Board of Trustees if it is found not to have been working or meeting outside WSBC for more than one year. A motion to disband the committee shall be placed on the agenda for the next World Service Business Conference for consideration.

**Section 6 – Conference Committee Chair**

a) Election. A Conference cochair and a vice chair for each Conference committee shall be elected annually by a majority of the delegates present at the annual Conference committee meetings. The Conference cochair shall be a delegate and shall not serve more than two consecutive one-year terms. The vice chair shall assume all responsibilities in the absence of the Conference cochair.
b) Responsibilities. One year’s active service with the committee members and chairing the Conference committee meetings at the next annual World Service Business Conference if re-elected as a delegate.

c) Vacancies. If, for any reason, the Conference committee cochair is unable to fulfill the position and there is no vice chair, the chair of the Board of Trustees, in consultation with the trustee cochair responsible for liaison between the Conference committee and the board, shall appoint a delegate from the committee to serve as Conference cochair.

d) A vacancy shall be presumed if the Conference committee cochair fails to communicate with the committee for three consecutive months.

**Article XII – Finances**

**Section 1 – Procedure**

a) Full and complete disclosure of all world service official financial matters is a prime guidance and objective for all accounting procedures and financial statements.

b) Any delegate or trustee is entitled to examine the accounting records of the World Service Office, and any question concerning the finances of the World Service Office is completely proper and is to be answered promptly.

c) Accounting procedures shall be geared to periodic reporting, and financial controls shall be established for credibility of the financial statements.

d) Statements shall be clear and easy to understand to prevent confusion and misinterpretations.

**Article XIII – Corporation Assets**

No delegate to the Conference or member of any local group which is a member of Overeaters Anonymous, and no trustee, officer, or employee, or member of a committee or person connected with the Corporation, or any other private individual shall receive at any time any earnings or pecuniary profit from the operations of the Corporation; provided that this shall not prevent payment to any such person of reasonable compensation for services rendered to or for the Corporation in effecting any of its purposes as shall be fixed by the Board of Trustees; and no such person or persons shall be entitled to share in the distribution of any of the assets upon the dissolution of the Corporation.

All delegates to the Conference and all members of local groups which are members of Overeaters Anonymous shall be deemed to have expressly consented and agreed that, upon such dissolution or winding up of the affairs of the Corporation, whether voluntary or involuntary, the assets of the Corporation then remaining in the hands of the Board of Trustees, after all debts have been paid, shall be delivered and paid over in such amounts as the Board of Trustees may determine or as may be determined by a court of competent jurisdiction upon application of the Board of Trustees, exclusively to charitable, religious, scientific, literary, or educational organizations which would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

**Article XIV – Bylaw Amendments**

**Section 1 – Procedure**

Subpart B of these bylaws may be amended as follows:

a) Amendments to Subpart B of these bylaws may be proposed by any registered service body, trustee, the Region Chairs Committee, or the Conference Bylaws Committee and shall be submitted to the chair of the Board of Trustees, postmarked or be date and time stamped through electronic transmission by December 10 before the annual meeting of the Conference. The Board of Trustees may also submit amendments to the bylaws.

b) The chair of the board shall cause a copy of the proposed amendments to be communicated to each delegate whose name appears in the office of the secretary of the Corporation and to each registered service body and trustee by January 10 prior to the annual Conference.
c) In order for an amendment proposed to be submitted to the World Service Business Conference, these proposals will need to be approved by 50 percent of all intergroups and service boards responding. The Agenda Questionnaire must be returned to the WSO by sixty days prior to the Conference.

d) Except as otherwise specified by these bylaws, proposed amendments to Subpart B may be adopted by a two-thirds vote of the delegates present and voting, provided a quorum is present.

e) Amendments to Article I (Twelve Steps) and Article II (Twelve Traditions) of Subpart B of these bylaws may only be adopted if, in addition to d) above, they are ratified by three-fourths of the registered Overeaters Anonymous groups responding within six months of notification, provided at least 55 percent of the registered groups have responded.

f) The parliamentarian may suggest editorial changes which do not alter the meaning of any bylaws but clarify the wording or bring the bylaws and Articles of Incorporation into conformity.

g) Amendments to Subpart B of these bylaws shall be effective at the close of the Conference except as otherwise specified.
WSBC Consent Agenda

As per the World Service Business Conference Standing Rules, Item 4, “There will be a consent agenda consisting of routine or noncontroversial matters. The chair will determine the matters that will be placed on the consent agenda. Any voting member may go to the center microphone to request that an item from the consent agenda be considered separately. The consent agenda shall require two-thirds vote for adoption.”

As your chair, I have determined the following items are on the Consent Agenda for the 2020 World Service Business Conference:

- New Business Motions B, E, J
- Bylaw Amendments 7, 9, 10

Bonnie L.
Chair, Board of Trustees
Literature Q&A Summary

Delegates to the World Service Business Conference have the important responsibility of making decisions that affect OA for years to come. One of these decisions is reviewing literature and voting on whether or not to adopt it as Conference-approved literature. This year, there are four pieces of OA literature for delegates to vote on: *Temporary Sponsors: Newcomers’ First Twelve Days in OA; In OA, Recovery is Possible: About Compulsive Eating and the OA Program of Recovery; A Lifetime of Abstinence: One Day at a Time;* and *To the Young Person.*

To facilitate the vote at the business meeting, delegates are encouraged to attend the Literature Q&A on Wednesday, April 22, 8–9:30 a.m.

The Literature Q&A session was created to give delegates a dedicated time to ask questions about the literature being presented at Conference. By asking questions at this session, delegates can prepare to vote on the literature when it is presented at the business meeting. Having questions asked and answered at the Literature Q&A allows more time for other important Conference business at the business meeting. During the Literature Q&A, it is important to avoid repetition of questions to allow time to hear and answer everyone’s questions on all the literature being presented.

The literature being presented at Conference is the result of years of work by many delegates who volunteered on the Conference-Approved Literature Committee. The volunteers have developed, reviewed, and voted on the literature multiple times. The Board of Trustees has also reviewed, commented on, and voted on the literature. Now, WSBC delegates, as representatives of the OA group conscience, are asked to vote on the literature.

Approved literature is published with OA’s Conference Seal of Approval. Literature that is not approved is returned to the committee. Delegates are asked to complete a questionnaire giving input about what the literature lacks, and questionnaire results are supplied to committee volunteers to help them revise the literature.

You will be voting on the literature as it is presented and no amendments to the literature motion can be made at the business meeting. However, editorial corrections will be made as needed before publication. An example of an editorial correction is fixing a misspelled word.

Remember, you are voting on the content of the literature and its value to the entire Fellowship. Also keep in mind the urgency of the need within the Fellowship for each resource. While you may object to a word, a phrase, or even a concept, if you believe the manuscript has integrity and is needed, vote yes. If not, vote no. This is a yes or no vote.

Literature is an important Tool for working the OA program. If you have a question about the literature being presented at Conference, come to the Literature Q&A.

Thank you,
Sue B., Delegate Cochair
Judy H., Trustee Cochair
Conference-Approved Literature Committee
WSBC Proposed Literature Motion A-a

Motion
Move to grant the Conference Seal of Approval to the revised pamphlet *In OA, Recovery is Possible*.

The Conference Seal of Approval shall be removed from *Questions and Answers, A Program of Recovery*, and *Compulsive Overeating: An Inside View* once the new pamphlet is published.

Proviso: Service bodies licensed to translate and publish the three consolidated pamphlets shall be permitted to continue publication and sales until such time that *In OA, Recovery is Possible* is translated and published.

Submitted By
Board of Trustees
Judy H., Conference-Approved Literature Committee Trustee Cochair

Contact WSO for maker's contact information.

Intent
This is a procedural motion to obtain the Conference Seal of Approval in accordance with the literature procedures adopted at the World Service Business Conference 1985.
Introducing Overeaters Anonymous

In OA, Recovery is Possible
About Compulsive Eating and the OA Program of Recovery

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A Program of Recovery

What OA offers you ...

What Is Compulsive Eating?

“Compulsion” is defined as an irresistible desire to take an often irrational action. The word “irresistible” means we are unable to resist the urge, no matter how many promises we have made to ourselves or others. In our case, we have the compulsion of being unable to control our eating behaviors, to indulge repeatedly in destructive eating behaviors.

In OA, we believe compulsive overeating is a disease with physical, emotional, and spiritual components. A disease causes some aspect of the body to act abnormally malfunction. In our case, it’s the complex system that governs food behavior. The body mechanisms that allow normal eaters to push the plate away, or otherwise control their food behaviors, don’t function properly for us.

For some, the disease acts much like an alcohol or drug addiction; except in our case, certain foods or overeating itself it is food, rather than drugs or alcohol, that stimulates an insatiable craving for more. The OA definition of compulsive eating covers all facets of unhealthy eating behaviors. It’s not only how much we eat or how much we weigh, but also the ways in which we try to control our food. Some of us hide our food and eat in secret. Some binge and purge, while others alternate between overeating and starvation. All compulsive eaters have one thing in common: whether we’re struggling with overeating, undereating, bingeing, purging, or starving ourselves, we are driven by forces we don’t understand to deal with food in irrational and self-destructive ways. Once compulsive eating as an illness has taken hold, an individual’s willpower alone cannot stop it. The power of choice over food is gone.

Only you can decide if you suffer from compulsive eating. Many of us have been told by family, friends, and even physicians that all we need is a little self-control and willpower to lose weight...
and eat normally. Believing this, we experienced frustrating periods of dieting and losing weight, only to regain all the weight and more. Abnormal eating and fluctuation in weight.

Many of us have found the following questions useful to determine if we have a problem with compulsive eating:

1. Do I eat when I’m not hungry, or not eat when my body needs nourishment?
2. Do I go on eating binges for no apparent reason, sometimes eating until I’m stuffed or even feel sick?
3. Do I have feelings of guilt, shame, or embarrassment about my weight or the way I eat?
4. Do I eat sensibly in front of others and then make up for it when I am alone?
5. Is my eating affecting my health or the way I live my life?
6. When my emotions are intense—whether positive or negative—do I find myself reaching for food?
7. Do my eating behaviors make me or others unhappy?
8. Have I ever used laxatives, vomiting, diuretics, excessive exercise, diet pills, shots, or other medical interventions (including surgery) to try to control my weight?
9. Do I fast or severely restrict my food intake to control my weight?
10. Do I fantasize about how much better life would be if I were a different size or weight?
11. Do I need to chew or have something in my mouth all the time: food, gum, mints, candies, or beverages?
12. Have I ever eaten food that is burned, frozen, or spoiled; from containers in the grocery store; or out of the garbage?
13. Are there certain foods I can’t stop eating after having the first bite?
14. Have I lost weight with a diet or “period of control” only to be followed by bouts of uncontrolled eating and/or weight gain?
15. Do I spend too much time thinking about food, arguing with myself about whether or what to eat, planning the next diet or exercise cure, or counting calories?

Have you answered “yes” to several of these questions? If so, it is possible that you have, or are well on your way to having, a compulsive eating or overeating problem. We in OA have discovered that the way to arrest this disease is to practice illness can be arrested—though never completely cured—if a person is willing to follow the Twelve Step recovery program of Overeaters Anonymous that has proven successful for countless numbers of us. We believe that compulsive overeating is a progressive illness from which we can have freedom, one day at a time. Whether OA will work for a specific individual you depends on his or her sincere desire to stop compulsive food behavior and your willingness to take the actions suggested in the program. The OA recovery process is one of action.

What Is the Overeaters Anonymous Program of Recovery?

OA Overeaters Anonymous is a Fellowship of men and women individuals who meet to share their experience, strength, and hope with each other to solve their common problem and help those who still suffer from compulsive overeating and other compulsive food behaviors. PURPOSE OF OA Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

The Twelve Steps are the heart of the OA recovery program. They offer a new way of life that enables the compulsive overeater to live without the need for excess or insufficient food. The
Steps are suggestions only, based on the experience of recovering OA members. Members who make an earnest effort to follow these Steps and to apply them in daily living get far more out of OA than do those members who merely come to meetings and don’t do the serious emotional and spiritual work involved in the Steps. The ideas expressed in the Twelve Steps, which originated with Alcoholics Anonymous, reflect practical experience and application of physical, emotional, and spiritual insights, as recorded by thinkers throughout many ages. Their greatest importance lies in the fact that they work! They enable compulsive eaters to lead happy, productive lives. They represent the foundation upon which OA has been built.

Here are the Twelve Steps, which are suggested as a program of recovery for compulsive overeaters of Overeaters Anonymous:

The Twelve Steps

1) We admitted we were powerless over food—that our lives had become unmanageable.
2) Came to believe that a Power greater than ourselves could restore us to sanity.
3) Made a decision to turn our will and our lives over to the care of God as we understood Him.
4) Made a searching and fearless moral inventory of ourselves.
5) Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
6) Were entirely ready to have God remove all these defects of character.
7) Humbly asked Him to remove our shortcomings.
8) Made a list of all persons we had harmed, and became willing to make amends to them all.
9) Made direct amends to such people wherever possible, except when to do so would injure them or others.
10) Continued to take personal inventory and when we were wrong, promptly admitted it.
11) Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12) Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

Permission to use the Twelve Steps of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

REQUIREMENT FOR MEMBERSHIP

As Tradition Three states, “The only requirement for OA membership is a desire to stop eating compulsively.”

COST FOR MEMBERSHIP

There are no dues or fees for members. We are self-supporting through our own contributions, neither soliciting nor accepting outside donations.

What Does OA Offer You?

Belonging to the OA Fellowship and working the Twelve Steps yields these priceless gifts:

Acceptance—OA offers us acceptance as we are now, as we were, and as we will be.
Understanding—In OA, there is understanding of the common problems we face.
Communication—We identify with each other and communication becomes the natural result of our mutual understanding and acceptance.

Relief—OA offers relief from the problem of compulsive eating through the solution offered in the Twelve Steps of Overeaters Anonymous.

Power—Practice of OA’s Twelve Step recovery program grants us power through a spiritual awakening, which results in a relationship with a Power greater than ourselves. We gain a greater acceptance and understanding of ourselves and gain the support and companionship of our OA Fellowship. A door is opened to a new way of life.

IS OA FOR YOU?
Only you can decide that question. if OA is for you, no one else can make this decision for you. Remember, We realize that there is no shame in admitting that you have a problem; the most important thing is to do something about it.

Many of us have found the following questions useful to help determine if we have an eating problem: with compulsive eating:

Many of us have found the following questions useful to determine if we have a problem with compulsive eating.

1. Do I eat when I’m not hungry, or not eat when my body needs nourishment?
2. Do I go on eating binges for no apparent reason, sometimes eating until I’m stuffed or even feel sick?
3. Do I have feelings of guilt, shame, or embarrassment about my weight or the way I eat?
4. Do I eat sensibly in front of others and then make up for it when I am alone?
5. Is my eating affecting my health or the way I live my life?
6. When my emotions are intense—whether positive or negative—do I find myself reaching for food?
7. Do my eating behaviors make me or others unhappy?
8. Have I ever used laxatives, vomiting, diuretics, excessive exercise, diet pills, shots, or other medical interventions (including surgery) to try to control my weight?
9. Do I fast or severely restrict my food intake to control my weight?
10. Do I fantasize about how much better life would be if I were a different size or weight?
11. Do I have to chew or have something in my mouth all the time: food, gum, mints, candies, or beverages?
12. Have I ever eaten food that is burned, frozen, or spoiled; from containers in the grocery store; or out of the garbage?
13. Are there certain foods I can’t stop eating after having the first bite?
14. Have I lost weight with a diet or “period of control” only to be followed by bouts of uncontrolled eating and/or weight gain?
15. Do I spend too much time thinking about food, arguing with myself about whether or what to eat, planning the next diet or exercise cure, or counting calories?

Have you answered “yes” to several of these questions? If so, it is possible that you have, or are well on your way to having a compulsive eating or overeating problem. We have found that the way to arrest this disease is to practice the Twelve Step recovery program of Overeaters Anonymous.

How to find OA
Visit the OA website at www.oa.org or contact the World Service Office at 505-891-2664. Many local telephone directories also include listings for Overeaters Anonymous.

Overeaters Anonymous® World Service Office 6075 Zenith Court NE
Rio Rancho, NM 87144-6424 USA
Mail Address: PO Box 44020 Rio Rancho, NM 87174-4020 USA
Tel: 1-505-891-2664 • Fax: 1-505-891-4320
info@oa.org • www.oa.org

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COMPULSIVE OVEREATING—AN INSIDE VIEW

The various manifestations of compulsive overeating

How Do OA Members Describe Life as Compulsive Eaters?

Introduction

The following passage describes how compulsive overeaters experience the various manifestations of compulsive eating. The passage was excerpted taken from the book The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition (pp. 9–12) and is offered here to professionals, newcomers, and other interested persons anyone who wants desire to know more about us and our behavior.

An Inside View

When we look with complete honesty at our lives, we see that where eating is concerned we have acted in an extremely irrational and self-destructive manner. Under the compulsion to overeat, many of us have done things no sane person would think of doing. We have driven miles in the dead of night to satisfy a craving for food. We have eaten food that was frozen, burnt, stale, or even dangerously spoiled. We have eaten food off other people’s plates, off the floor, and off the ground. We have dug food out of the garbage and eaten it.

We have frequently lied about what we have eaten—lied to ourselves and to others because we didn’t want to face the truth about what we do when it comes to food. We have stolen food from our friends, families, and employers, as well as from the grocery store. We have also stolen money to buy food. We have eaten beyond the point of being full, beyond the point of being sick of eating. We have continued to overeat, knowing all the while we were disfiguring and maiming our bodies. We have isolated ourselves to eat, damaging our relationships and denying ourselves full social lives. Because of our compulsive eating, we have turned ourselves into objects of ridicule and we have destroyed our health.

Then, horrified by what we were doing to ourselves with food, we became obsessed with diets. ... We spent lots of money on weight-loss schemes; we bought all sorts of appetite suppressants; we joined diet clubs and fitness centers; we had ourselves hypnotized and analyzed; we had major surgery on our digestive systems; we had our ears stapled or our jaws wired shut. All of this we did willingly, hoping we could still eat all we wanted and be free of the compulsion.
Some of us went from doctor to doctor looking for a cure. The doctors gave us diets, but we had no better success with those than with the other diets we’d been on. The doctors prescribed shots and pills. Those worked for a while, but we inevitably lost control and overate again, putting back on the weight we had worked so hard to lose and frequently gaining more.

Many of us tried fasting, with and without a doctor’s supervision. Usually we lost weight, but as soon as we started eating again, the compulsive eating behavior returned, along with the weight. Some of us learned to purge ourselves with vomiting, laxatives, or excessive exercise. We damaged our digestive systems and our teeth while we starved our bodies of the nutrients we needed to live. Some of us were so terrified of gaining weight, we went to great lengths to restrict what we ate. We refused to eat certain foods, we developed complex rituals around food, and we tried to avoid eating whenever possible. Other people told us we were too thin, but we thought they were overreacting. Our weight went down, sometimes to dangerous levels, but we still felt fat.

Most of us got plenty of advice from others about how to get to our “ideal” size, but nothing permanently solved our problem. We found that no matter what we did to ease our turmoil, our compulsive eating behavior eventually returned. Over time, we became weary and discouraged from battling with weight, and our self-esteem went down. Still, we could never accept our powerlessness. The prospect of being obese, sick, and out of control for the rest of our lives led some of us to conclude that life was simply not worth living. Many of us thought about suicide. Some of us tried it.

Most of us, however, never reached suicidal desperation. Instead we took comfort in a feeling that everything was all right as long as we got enough to eat. The only trouble was that, as our compulsive eating progressed, we ate more and more, yet we were never satisfied. Instead of bringing comfort, the overeating backfired. The more we ate, the more we suffered, yet we continued to overeat. Our true insanity could be seen in the fact that we kept right on trying to find comfort in excess food, long after it began to cause us misery.

Once we honestly looked at our lives, it became easy for us to admit we had acted insanely where food and weight were concerned. Many of us, however, were able to confine our compulsive overeating to the hours when we were alone and to carry on with relatively normal lives. We worked hard during the day and ate hard at night. Surely we were sane in most respects.

More self-examination revealed many areas in which our lives were out of balance. We had to admit that we had not acted sanely when we responded to our children’s needs for attention by yelling at them, or when we were jealously possessive of our mates. Too much of the time we had lived in fear and anxiety. More comfortable with food than with people, we sometimes limited our social lives. We closed the curtains, stopped answering the phone, and hid in the house.

When we were around other people, we smiled and agreed when we really wanted to say no. Some of us were unable to stand up for ourselves in abusive relationships; we felt we deserved the abuse. Or, we focused on others’ faults and thought for
hours about what they should do to solve their problems, while our own problems went unsolved.

Compulsive eaters are often people of extremes. We overreacted to slight provocations while ignoring the real issues in our lives. We were obsessively busy, then we were exhausted and unable to act. We were wildly excited then deeply depressed. We saw the whole world in black and white. If we couldn’t have it all, we didn’t want any; if we couldn’t be the best, we didn’t want to participate.

Little by little, we saw how much pain our way of living was causing us. Gradually, we came to believe we needed to change.

There Is Help

If you have identified with the description in this pamphlet of the compulsive eater, we will welcome you. You may still have questions. After reading this pamphlet, you may still have questions. We encourage you to attend an OA meeting, where members will be happy to welcome you and give you further information and help. You can find meetings in your area—and also as well as online or telephone meetings—by visiting our website at www.oa.org or by contacting the World Service Office at 1-505-891-2664, the address and phone number on the back of this pamphlet. If you know of someone who might benefit from this program, suggest that he or she contact Overeaters Anonymous.

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INTRODUCING
OVEREATERS ANONYMOUS

Further Questions and Answers People Often Ask about the OA Program of Recovery

About compulsive eating and the OA program of recovery

Since OA began in January 1960, many people—compulsive and normal eaters alike—have sought answers to questions about Overeaters Anonymous and its program of recovery.

This section pamphlet provides answers to many of the specific questions that have been asked.

After reading this pamphlet, you may still have questions. If so, we encourage you to attend an OA meeting, where members will be happy to welcome you and give you further information and help. You can find meetings in your area—and also online or telephone meetings—by visiting our Web site at www.oa.org or by contacting the World Service Office at the address and phone number on the back of this pamphlet.
What is compulsive eating?

“Compulsion” is defined as an irresistible desire to take an often irrational action. The word “irresistible” means we are unable to resist the urge, no matter how many promises we have made to ourselves or others. In our case, we have the compulsion of being unable to control our eating behaviors.

In OA, we believe compulsive overeating is a disease with physical, emotional and spiritual components. A disease causes some aspect of the body to malfunction. In our case, it’s the complex system that governs food behavior. The body mechanisms that allow normal eaters to push the plate away, or otherwise control their food behaviors, don’t function properly for us.

For some, the disease acts much like an alcohol or drug addiction; except in our case, certain foods or overeating itself stimulate an insatiable craving for more. The OA definition of compulsive eating covers all facets of unhealthy eating behaviors. It’s not only how much we eat or how much we weigh, but the ways in which we try to control our food. Some of us hide our food and eat in secret. Some binge and purge, while others alternate between overeating and starvation. All compulsive eaters have one thing in common: no matter whether we’re struggling with overeating, undereating, bingeing, purging or starving ourselves, we are driven by forces we don’t understand to deal with food in irrational and self-destructive ways. Once compulsive eating as an illness has taken hold, an individual’s willpower cannot stop it. The power of choice over food is gone.

We in OA have discovered that this illness can be arrested—though never completely cured—if a person is willing to follow the program that has proven successful for countless numbers of us. Whether OA will work for a specific individual depends on his or her sincere desire to stop compulsive food behavior and a willingness to take the actions suggested in the program. The OA recovery process is one of action.

How can I tell if I am a compulsive overeater?

Only you can decide.

Many of us have been told by family, friends, and even physicians that all we need is a little self-control and willpower to lose weight and eat normally. Believing this, we experienced frustrating periods of dieting and losing weight, only to regain all the weight and more. We finally turned to OA because we felt our eating habits had us beaten, and we were ready to try anything to be freed from our self-destructive eating behaviors.

Others with little weight to lose, even those at normal weight or with only a few years of compulsive eating behind them, have also turned to OA. We have discovered enough about compulsive eating to recognize that it is a progressive illness.

In OA, compulsive overeaters are described as people whose eating habits have caused growing and continuing problems in their lives. Only the individuals involved can say whether food has become an unmanageable problem.

Questions about Weight and Dieting

Must I be a certain amount over my normal weight to come to OA? Is there a weight requirement to come to OA?
No. OA works for almost anyone who wants to stop eating compulsively, no matter what size the individual may be. Some people who come into OA have already attained a healthy body weight; others may be underweight. There are as many degrees of weight as there are types of OA members, ranging from underweight or normal weight to those who have hundreds of pounds or kilos to lose. We turn to OA to find a way of life where we can live comfortably without returning to compulsive eating habits.

There are as many degrees of weight as there are OA members, ranging from underweight or normal weight to those who have hundreds of pounds/kilos to lose. Whatever our weight, all who have a desire to stop eating compulsively have equal advantages in coming to Overeaters Anonymous. Our common bond is stated in Step One: “We admitted we were powerless over food—that our lives had become unmanageable.” We turn to OA to find a way of life where we can live comfortably without returning to compulsive eating habits.

I’ve failed at every diet. How can OA prevent these “slips”? 

No one fails in OA. As long as a person is willing to work the OA program, recovery is possible.

“Slips” into compulsive overeating do not need to happen in OA, but some of us experience them. Although slips may sometimes be brief, they can also lead to eating binges and weight gain. Whenever a slip occurs, members are encouraged to reach for all the help available to them through OA.

We who have been through these periods can often trace a slip to specific causes. We may have forgotten we were compulsive overeaters and become overconfident. Or we may have let ourselves become too preoccupied with business or social personal affairs to remember the importance of abstaining from compulsive overeating. Or we may have let ourselves become tired, letting down our mental and emotional defenses. Whatever the cause of a slip, the solution was can be found through practicing the Twelve Step recovery program of Overeaters Anonymous.

Will OA help me with a diet?

For those who seek help with a diet, OA recommends consulting a qualified professional. The OA program enables compulsive eaters to abstain from excess food as well as the specific foods that lead to compulsive eating, one day at a time. Overeaters Anonymous, therefore, supports any member who wants to follow a professional’s nutritional advice.

OA is not a diet club. We recover by practicing the OA Twelve Step program for physical, emotional, and spiritual recovery. We find, among other things, freedom from food obsession, power to act rationally in difficult situations, and a better way to live.

For more information on plans of eating and examples of plans some members have found successful, see the pamphlets A Plan of Eating and Dignity of Choice.

Can OA help me if I am bulimic or anorexic?

Yes. All who struggle with compulsive food behaviors are welcomed in love and fellowship. Overeaters Anonymous supports each person’s efforts to recover and accepts any member who desires to stop eating compulsively. When individuals ask about medical matters, OA always recommends they seek professional advice.
If I have a thyroid condition or a water retention problem, how can OA help me?

OA recommends that persons who need help with a specific medical condition, such as a thyroid disorder or water retention, consult a qualified physician. OA does not give medical advice.

We who have suffered with similar medical problems find that the OA program enables us to follow a doctor’s recommendations with less difficulty.

Do you advise taking appetite-suppressant medication during weight reduction?

Overeaters Anonymous does not advise on any medical matters. Those of us in recovery have found we develop strong inner resources by working the Twelve Steps. By relying upon a Power greater than ourselves, we find continued success in abstaining from compulsive overeating.

Am I welcome in OA if I have had weight-loss surgery or if I am considering it?

Overeaters Anonymous welcomes anyone with a desire to stop eating compulsively, including those who have had bariatric surgery or are contemplating it.

Questions about Willpower, a Power Greater than Ourselves, and Religion

Can’t a compulsive overeater just use willpower to stop excessive eating?

Before turning to OA, many of us tried with all our might to control our food intake and change our eating habits. Usually we tried many methods: drastic diets, appetite suppressants or stimulants pills, diuretics, and injections of one kind or another. In other cases, we also tried dieting “gimmicks”: eating only at mealtimes, cutting food portions in half, never eating desserts, eating everything but sweets, never eating in secret, splurging only on weekends, skipping breakfast, never eating standing up . . . the list could go on forever.

Of course, each time we tried something new, we made a solemn oath “to stick to the diet this time and never go off it again.” When we could never keep these promises, we inevitably felt guilt and remorse. Through such experiences, many of us have finally admitted lacking willpower to change our eating habits. When we came into OA, we admitted we were powerless over food. If our willpower didn’t work, it followed that we needed a Power greater than ourselves to help us recover. We were powerless, but not helpless.

What is meant by “a Power greater than ourselves”?

Before coming to OA, most of us had already realized we couldn’t control our eating. Food had become a power greater than ourselves. Somewhere in the progression of our food problem, we found that food began to take over our lives. In essence, we had become slaves defenseless to our compulsion. Food had become a Power greater than ourselves.

OA experience has taught us that to achieve abstinence from compulsive eating and maintain recovery, we need to accept and rely upon another a Higher Power, which we acknowledge is greater than ourselves. Some of us consider our group or OA itself as a Power greater than ourselves. Some of us adopt the concept of God, as we individually understand and interpret
God. However we choose to interpret a Power greater than ourselves is fine. There are no right or wrong concepts. What’s important to our recovery from compulsive eating is that we define and develop a relationship with this Higher Power. The focus and intent of the OA program is to help us do this.

**Is OA a religious society?**

No. OA is not a religious society since because it requires no definite religious belief as a condition of membership. OA has among its membership people of many religious traditions, as well as atheists and agnostics.

The OA recovery program is based on acceptance of certain spiritual values. We are free to interpret these values as we think best, or not to think about them at all if we so choose.

When we first came to OA, many of us had definite reservations about accepting any concept of a Power greater than ourselves. OA experience has shown that those who keep an open mind on this subject and continue coming to OA meetings will not find it too difficult to work out a personal solution to this very personal matter.

**Questions about How to Work OA’s Program of Recovery**

**What is a sponsor?**

Sponsorship is an essential tool of the program, and it helps OA members achieve and then maintain their abstinence. Sponsorship is based on mutual trust and honesty. If you are coming back from relapse, it will help your program to have a sponsor.

Sponsors are OA members committed to abstinence, who are living the Twelve Steps and Twelve Traditions to the best of their ability and are willing to share their recovery with other members of the Fellowship. We ask a sponsor to help guide us through our program of recovery on all three levels: physical, emotional, and spiritual. To find a sponsor, ask someone who has what you want and ask how he or she is achieving it.

**What does abstinence mean? Recovery?**

The definitions of “abstinence” and “recovery” in Overeaters Anonymous are:

1. Abstinence: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.
2. Recovery: Removal of the need to engage in compulsive eating behaviors.

Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.

**Can I stop eating compulsively on my own just through reading OA literature?**

OA literature is a powerful tool that helps members learn more about the disease and helps us to stop eating compulsively, one day at a time. However, The OA program works best for the individual those who recognizes and accepts that they can’t stop eating compulsively on their own and that it as is a program involving other people. We have found that communicating with other members is essential for us to stop eating compulsively.

Attending OA meetings and associating with others who suffer in a similar manner brings us hope and awareness. Because we are neither judged nor ridiculed, we can share our past
experiences, present problems, and future hopes with those who understand and support us. Working with other compulsive overeaters, we no longer feel lonely and misunderstood. Instead, we feel needed and accepted at last.

OA members whose living situations or health problems prevent attendance at face-to-face meetings can attend online, or telephone, or non-real-time meetings. We also find that reading OA literature and communicating with other members helps us to stop eating compulsively.

I live in a small town or area where there are no OA meetings. Is there still a way I can belong?

Of course! OA meetings are available in many different forms to meet the varied needs of our members. Overeaters Anonymous has approximately 6,500 meetings in more than eighty countries. Use the Find a Meeting feature on the oa.org website to find a face-to-face, telephone, or online meeting.

To be registered with the World Service Organization, OA meetings must fulfill the definition of an OA group, which means they meet to practice the Twelve Steps and Twelve Traditions of OA, welcome all who have the desire to stop eating compulsively, do not require members to practice any actions to remain a member or to share at a meeting, and as a group, have no affiliation other than OA.

If you aren’t able to find a meeting in your city, one that is within a convenient driving distance, or one that meets your specific needs, please consider attending an online or a telephone meeting, or select the Find Service Body tab on the Find a Meeting page. Service bodies are OA offices located in most urban areas. These offices are usually staffed by volunteer OA members who will be happy to answer your questions and assist you in finding a meeting, or help you get a meeting started in your area.

What does the “Just for today” idea mean?

We use the phrase “Just for today” to describe a basic approach to recovery from compulsive eating. We don’t say we can never take another compulsive bite for as long as we live. We don’t promise ourselves not to eat compulsively “tomorrow” or “for the rest of the week.” We have learned these promises never worked anyway, and the compulsion to overeat proved more powerful than our best intentions not to do so.

OA members realize that the current twenty-four hours is the only period we can do anything about. Yesterday is gone. Tomorrow isn’t here yet. “But today,” an OA member says, “I will not deviate from my program of recovery. I may be tempted to overeat compulsively tomorrow, but tomorrow is something to face when it comes. Today is all that matters.”

Many other simple ideas expressed in OA slogans or sayings help shape and improve our attitude toward the challenges of daily living. Adopting these ways of thinking helps us deal with life without turning to food.

Some useful sayings include “One day at a time” (related to “Just for today”); “First things first” (setting priorities); “Easy does it” (balance–trust); “Live and let live” (tolerance); “HALT” (don’t get too Hungry, Angry, Lonely, or Tired); and “Let go and let God” (let go of fear and worry and let Higher Power handle it).
The OA program is simple, but it is not easy. To recover from one of the most baffling addictions requires diligent effort. Self-honesty, open-mindedness, and willingness are the keys that open the door to recovery.

**Questions about Becoming a Member of OA**

**How does an individual join OA?**

No one “joins” OA in the usual sense of the word. There are no membership applications to fill out; no membership cards, dues, or fees. Once we have heard about OA and believe we have an eating problem, we simply attend OA meetings of our choice.

OA members don’t have to attend any set number of meetings during a given time period. Some members may attend one meeting a week while others prefer to attend more often. The kindly reminder to “Keep coming back” is based on the experience that our recovery suffers when we stay away from meetings for too long.

**Must members go to meetings for the rest of their lives?**

No one has to do anything in OA. There is always a choice between doing and not doing, including the vital choice of whether or not to seek recovery through OA. Believing that compulsive overeating is incurable, but that it can be arrested if we take certain actions, the vast majority of us find it important to attend meetings regularly in order to be relieved of the compulsion. Many of us believe that when sanity has been restored, our continued attendance at meetings is not only a way to maintain our sanity, but also a way to do service in support of new members, helping others find relief from compulsive eating.

**What are the requirements for OA membership?**

The OA Third Tradition states: “The only requirement for OA membership is a desire to stop eating compulsively.” Nothing else is asked or demanded of anyone. The acceptance and practice of the OA recovery program rests entirely with the individual.

**How much does OA membership cost?**

There are no financial obligations of any kind in connection with OA membership. Our recovery program is available to all who want to stop eating compulsively, regardless of personal financial situations. While there are no dues or fees for members, according to Tradition Seven we are fully self-supporting, declining outside contributions. Members may make a Seventh Tradition contribution when they attend meetings, either face-to-face, by telephone, or virtually.

**How does OA support itself?**

OA is entirely self-supporting through membership contributions and literature sales. No outside donations are accepted. Most local groups “pass the basket” at meetings to cover the cost of rent, literature and meeting expenses, and to support OA as a whole. Meetings keep enough money to meet their own expenses and send the balance to their intergroup or service board, their regional office and the World Service Office. The financing of all OA service bodies depends on these regular contributions from meetings.

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**Questions about OA as an Organization**

**What is the OA World Service Office (WSO)?**

WSO is a service center whose main function is to carry the OA message on a broad level to the many compulsive overeaters who still suffer.

The World Service Office publishes OA literature, including *Lifeline*, the OA magazine of recovery. WSO also mails regular regularly with service bodies, providing a link among them and keeping them informed about matters of concern to OA as a whole. In order to maintain these vital contacts, WSO keeps up-to-date records on all registered groups and service bodies, and periodically issues revised meeting directories provides a complete listing of all OA meetings around the world.

The World Service Office also acts as a public information clearinghouse, answering requests from media representatives, health professionals and others interested in compulsive eating and the OA program.

The World Service Office contact information can be found on the back of this pamphlet.

**Who runs OA?**

Volunteers! OA is truly unusual in that it has no central government and a minimum of formal organization. It has no officers or executives who wield power or authority over the Fellowship or individual members.

In even the most informal organization, however, certain jobs obviously need to be done. For example, in local groups someone has to arrange for the meeting place, account for group finances, make sure adequate OA literature is available, and keep in touch with local, regional, and international service centers. On the international level, people must be responsible for the maintenance and smooth functioning of the World Service Office.

All of this means that OA at the local, regional, and international levels needs responsible people to perform certain duties. It is important to understand that these members perform services only. They make no individual decisions and issue no individual judgments affecting other groups or OA as a whole. Persons who accept these responsibilities are directly accountable to those they serve, and service jobs periodically rotate among members.

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Questions about the Twelve Steps and Twelve Traditions of OA

What is the Twelve Step recovery program?

The Twelve Steps are the heart of the OA recovery program. The Twelve Steps offer a new way of life that enables the compulsive overeaters to live without the need for excess food and foods that cause us to eat compulsively. The Steps are suggestions only, based on the experience of recovering OA members. Members who make an earnest effort to follow these Steps and apply them in daily living get far more out of OA than do those members who merely come to meetings and don’t do the serious emotional and spiritual work involved in the Steps. The Twelve Steps are listed in an earlier section of this pamphlet titled *What Is the Overeater’s Anonymous Program of Recovery?*

The ideas expressed in the Twelve Steps, which originated in Alcoholics Anonymous, reflect practical experience and application of physical, emotional and spiritual insights as recorded by thinkers throughout many ages. Their greatest importance lies in the fact that they work! They enable compulsive eaters to lead happy, productive lives. They represent the foundation upon which OA has been built.

Here are the Twelve Steps, which are suggested as a program of recovery for compulsive overeaters:

**The Twelve Steps**

1. We admitted we were powerless over food—that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood Him.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked Him to remove our shortcomings.
8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong, promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

Permission to use the Twelve Steps of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

What is meant by “sanity” as used in the Twelve Steps?

The word sanity derives from the Latin word “sanus,” meaning “sound, healthy.” The word sanity as used in OA means “sound or rational thinking and acting.”

Most of us admit to irrational behavior, including our attempts to control food and other areas of our lives. A person with sound thinking would not repeatedly engage in self-destructive behaviors. A person with sound thinking would not repeatedly take actions that had not worked previously and expect different results. The words “restore us to sanity” in Step Two does not imply that compulsive eaters are mentally deranged, but that where our actions and feelings toward food and other areas of our lives are concerned, sanity cannot be claimed. By turning to OA and expressing a desire to return to rational behavior, we are taking a step toward achieving sanity.

What are the Twelve Traditions?

The Twelve Traditions are to the OA groups what the Twelve Steps are to the individual. The Twelve Traditions are a one of the means by which OA remains unified in a common cause. They are suggested principles to ensure the smooth functioning, survival, and growth of the many groups which that comprise Overeaters Anonymous.

Like the Twelve Steps, the Twelve Traditions have their origins in Alcoholics Anonymous. These Traditions describe attitudes which that those early AA members believed were important to group survival and which that have proven to be effective.

OA members ensure group unity—which is so essential to individual recovery—by practicing the attitudes suggested by the following Twelve Traditions:

The Twelve Traditions

1. Our common welfare should come first; personal recovery depends upon OA unity.
2. For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for OA membership is a desire to stop eating compulsively.
4. Each group should be autonomous except in matters affecting other groups or OA as a whole.
5. Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.

6. An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.

7. Every OA group ought to be fully self-supporting, declining outside contributions.

8. Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.

9. OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.

10. Overeaters Anonymous has no opinion on outside issues; hence, the OA name ought never be drawn into public controversy.

11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television and other public media of communication.

12. Anonymity is the spiritual foundation of all these Traditions, ever reminding us to place principles before personalities.

Permission to use the Twelve Traditions of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

Why does OA place such emphasis upon “anonymity”? 

Anonymity at the most basic level says we don’t disclose the identities of individual members, their personal situations, or what they share in confidence at meetings, online, or on the phone with us. This makes OA a safe place where we can be honest with ourselves and others. It allows us to express ourselves freely at meetings and in conversation, and it safeguards us from gossip. Of course, we as individuals have the right to make our own membership known and, in fact, must do this if we are to carry the message to other compulsive eaters (part of Step Twelve). We don’t use anonymity to limit our effectiveness within the Fellowship. For example, it’s fine to use our full names within our group or OA service body. The concept of anonymity helps us focus on principles rather than personalities.

Anonymity is also vital at the public level of press, radio, films, television, and other public media of communication. By keeping our members anonymous at the media public level, we help ensure that egotism and self-glorification will not adversely affect the OA Fellowship.

Humility is fundamental to anonymity. In practicing these principles and in giving up personal distinction for the common good, OA members ensure that the unity of Overeaters Anonymous will continue. According to the First Tradition, “personal recovery depends upon OA unity” . . . and anonymity is essential to the preservation of that unity.

WHERE CAN I GET MORE INFORMATION? OTHER OA PUBLICATIONS

PAMPHLETS

A Plan of Eating
A Program of Recovery
About OA
A Commitment to Abstinence
Before You Take That First Compulsive Bite, Remember...
Dignity of Choice
Is Food a Problem for You?
To the Family of the Compulsive Overeater
To the Man Who Wants to Stop Compulsive Overeating. Welcome
To the Newcomer
To the Teen
BOOKS

Abstinence
A New Beginning
Beyond Our Wildest Dreams
For Today
Lifeline Sampler
Overeaters Anonymous, Second Edition
Seeking the Spiritual Path
The Twelve Steps and Twelve Traditions of Overeaters Anonymous
Voices of Recovery

PERIODICALS

A Step Ahead newsletter for members and groups
Lifeline, OA’s international magazine of recovery
The Courier newsletter for professionals

This is a partial list of OA has a wide variety of publications, including pamphlets, books, and periodicals that provide much more information than we are able to provide here. A complete list of the available publications and order forms are available in our bookstore at oa.org, or can be obtained from the World Service Office.

How to find OA
Visit the OA Web site website at www.oa.org,
or contact the World Service Office at 1-505-891-2664.
Many local telephone directories also include local listings
for Overeaters Anonymous.

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#170

[if approved, Conference Seal of Approval goes here.]
WSBC Proposed Literature Motion A-b

Motion
Move to grant the Conference Seal of Approval to the pamphlet *Temporary Sponsors: Newcomers’ First Twelve Days*.

Submitted By
Board of Trustees
Judy H., Conference-Approved Literature Committee Trustee Cochair
*Contact WSO for maker’s contact information.*

Intent
This is a procedural motion to obtain the Conference Seal of Approval in accordance with the literature procedures adopted at the World Service Business Conference 1985.
Temporary Sponsors: Newcomers’ First Twelve Days

What is the purpose of the First Twelve Days in OA?

- To help newcomers, returning OA members, and other members learn about the OA Twelve Step recovery program by using this personal, short-term introduction to Overeaters Anonymous.
- To help sponsees learn how the OA recovery program might help them to stop hurting themselves with food.
- To help members who may be ready to sponsor but are reluctant to do so. This is an opportunity for a member to help a newcomer in a very structured way and to experience what it might be like to be a regular sponsor.

This program takes place during twelve sessions, which may or may not occur in twelve consecutive days. For instance, you may want to schedule calls on weekdays only. You also may want to look ahead at the sessions, and if you are uncertain about how to discuss any of the topics with the sponsee, you may want to ask your sponsor or another OA member for ideas.

During your calls, share the experience, strength, and hope you have because of the solution offered by working the Twelve Steps of OA. Without dominating the conversation and without judging the sponsee, share just enough to draw them out, answer their questions, and encourage their unique process of discovery and recovery.

Books that are not OA-approved, as well as diets and other programs, are outside issues.

Remember, it is not your responsibility to force someone to be abstinent (nor is it possible). The journey of the sponsee is between that person and their Higher Power. A sponsor is there for support.

First Twelve Days

Instructions

The readings for this program are from the pamphlet Where Do I Start? Everything a Newcomer Needs to Know. Both the sponsor and the sponsee should have a copy of this pamphlet.

<table>
<thead>
<tr>
<th>Day</th>
<th>Subject and Reading for Sponsee</th>
<th>Discussion Question(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Fifteen Questions:</strong> Read “Dear Newcomer” through “You Are Not Alone,” on pages 1-3.</td>
<td><strong>Ask and Discuss:</strong> Review the Fifteen Questions on pages 1-2. Ask your sponsee to circle the questions they relate to. Discuss their responses. Stress to your sponsee the importance of working the Steps as a vital part of a lasting recovery.</td>
</tr>
<tr>
<td>2</td>
<td><strong>Requirements:</strong> Read “What are the requirements for OA membership?” on page 22. Next, read pages 23-24, starting with “Who runs OA?” through “What are the Twelve Traditions?”</td>
<td><strong>Ask and Discuss:</strong> What led your sponsee to OA? What does/do “eating compulsively” and/or “compulsive food behaviors” mean to the sponsee? Does your sponsee have a desire to stop? Discuss. Listen to your sponsee’s concerns about OA. Discuss.</td>
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<tr>
<td>Day</td>
<td>Subject and Reading for Sponsee</td>
<td>Discussion Question(s)</td>
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<tr>
<td>3</td>
<td>Symptoms:</td>
<td><strong>Ask and Discuss:</strong></td>
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<td></td>
<td>Read “Many Symptoms, One</td>
<td>Ask your sponsee to write about</td>
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<td></td>
<td>Solution” on pages 4-5, then</td>
<td>symptoms they have experienced. How</td>
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<td></td>
<td>“Welcome Home” on pages 27-29.</td>
<td>early did these symptoms start? Discuss.</td>
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<td>4</td>
<td>Abstinence:</td>
<td><strong>Ask and Discuss:</strong></td>
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<td></td>
<td>Read “Abstinence—Our Primary</td>
<td>Ask your sponsee to write about which</td>
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<td></td>
<td>Purpose,”1,2 “The Tools of</td>
<td>compulsive eating or compulsive food</td>
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<td></td>
<td>Recovery,” and “A Plan of</td>
<td>behaviors concern them the most.</td>
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<td></td>
<td>Eating” on page 5.</td>
<td>Discuss.</td>
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<tr>
<td>5</td>
<td>Meetings:</td>
<td><strong>Ask and Discuss:</strong></td>
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<tr>
<td></td>
<td>Read “Meetings” on page 5,</td>
<td>Suggest that your sponsee make a plan to</td>
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<td>then “How much does OA membership</td>
<td>attend six meetings. This can include</td>
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<td>cost?” and “How does OA support</td>
<td>face-to-face, phone, online, or</td>
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<td></td>
<td>itself?” on page 22.</td>
<td>videoconferencing meetings.</td>
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<td>6</td>
<td>OA Fellowship:</td>
<td><strong>Ask and Discuss:</strong></td>
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<td></td>
<td>Read “Can I stop eating</td>
<td>Ask your sponsee to write about their</td>
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<td>compulsively on my own just</td>
<td>feelings concerning receiving help from</td>
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<td></td>
<td>through reading OA literature?”</td>
<td>other members in OA. Discuss. Suggest</td>
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<td></td>
<td>on pages 21-22.</td>
<td>that they start contacting members listed</td>
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<td>on the Where Do I Start? pamphlet</td>
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<td>provided or their meeting’s contact list.</td>
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<td>7</td>
<td>Action Plan and Other Tools:</td>
<td><strong>Ask and Discuss:</strong></td>
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<tr>
<td></td>
<td>Read “Telephone,” “Writing,”</td>
<td>Help your sponsee draft an action plan</td>
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<td></td>
<td>“Literature,” and “Action Plan”</td>
<td>for the next several days that will help</td>
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<td></td>
<td>on page 6.</td>
<td>support their recovery. Discuss.</td>
</tr>
<tr>
<td>8</td>
<td>Draft a Food Plan:</td>
<td><strong>Ask and Discuss:</strong></td>
</tr>
<tr>
<td></td>
<td>Read “Disclaimer” on pages</td>
<td>Suggest to your sponsee that, together,</td>
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<td></td>
<td>29-30, then pages 7-17,</td>
<td>you draft an initial food plan that will</td>
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<td>starting with “Further</td>
<td>support them. Discuss, and be sure to tell</td>
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<td></td>
<td>Information: A Plan of Eating”</td>
<td>your sponsee that no sponsor is acting in</td>
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<td></td>
<td>through “Structure and Tolerance.”</td>
<td>the capacity of a health care professional.</td>
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<tr>
<td>9</td>
<td>Anonymity:</td>
<td><strong>Ask and Discuss:</strong></td>
</tr>
<tr>
<td></td>
<td>Read “Anonymity” on page 6,</td>
<td>Discuss the concept of “anonymity.”</td>
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<td></td>
<td>then “Why does OA place such</td>
<td>Discuss the meaning of “humility.”</td>
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<td></td>
<td>emphasis upon ‘anonymity’?” on</td>
<td></td>
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<td>page 25.</td>
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1Overeaters Anonymous accepts the following definitions of “abstinence” and “recovery”:

1. **Abstinence**: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.

2. **Recovery**: Removal of the need to engage in compulsive eating behaviors. Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step Program.
In the context of OA members’ individual abstinences, “Our Primary Purpose” references the primary purpose of each OA member, which is found in the OA Preamble: “Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.”

In contrast, Tradition Five is about an OA group’s primary purpose and states: “Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.”

### Are You Convinced?

<table>
<thead>
<tr>
<th>Read “What is compulsive eating?” through “Can’t a compulsive overeater just use willpower to stop excessive eating?” on pages 18-20.</th>
<th>Ask and Discuss: Now that your sponsee has been introduced to the OA program and has taken some actions, does your sponsee now consider themself to be a compulsive eater? Ask them to write their thoughts and feelings on this subject. Discuss.</th>
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</table>

### Higher Power:

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<tr>
<th>Read “What is meant by ‘a Power greater than ourselves?’” through “Is OA a religious society?” on pages 20-21. Then, read “Structure and Tolerance” on pages 16-17.</th>
<th>Ask and Discuss: Ask your sponsee to write about their understanding of a Higher Power. If they struggle with the concept of a Higher Power, are they open to the idea that a Higher Power can simply be the OA meeting group? Has their food history been characterized by their own willpower going out of control? Might the concept of connecting with a Power greater than onself help their recovery? Discuss.</th>
</tr>
</thead>
</table>

### What’s Next?

| Read “Service” on pages 6-7, then “Sponsorship” on page 5. Lastly, read “Conclusion” on page 17. | Ask and Discuss: Ask your sponsee to write about their experience of their first twelve days in OA and discuss. Review their action plan for how they will move forward. |

**Remember:** In Overeaters Anonymous, there is hope and help. Together we can recover! If you have questions, comments, or suggestions, please email info@oa.org.

**Find and download** Temporary Sponsors: Newcomers’ First Twelve Days at oa.org/documents under “XXX.”

**OA Promise**

I put my hand in yours…and together we can do what we could never do alone! No longer is there a sense of hopelessness, no longer must we each depend upon our own unsteady willpower. We are all together now, reaching out our hands for power and strength greater than ours, and as we join hands, we find love and understanding beyond our wildest dreams.
Upon the conclusion of the twelfth session, you will want to offer either to continue as the individual’s regular sponsor or assist this person in finding such a sponsor.

[If approved, Conference Seal of Approval goes here.]

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**WSBC Proposed Literature Motion A-c**

**Motion**
Move to grant the Conference Seal of Approval to the revised pamphlet *To the Young Person.*

**Submitted By**
Board of Trustees
Judy H., Conference-Approved Literature Committee Trustee Cochair
*Contact WSO for maker’s contact information.*

**Intent**
This is a procedural motion to obtain the Conference Seal of Approval in accordance with the literature procedures adopted at the World Service Business Conference 1985.
To the Teen Young Person
Do you have a problem with food, eating behaviors, or body image?

There is a solution...
If you’re reading this, you may already think so. Asking yourself the following questions can help you see how food issues affect your life:

1. Do your my eating habits change depending on your my feelings?
2. Are you Am I unhappy or frustrated with your my eating habits or body size, or with your my attempts to control them?
3. Do you I sometimes feel you I can’t stop eating even though you I want to?
4. Do you I often eat more (or less) than most people do at a meal or throughout the day?
5. Do you I eat large amounts of food even when you’re I’m not physically hungry?
6. Do you I eat normally in front of others, but eat excessively, or avoid eating, when you’re I’m alone?
7. Do you I spend a lot of time thinking about your my body size?
8. Do you I try to control your my body size by fasting, purging, using laxatives, or exercising for long hours?
9. Do thoughts of food and my body image take up too much of my time and energy?
10. Do your my eating habits, body size, or feelings of shame about how you I look limit your my social life?
11. Do you I avoid physical activities because of how you I feel about your my body?
12. Do you I sometimes sneak food or steal money to buy it?
13. Do you I lie about how much you I eat or don’t eat?
14. Have you I been told that you I really ought to eat more (or less)?
15. Do you I wish people wouldn’t comment about your my body size or eating habits?

If your answer to many any of these questions is yes, you’re not alone. Many, including young people, including the young, suffer from the disease of compulsive (out-of-control) eating, whether they are. The symptoms range from can include an overeating, to a bulimics, or an anorexics. Whether you call the problem an food eating disorder or a disease, the good news is that there is a solution.

Overeaters Anonymous is a Fellowship of individuals of all ages who support each other in overcoming compulsive eating by working OA’s Twelve Steps of recovery.

Most of us, no matter how hard we tried, could not control our eating behaviors. In OA, we found people who understood us and gave us the help we needed through the Twelve Steps of OA. We stopped our compulsive food behaviors, lost or gained weight as needed, took action to restore our health, and learned to maintain a healthy life and weight and life. We find that, so long as we practice the Twelve Steps, we seldom have any desire to return to our former eating behaviors.

OA is not a diet club. The only requirement for membership is a desire to stop eating compulsively. We don’t weigh you members. We don’t charge dues or fees. We don’t track attendance. We don’t tell you what you should or should not eat. In OA, we help each other make responsible choices, not only about our food (such as which foods and the amounts to eat), and how we behave with food (such as when and where to eat), but also and about other aspects of our lives. Sometimes we need to talk more about what is eating us than about affects how and what we are eating.
OA's Twelve Steps have helped thousands of people of all ages find new, healthy ways of dealing with food and life. The Twelve Steps can help you free yourself from the prison of food obsession, just as they have helped the young people who wrote the following stories.

Ashley
I’m Ashley G., and I’m a compulsive eater and food addict. I entered OA as a young person at 22.

Since the age of 10 or 11, I had gained 8 to 10 pounds (3.6–4.5 kg) a year. My weight steadily increased to my top weight of 250 pounds (113 kg) by age 20. This means that, had I not been able to stop, I may have weighed well over 350 to 400 pounds (136–181 kg) by age 30! Some of my earliest memories of compulsive overeating include eating all of my and my brother’s holiday candy within two or three days of receiving it. I also recall eating fast food two to three times a week, generally after evening activities. Compulsive eating affected me physically because I experienced more and more weight gain and pain and fatigue related to my chronic illnesses.

My food addiction caused me emotional anguish. When I ate, I medicated my feelings. When I did feel, I felt anxious, depressed, worthless, and self-loathing. I thought of myself as rejected, marginalized, and condemned. I remained ungrateful and worried excessively. My life was insane and unmanageable. Furthermore, this disease robbed me spiritually. I “prayed” to the food and for the food. It was my Higher Power. I had little concept of spirituality.

I came to OA after my junior year of college. It was the first time I identified with other compulsive overeaters. During my first year of abstinence from compulsive overeating, I became employed in my career field, mended old relationships and started new ones, dated for the first time, and learned to have fun. I was happy, joyous, and free without food! I experienced love and serenity.

In my second year of abstinence—with the love, care, and support of God, my sponsor, and the OA Fellowship—I endured and persevered through a significant trauma. I have multiple chronic illnesses, which I have had since my teenage years. An incapacitating flare-up resulted in my disability at age 25. I lost my ability to be gainfully employed; my income; my ability to care for myself physically; my independence; my new happy, joyous, and free life I had developed in OA; and my safe, secure, planned future. I became severely depressed and plummeted into fear, anger, and self-pity. I was stripped down to my core; I was bent and stretched to a breaking point. But I did not overeat! I knew and believed that returning to my former compulsive eating ways would only compound my already hard, messy, seemingly hopeless circumstances.

Connecting was a solution for maintaining abstinence. My sponsor suggested two phone meetings a week and three recovery calls a day. Her suggestions were the lifeline I needed to remain abstinent and manage the depression.

As a result, I became restored at age 26. I gained the ability to sustain abstinence year after year: to serve and lead; to work part-time and volunteer with children; to have fun with family and friends; to play the piano and tap dance; to be in a relationship; to have peace, be grateful, and experience freedom; to love and be loved; and also to turn my will and my life over to the care of my loving God in exchange for the power to carry out his will.
I am currently 30, maintaining nearly six years of back-to-back abstinence and a 100-pound (45-kg) weight loss. I eat five weighed-and-measured meals a day with nothing in between and abstain from binge foods. I write and text my plan of eating to my sponsor daily.

As I journey through my sixth year of abstinence, I am no longer gaining excessive weight brought on by compulsive eating and food addiction. Instead, I am gaining a life beyond my wildest dreams brought on by abstaining one day at a time and practicing the Principles.

Nadine

I come from a normal, functional family, although my parents are divorced. I have always been a high achiever and never had an eating problem growing up. However, when I started high school, I began to feel inferior and tried hard to get people to like and respect me. I became conscious of my figure and the figures of girls around me, and I decided my stomach needed to be flatter. After a friend shared her diet, I stuck to a rigid routine of diet and exercise for six months. I lost considerable weight and stopped menstruating.

My parents and friends began to notice I was too thin, and my parents took me to a dietician, who advised me to include certain foods in my diet. I did and gained 7 pounds (3 kg), which made me distressed and unhappy. My parents suggested I see a psychologist, who diagnosed me with anorexia.

Anorexia made me feel in control and gave me a sense of power. It distinguished me from others and made me feel special in my diseased mind. It also got me the attention I craved, resulting in my unwillingness to get better. During a year of therapy, I became more ill and began purging when I ate a little more than I would have liked.

At the beginning of eleventh grade, I directed and produced a school play and became “too busy” to eat. My weight dropped to 77 pounds (35 kg), and my parents hospitalized me, despite my numerous pleadings. I was admitted just before my 17th birthday and was terrified of gaining weight, so I attempted to run away but was caught. Medical staff told me I would be locked up if I did not cooperate, but my father didn’t want that, so he removed me from the hospital. We pleaded with my mother to take me back into her home, and she agreed on the grounds I come with her to work every day so she could make sure I was eating and refraining from purging.

In October, while at my mother’s work, I began bingeing. My inability to control my eating was my worst nightmare. Despite numerous attempts to stop, my bingeing got worse, and I began to gain weight. I became more depressed and struggled to complete my schoolwork because all I could do when I came home was eat. My mother would often get angry because I had eaten all the food in the house; she began locking the cupboards and freezer. But I still had access to food because I drove to supermarkets daily to buy binge foods. I isolated myself and refused to attend social gatherings because I was ashamed of the way I looked.

In August of my matriculation year, I had a minor car accident. At that moment, I decided life was no longer worth living, so I overdosed on pills. My mother rushed me to the hospital, and the doctors pumped my stomach. While lying there, I realized I had to choose whether I wanted to live or die. Something told me I wanted to live, and my disease was standing in the way of my happiness. I became willing to do anything to get well.

My mother heard about OA through a colleague and believed OA might help me. As soon as
the hospital discharged me, I attended my first OA meeting. What I found there was unlike
anything I had ever seen before. Here were people who understood me and were willing to
accept me no matter what. They told me I would recover from compulsive overeating, as long
as I was willing to work the program to the best of my ability and follow its suggestions. I
learned I have a fatal disease, and while I am not to blame for having the disease, I am
responsible for taking simple, daily actions to bring about my recovery.

The program does not just focus on my eating problems, but provides me with guidelines on
how to cope with life without compulsive eating or starving myself. It teaches me I have
tings to do “just for today,” and I need to rely on a power greater than myself for direction.
Through practicing the program and using its tools, I have been able to refrain from bingeing
and return to a healthy weight. I can now participate in life instead of running away. I have a
renewed enthusiasm and zest for life that I never thought I could have.

So many miraculous things are happening to me. I have many friends who accept and love me
as I am, and I enjoy going out and socializing with them. I am in a wonderful, loving relationship
and am even able to study a challenging degree at my university. I no longer suffer continuous
depression and embarrassment about who I am.

I am grateful to this wonderful program for saving my life. I encourage anyone who has an
eating disorder, be it anorexia, bulimia, or overeating, to try OA.

It really works, if you work it!

Tara

I am 19 years old and approaching one year of abstinence from purging. I came into OA at 15,
around the time I first figured out how to purge. (I only came because my parents were
longtimers, and I grew up around the program.) Unfortunately, I was not ready for the message
at that time. I did not want to get better, but I was a people pleaser (one of my many character
defects).

My lowest weight was 103 pounds (47 kg), and with my body type, it looked more like 83
pounds (38 kg). But I believed I was a monster. I was dating a boy who was over 200 pounds
(91 kg), and I believed I was as big, if not bigger, than he.

Like any OA member, I was crazy with food. It inhabited all my thoughts, and I was unable to
be a real person. My parents took me to a psychiatrist, who told me I was bipolar. I may have
seemed bipolar, but only because I never dealt with what I was feeling. Besides being bulimic,
I was anorexic and an exercise bulimic overexerciser and compulsive overeater. Lucky me—I
got the entire package deal! It was not until later that I realized this was a gift.

My parents knew I was bulimic, but I tried as hard as I could to make sure they never heard me.
If they were near the bathroom, I would go into my room, turn my music up as loud as I could,
take out one of the trash bags I stored under my bed and purge in my trash can. While they slept,
I would sneak the trash bag full of vomit out to the dump.

As if eating five times as many calories as I should and then purging were not enough, to make
sure I burned off all the calories I would also bike 10 miles (16 km) until I was ready to pass
out.
Today, I am the youngest person at the OA groups I attend. I tend to forget my age in these rooms because, unlike most people in the world, the people in the rooms understand and accept me. I no longer feel the need to go to parties and stuff my face with junk food like everyone else. It is a difficult concept to explain, but I choose not to eat many kinds of food. I’m sure they would taste great, but I never feel well afterwards, and insane thoughts fill my head again.

I would not be where I am today without OA, OA members, and my Higher Power. The best advice I have is to keep coming back and take it one day at a time. As clichéd as those phrases have become, they are true. One day at a time, my Higher Power takes care of me, as long as I let Him.

Joe

When I was born, I couldn’t eat. This worried my parents because I began losing weight instead of gaining it. They took me to a doctor who, after examining me, told them that my stomach was not yet developed.

My folks took me home and fed me with a teaspoon until finally, their our ordeal was finally over; and I could eat on my own. Naturally, my ability to eat pleased my mom and dad very much. In fact, they were so happy, they continued to encourage me to eat.

And eat I did. I ate until I was fat. I hated being fat, so I ate to feel better. I didn’t have any friends, and people made fun of me, so I ate because of that too. I ate because of anything—or nothing.

When I started school, things got worse. I was just “fat” before; now people said I was both “fat and ugly.” It was terrible being fat, but I had never thought about being ugly.

The older I got, the worse things got. I felt as though I was living in a nightmare. Even my own family said bad things about me.

When I was in the second grade, three of my cousins came to live with us. Whenever I tried to play or do something with them and my sister, they said, “You’re too fat to do this,” or “Hey, Fatty, stay down there and help lift things up to me. That way if you fall the big boom won’t be so loud.”

I tried to ignore their remarks like that, but they hurt. It didn’t seem fair that I was fat, and all my relatives—my mother, father, sister, cousins, uncles, aunts—were thin. I was the only fat one in the family.

I came to Overeaters Anonymous when I was not quite 13, weighing 151 pounds (68 kg). I had tried many diets, but none of them helped me keep any weight off. I was a wreck physically and in every other way. Here I was, a boy not yet in his teens, wearing the same size pants as my father. There were rips in all my shirts because I kept growing out of them.

I was scared when I walked in the door of my first OA meeting. Then, when I sat down, I thought everyone was weird. Now, after all the meetings I’ve gone to and all the help I’ve gotten, I know that if everyone at the first meeting was weird, then I was too, because I’m just like them.; I have the same disease.

But now, I don’t think these people are weird at all. I think they are sweet, and with the help
of OA, I changed. From a kid with no friends, I became one with many friends. My nickname changed, too, from “Fatty” to “Baggy Pants” at first—and then to “Slim.” I love every minute of these nicknames.

**Caroline**

My name is Caroline. I’m 21 years old, and I joined OA nine years ago, when I was 11. I found out about OA because my mom is involved, and I still remember her finally saying yes to my first meeting.

I was always the child who constantly asked for dessert, hid my candy-eating from my parents, snuck food into my room, ate all of the snacks in my friends’ pantries, etc. Then, one day my mom and I were talking, and I said something to the effect of “I could stop eating sweets whenever I want to. I just don’t want to.” So, she made me put my money where my mouth was and offered a challenge: to not eat sweets for an unspecified number of days or weeks—until she announced that the “sweets fast” had ended. I asked every single day whether it was over, and when it was over, you better believe I ate a ridiculous amount of sugar. About a year later, I finally realized what she was talking about: I had a problem, I couldn’t stop when I wanted to, and I needed help.

I want to start my story sharing about the rewards of OA, because a lot of the young person–relevant part of my story is not necessarily full of gratitude. It’s hard to be young in OA! And much of my story has nothing to do with my age, so what I’m sharing is not necessarily the full picture of my experience in recovery.

So, what do I love about OA? What gifts has it given me? Oh goodness, I could write a book. First of all: Freedom! Freedom from myself, freedom from my fears, freedom from the ball and chain that was food, freedom from other people’s opinions … the list goes on and on. Second: Gratitude. Gratitude for this overeating problem, gratitude for unlikely friendships, gratitude for getting to hear others’ experiences without their advice, gratitude for the freedom I have received, and gratitude for a Higher Power who is by my side. Another gift OA has given me is a toolbox full of resources: people, phrases, prayers, slogans, exercises, workbooks, and books to help me through everything. From feeling like eating that slice of cake on my birthday, to wanting to punch my brother, to crying in the bathroom stall of my high school, I can use the OA Tools in every situation. If you keep coming back, you’ll see what I mean.

I have used many Tools over the years, including reading the Big Book, which I downloaded onto my phone and could not recommend more! I was on a road trip once without any recovery friends, and I felt uncomfortable making a phone call in that circumstance, but I did send texts to my sponsor and read story after story in the Big Book to stay abstinent on the trip. I also use the Tool of writing a lot; diaries, worry journals, or even word-vomiting all of my daily plans and current feelings to my sponsor are tools that have helped me grow in my recovery and keep me abstinent.

I also have a food plan, which has been revised as needed, and I commit my food to my sponsor early in the day when I’m able. Being a young person without a stable schedule can make it hard to have a routine for my eating, so when things are stressful, or I have no idea what is coming in my day (or who is feeding me), that flexibility with my sponsor is so important to me and my recovery.
What is easy about being young in OA? I can make friends in a new meeting easily because everyone wants to talk to me! Also, I get to listen with extreme gratitude to my fellow members’ long leads because I was spared many of the hardships that come with being in the grip of food obsession for decades. I also get some amazing opportunities to speak at different events because of my more uncommon perspective, which is so rewarding.

Being young in OA also opens the door to a whole new demographic of compulsive eaters still suffering that OA alone can’t always reach: young people. When I got to college, I decided that I would answer honestly whenever someone asked me “Why don’t you eat sweets?” Within the first month of classes, I brought someone new to an OA meeting. And that one person getting help was encouragement to me to continue answering that question honestly, because I want to share that hope with other compulsive overeaters who are still suffering. I want to work Step Twelve. It’s incredible what kind of impact I make just because I have a compulsive overeating problem. Who knew?

In many ways, being young in OA is only a big deal if you choose to make it one. Just as everyone in the meeting has life experiences relevant to mine, I have life experiences relevant to theirs, and connecting with what is shared in meetings is never a challenge for me. Using Q-TIP is helpful for me, because if I choose to Quit Taking It Personally, I will have a more pleasant experience.

Being young in OA is also a wonderful and special platform I have used to help both my peers who are suffering from compulsive overeating and my fellow OA members who are concerned about their children. I work my program in a very similar way as most others: learning as I go, attending business meetings, having a food plan, working the Steps, and going to meetings. I have been able to benefit from the wisdom of older members, to help break down barriers between older and younger members, and most importantly, to find recovery. I’m so grateful to have skipped over the hardships that come with being a suffering compulsive overeater as an adult, and God willing, one day at a time, I will continue to be a grateful recovering compulsive overeater.

Alice

When I came to OA, I was 25 years old and very resentful at life for bringing me there so young. I envied members who had arrived when they were 40 to 50 years old because they had way more time than me to eat my trigger foods—those foods I’m addicted to and can’t stop eating after I start. How could I stop eating them at 25? It was too soon! What about when I get married? Could I seriously have a wedding without the cake I had dreamed about for years? What was the point of getting married at all then? And what about kids? Could I be a good mother without baking cookies? Won’t my children love someone else’s mom who bakes more than me? And, most of all, how will I handle parties with people my own age, where I used to eat a lot to feel comfortable and have something to talk about with them? Food was part of my identity. What would be left of me without it?

Reluctantly, I kept coming back to meetings anyway and making phone calls to other members, as had been suggested to me. Those people had something magical, greater than me, even if I couldn’t put my finger on it, and a part of me wanted it, even if the other part was fighting hard to resist the program. Then, one day, a calm voice inside of me made me realize that there would never be enough of my trigger foods in the whole world to satiate the pit in my stomach. So why not start abstaining right now? It was as good as any other moment.
I took a sponsor, bought some literature, and started working the Steps of OA with her.

Today I’m 29, and I recently celebrated three years of abstinence. I feel lucky to have found OA so early because I get to grow up in this beautiful program with great Spiritual Principles and have stopped damaging my body in time. I finally found a blueprint for living that I thought everybody had but me. I’m not missing out on life; I’m fully living it. I don’t go to parties just for the food anymore. I don’t try to be someone else to fit into a group of people. I have real friends and deep, meaningful relationships. I don’t have to lie to my friends because they understand me. I’m less and less ashamed of who I am and of my weaknesses. I’m starting to feel like I’m part of the human race and tenderly laugh at my shortcomings. I’m even learning that I have good qualities and something to contribute to this life. My confidence is being built, one day at a time.

Food is back in its place: fuel for my body. It’s not my god, my best friend, or my lover anymore. Hope is back in my life because I know I don’t have to go through anything alone. I have the Fellowship of OA, a sponsor, and a Higher Power to guide my steps and support me. I don’t worry about my wedding cake anymore. I want to get married for love and life partnership now. And I believe that, thanks to this program, I’ll be a loving mom, with a thousand other ways than food to show it. I get way more from OA than I could have imagined, and for that, I am forever grateful to have been brought to program so young.

Bryan

I am Bryan V., currently 26 years old with two and a half years in Overeaters Anonymous and very grateful to have found OA.

I heard about OA when I was 22, when I could not walk the mile it took to get to class or walk around campus from class to class. My daily life of living on negative calories, eating one and a half meals a day, and compulsively running 5 to 10 miles (8–16 km) a day had taken a huge toll on my body: I had a body mass index of 17, I’d experienced sudden cardiac arrest, and I had developed stress fractures and arthritis from the knees down. My physical exhaustion also included involvement in seven student organizations (and having positions of responsibility in five), being a full-time student, and working in biological research on campus. I was an anorexic and exercise addict who placed everyone else’s priorities above my own because it gave me excuses to neglect meals.

When my body forced me to stop, I withdrew from classes, quit exercising, and dropped out of some of my clubs.

This was also when I started binge eating. In my head, it seemed like the only way I could gain weight to survive my anorexia. Fortunately, someone at my school’s student health office who was a recovering member of OA suggested I would benefit from OA and invited me to attend meetings. I didn’t enter a meeting, though, until two years later. I didn’t think Overeaters Anonymous would work for me. In fact, when I entered OA, I believed my food binges were the only thing keeping me alive and that OA would leave me defenseless against my anorexia.

I came into OA adamant that I was not a compulsive overeater. I thought I just had to find a way to feel okay about being at a normal weight. I truly had no clue at the time that I was addicted to certain foods or that I used food to cope with life. I didn’t realize that I had already tried to stop eating sugar when I was 18 and be gluten free at 23, and I couldn’t do either one.
for even a day. Nor had I connected my heart problems to my BMI or realized that I was at risk of developing diabetes and following in the footsteps of my grandfather who died of it. Once I recognized that food has always been my solution and grasped the spiritual significance of this, I saw that I could no longer let my decisions be powered by my anorexic food phobias and an obsessive list of “don’ts.”

Today, I do not have the luxury of using compulsive overeating to save myself from anorexia, and I can’t use anorexia to fix my compulsive overeating. I’ve also accepted that there are foods I just cannot eat because of my family’s history with diabetes, and I see how high-calorie, easy-to-eat foods had allowed me to live a fast-paced life that threatened my health and gave me excuses to miss meals. Now, my abstinence means that I don’t get quick fixes; the solution requires my effort and attention and will take time. My action plan is about planning meals, preparing healthy food, and making sure I have that food with me.

In OA, I’ve found family in people whom I never would have expected. Before OA, I never accepted others because I could never accept myself. I made decisions about them and what I imagined they thought of me and immediately rejected them. I tried to play to what I thought others wanted from me and hid behind the lies that I created to gain acceptance.

The disease of being compulsively unhealthy with food is cunning, baffling, powerful, and patient, and it can hit anyone, regardless of age, and make them powerless. I am fortunate to have had experiences that led me quickly to desperation. I truly do not know how my God got through my fog of diseased judgment.

Because of OA, I have been able to keep my first full-time job for over two years now. I was hired three months after I entered OA, and without stability in my eating, I would not have been able to keep up with the physical demands of my work. Before OA, I had never expected to live past 25. Now, with over two years of abstinence, I have grown and become teachable. I sponsor others and am humbled to be of service. Amongst other things, I am grateful to be a recovering compulsive overeater, living in freedom.

Olivia

OA saved my life—or maybe I should say OA is saving my life, one miraculous day at a time. I will celebrate my 21st birthday in May. This is a birthday I never thought I’d see because I’d pushed the self-destruct button for most of my teenage years. A family member introduced me to OA meetings and the Fellowship when I was 11. My early moments in OA planted a seed that has finally started to bloom.

During my youth, I knew I had a disease—just knowing that is unusual. Most of my OA family says I’m lucky to have found recovery at such a young age. But let me tell you, nothing spoils a binge like OA! I never went to diet and calorie clubs because I knew they were a waste of time and money. OA had the answers. The Twelve Steps could, if I was willing, rescue me from death by food.

Nevertheless, I carried on with secret eating and morning-to-midnight binges, feeling consumed and almost possessed by thoughts of food. I was a sugar junkie. I often tell my home group that the only time I’d break into a run was for a “fix.”
I’d purge by vomiting and using laxatives, with varying frequency. Then, around March of last year, I discovered the pain and brutality of anorexia. I am a complete, qualified addict. I had to check off the whole list of compulsive eating behaviors and be sick of my own reflection in the toilet bowl before I was ready to take the First Step.

I’m now on Step Four, attempting to write my first “searching and fearless moral inventory” of myself. It’s hard work, and believe it or not, I’ve racked up plenty of pain, resentment, shame, and fear in my illness.

What does all this equal? Gratitude! I am grateful for my life today, for being able to stand up in the morning, and for being part of a program that can love and support me back to sanity. I make no bones about it: I was insane without OA. My bond with my Higher Power becomes stronger every day I stay abstinent, don’t beat myself up, and let Higher Power run my life.

I often felt like I was born without life’s instruction manual. It would fascinate me to see others get it right while I got it so wrong. Now I have found the instruction manual; I just had to work it because I’m worth it, of course! We are the lucky ones; we have a Twelve Step program of recovery.

Jamielee

I’m Jamielee, a compulsive overeater. I have been in OA a little over three years, and I recently celebrated two years of abstinence from bingeing, white flour, and sugar and from sweets and other foods that I ate compulsively.

I came into OA when I turned 16 because I was sick and tired of hating my body and letting food control my life. I had tried a few diets that inflamed my eating disorder and led me to gain weight. I motivated myself to go on diets by reinforcing my poor self-image. I told myself I was worthless because I was overweight, but I would have a perfect life when I got skinny. I bought clothes that were in my “perfect size” to motivate myself to exercise, and I restricted my food to make up for bingeing. So I lost weight despite my overwhelming urge to eat.

When I obsessed about my body and weight, I was very selfish. For instance, all I thought about when going to a relative’s house was how to look good enough so people would tell me I had lost weight. I had always felt like an outsider, like I was worth less than other people around me, but I thought if I could become skinny I would far exceed those around me.

Food consumed all my thoughts and actions. I see now that compulsive eating gave me temporary comfort, but it was always followed by more heartache as my eating worsened. As each binge passed, I required more food to produce a similar effect. I would binge on one partially frozen sugar product binge food while microwaving another flour product to hide in my room for later. I wrote oaths to swear off food. I listened to tape recordings of myself saying not to binge, and then binged anyway. I watched television episodes about weight loss and binged right afterward. I asked my family to stop me if they saw me start eating after a certain hour, but I just waited until they fell asleep and then binged. I obviously did not have a sane relationship with food.

Today, my life is tremendously different in the best way. I see the uniqueness in others and myself, and I accept rather than condemn flaws. I was able to remain abstinent while I moved across the country to attend a college that has fostered my love of singing. I’ve been able to enjoy rich, honest friendships in OA. I have had loving, supportive sponsors who have helped...
me with my spirituality, honesty, and daily commitment. I have met loving, interesting people from all different countries and backgrounds who share my compulsion and now share my pursuit of a better way of living.

Every aspect of my life has been renewed as a result of OA. I have a new relationship with a Higher Power and with my parents, friends, and myself. I’ve learned how to walk through fear rather than run, and I now live a life that’s wide open rather than shut inside a box or bag.

I am grateful to be an OA member and to experience the support and love that is all around us.

Amy

I am a 17-year-old, grateful, recovering bulimic, anorexic, and overeater. I remember first using food for company after school in fifth grade. I was never fat, but my awkwardness made me vulnerable to people’s cruelty. Because of my failure to be liked at school, I sought daily comfort in food. Soon, I realized eating too much would make me fat, so I began eating large quantities of food and then exercising like crazy. It was intense. I would often feel sick afterwards, but the sickness was comforting because I believed it was a sign I wouldn’t get fat. (I’ve often binged on healthy foods like fruit and nuts, believing they would counteract the “bad” foods.)

During high school, I learned ways to please everyone and to pretend I was worth their while, all the time feeling like a fraud and resenting them for not liking me for who I was. But, I never showed them my true self: a vulnerable, scared, and insecure girl. I didn’t know that’s who I was, because I was much more absorbed with food.

At 13, I wrote down everything I would eat for the day. On the days I adhered to the rigid plan, I felt smug and satisfied. But on the days I didn’t—look out!

At 14, I found diet pills. These worked for a while, but soon I began taking them after bingeing instead of before, which made me incredibly sick. I also used laxatives. These allowed me to binge to my heart’s content, but after feeling close to death on a toilet seat several times, I gave them up.

At 15, I started abusing exercise, believing it was a healthy obsession. No matter how exhausted I was, I would slug it out in the gym or in 104°F (40°C) heat for hours to work off food.

When I was 16, people became cruel about my thinness. It was important for me to be liked, so I began eating huge quantities of food in front of my friends and nothing much for the rest of the day. People gave me many compliments on how much I could eat, which encouraged me to binge more.

At college, I was desperate to make friends. I believed if I impressed college students with how much I could eat, they would like me. My bingeing became constant, and I was vomiting at least once a day. Every morning I would wake up saying, “Today, I am going to be stronger,” but by evening I was in the shower vomiting up copious amounts of food and thinking, “Tomorrow, I will be stronger.” It never occurred to me that anything was wrong in my life other than my lack of willpower over food; it was the root of my pain and hurt.

OA has helped me believe in my own unique God, and, with love, he has taken the burden of food away and given me a chance to discover the real sources of my grief and frustration. By experiencing relief from food, I can be honest about my intentions. With faith, I know I will act
on these intentions in a way that will bring me peace of mind. I no longer pity others or myself.
I am deserving of the trust and love the OA Fellowship gives me, and I can now humbly give
to others.

By continuing to strengthen my connection with God, I can live every day with faith. Living
with faith is all I need to stay abstinent and live a meaningful life, one day at a time.

Dani

Growing up, my life was basically perfect. I had a big brother to play with, my parents were
together, and we lived in a well-to-do community where I was showered with opportunities to
grow and flourish. I was smart, athletic, pretty, and outgoing.

“How could a girl like me have developed an eating disorder?” This is what I would asked
myself, while I purged violently over a dirty toilet or sat alone in my room after again declining
a party invitation simply because food was involved. My pursuit of skininess had taken over
my entire life. But how? I hadn’t been sexually assaulted. My parents never put me through a
traumatic divorce. I had never even lost a loved one. The only flaw in my life was that my dad
and I fought constantly and had no relationship. So what? I had absolutely no excuse for
“allowing” myself to pick up an eating disorder.

Little did I know, this mentality was feeding my self-pity and feelings of worthlessness, which,
in turn, presented themselves as binges and restrictions. I was too busy blaming myself (and my
dad) for my disease to take any measures to treat it.

I wallowed in this cycle for over two years until I hit my rock bottom. I had to choose recovery
or death; I chose recovery. I went to my mom and some friends, who led me to OA. (I later
discovered this was my first act of surrender, in which I allowed my Higher Power to take
charge.)

I had tried again and again to fix my dangerous eating habits through self-will. I tried to eat
meals without purging afterward, but I’d restrict a little more. I tried to stop restricting and
instead went running for an hour. Needless to say, every attempt failed, and I was quickly back
into the binge/purge/restrict cycle. I absolutely could not bring myself to the sobriety of
following a healthy meal plan through my own self-control.

This is where OA stepped in. People were willing to prepare my meals and serve me the proper
portions for two months straight. About a month into it, I finally realized I wouldn’t blow up
like a balloon and become fat by eating again. Once the physical and mental sobriety set in, I
was able to start making my own meals. I opted to do it under supervision for the next month
to keep me accountable when the disease crept back into my thoughts.

I’ve now been following a meal-plan, with my Higher Power’s guidance, for quite some time;-
and I’ve been returned to sanity and health. I try to slip back at times, but I always jump back
on track when I remember who I really need to put in charge.

There is a solution!

One of the things these young OA members have in common is that they didn’t do it alone. You
don’t have to either. Overeaters Anonymous will give you the Tools you need to abstain from
compulsive eating and compulsive food behaviors.
At meetings, you'll find others who understand what you're going through and are willing to share what they have. A sponsor cares especially about you and will share his or her experience in living and abstaining, one day at a time, using the Twelve Steps of OA.

Telephone Phoning, texting, and emailing keep you in touch with your sponsor and other OA members. The telephone is particularly important when you feel tempted to engage in your compulsion, want to share a problem, or just feel like talking.

Anonymity in OA is the promise of privacy. We guard each other’s identity. What you share at a meeting stays there. What you share with another member goes no further. Who we see at meetings is held in confidence. OA is a safe place where you can be who you are.

Can you do this? Yes, you can. We ask only that you be honest, open-minded, and willing, and that you keep coming to meetings. We think you’ll feel at home in OA. You don’t ever have to struggle alone again.

The Twelve Steps
1. We admitted we were powerless over food—that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood Him.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked Him to remove our shortcomings.
8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong, promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

Permission to use the Twelve Steps of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

[Conference Seal of Approval Goes Here.]

How to Find OA
Visit the OA website at www.oa.org, or contact the World Service Office at 1-505-891-2664. Many local telephone directories also include local listings for Overeaters Anonymous.

Overeaters Anonymous®
World Service Office
6075 Zenith Court NE
Rio Rancho, NM 87144-6424 USA
Mail Address: PO Box 44020727
Rio Rancho, NM 87174-4727 USA
Tel: 1-505-891-2664 • Fax: 1-505-891-4320
info@oa.org • www.oa.org
motion
Move to grant the Conference Seal of Approval to the revised pamphlet *A Lifetime of Abstinence*.

The Conference Seal of Approval shall be removed from *A Commitment to Abstinence; Before You Take That First Compulsive Bite, Remember...*; and *Maintaining a Healthy Body Weight* once the new pamphlet is published.

**Proviso:** Service bodies licensed to translate and publish the three consolidated pamphlets shall be permitted to continue publication and sales until such time that *A Lifetime of Abstinence.* is translated and published.

**Submitted By**
Board of Trustees
Judy H., Conference-Approved Literature Committee Trustee Cochair
*Contact WSO for maker’s contact information.*

**Intent**
This is a procedural motion to obtain the Conference Seal of Approval in accordance with the literature procedures adopted at the World Service Business Conference 1985.
A COMMITMENT TO ABSTINENCE

A LIFETIME OF ABSTINENCE

A decision, one day at a time

One Day at a Time

The Twelve Steps

1. We admitted we were powerless over food—that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood Him.
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6. Were entirely ready to have God remove all these defects of character.
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9. Made direct amends to such people wherever possible, except when to do so would injure
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10. Continued to take personal inventory and when we were wrong, promptly admitted it.
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A COMMITMENT TO ABSTINENCE

Introduction to Abstinence and Recovery

It is the great paradox of the Twelve Step program of Overeaters Anonymous that we make a
commitment to sane eating for only twenty-four hours in order to achieve a lifetime of recovery
from compulsive eating and compulsive food behaviors. One of the program’s sayings is “I can
do for one day what I could never do for a lifetime.” And yet, our intention, and our reality, is
to have many days, months, and years of continuous abstinence. How do we go about this?

It may be daunting at first if we think about never being able to eat a certain food again. Yet
there are thousands of recovering compulsive eaters who do just that, happily. This pamphlet is
designed to assist us in making a commitment to be abstinent just for today; to keep that
commitment no matter what; and to live our lives at a healthy body weight without food
controlling us. This is the achievable goal. It takes action, perseverance, and faith. The result is
recovery.

Recovery and a commitment to abstinence

RECOVERY IS THE RESULT of living the Overeaters Anonymous Twelve Step program.
Many of us have come to believe that committing ourselves to abstinence on a daily basis is
essential to our recovery.
What is recovery in Overeaters Anonymous?
Recovery in OA is defined as the “removal of the need to engage in compulsive eating behaviors. Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.”

Most of us have come to believe that committing ourselves to abstinence on a daily basis is essential for recovery.

What is abstinence?
According to the dictionary, the word “abstain” means to refrain from. In Overeaters Anonymous, “abstinence is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight. Spiritual, emotional and physical recovery is the result of living the Overeaters Anonymous Twelve Step program.”

What is a commitment to abstinence?
“Commitment” means to entrust, to put into safekeeping, to pledge oneself to a particular course. Hasn’t this been our greatest problem: truly committing ourselves to refraining from compulsive eating on an ongoing basis? Full of determination, we are great in the short run, but when the “everydayness” boredom from the daily routine begins to set in, we lose interest.

For most people, especially compulsive overeaters, a diet is something temporary—one goes on it and then one goes off it. In Overeaters Anonymous, we believe in abstaining from compulsive eating every day, one day at a time. Each individual is free to determine his or her own way of achieving abstinence according to personal needs and preferences. Abstaining from compulsive eating, unlike dieting, has a sense of permanence about it. However, unlike our dieting days, we abstain only one day at a time, not worrying about any ensuing results. Each new day, we recommit to our personal plan of abstinence, without thinking about tomorrow, next month, or next year. The next day, we make the same twenty-four-hour commitment. In this manner, we can abstain for a lifetime.

MAKING OUR COMMITMENT TO ABSTINENCE

Getting Started
Here are various actions OA members have taken to help promote their abstinence:

- **Work with a sponsor.** Find a sponsor who will help you with the program of recovery on all three levels: physical, emotional, and spiritual. Many OA members find it helpful to commit their plan of eating to a sponsor each day. You will want to develop your own commitment to abstinence by discussing the suggestions in this section with your sponsor.

- **Develop a plan of eating.** A plan of eating is a guide to the food you choose to eat each day. (See *Dignity of Choice* for some sample plans of eating.) A food plan can be as simple as an outline that promotes sane eating, or it can include planning, weighing, and measuring all portions. Before choosing a specific food plan, we encourage you to consult a qualified health professional who has some knowledge of this disease.

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2 Refer to the OA pamphlet *Dignity of Choice*, available at bookstore.oa.org.
especially if you have a medical condition.

- **Plan your meals in advance.** Whether you weigh and measure your food or trust your judgment regarding portions, your day may be simplified by planning, buying, preparing, and committing your food to your sponsor in advance. This can free you from on-the-spot decision making. Don’t be caught unprepared! Have a plan when attending events where food will be provided for you. This may include inquiring about the menu or even choosing to bring your own food.

- **Use the Tools.** In addition to a plan of eating and sponsorship, OA has seven other Tools of Recovery; use one or more of them instead of eating compulsively. Expressing your feelings by putting them in writing or by reaching out to someone by phone or text telephoning someone often relieves the desire to numb such feelings with food. Reading OA literature or attending an OA meeting helps strengthen your commitment to abstain until the obsession/compulsion passes. Doing service or reaching out to others is a guaranteed proven way to refocus your thoughts.

- **Remember HALT.** Don’t allow yourself to get too hungry, too angry, too lonely, or too tired. Particularly avoid skipping meals, which may tempt you to overeat later, justifying it as “making up” for that missed meal. Avoid skipping a meal or eating a meal too soon after the previous one. These actions may tempt you to justify overeating later.

- **Enjoy your meals.** Abstinence releases the pain and guilt accumulated over the many years of destructive eating behaviors. Relax. Slow down. Take the time to enjoy your meals. You deserve it.

- **Be conscious of the amount of food you eat.** Many OA members don’t take second helpings at meals, since overeating often begins with “just a little bit more.”

- **Follow a predetermined schedule for weighing yourself.** Self-weighing plan. Many OA members have found that weighing monthly is advisable. Frequent weighing or refusing to weigh can put too much emphasis on physical recovery alone.

- **Entrust yourself and your abstinence to a Power greater than yourself as you continue to do the work each day to bring about recovery.**

Don’t let any uncomfortable feelings or negative impressions you may have about making a commitment scare you away. Most of us felt the same way in the beginning. And yet, we soon found that practicing the OA Twelve Step program of recovery was doing for us what we had never been able to do for ourselves. In time, we learned a whole new way of living, and you can, too.

**STRENGTHENING OUR COMMITMENT TO ABSTINENCE:**

**Developing Your Program**

As time passes, and the number of days we refrain from compulsive eating add up, it becomes necessary to further strengthen our commitment to abstinence. To facilitate this, we offer these suggestions:

- Work with a sponsor who is able to guide you through the Twelve Steps. It is acceptable to work with more than one sponsor at a time.

- Create daily gratitude lists. Thank your Higher Power that you have found OA and no longer need to use food to solve your problems. A growing sense of appreciation and

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3 Refer to the OA pamphlet *The Tools of Recovery*, available at bookstore.oa.org.
gratitude for even the smallest aspects of life can create acceptance and peace.

- Develop a list of people you can call or text who will support you in your recovery. This is especially helpful when your program is being challenged by food or life’s problems.

- Remember, while many come to OA for the vanity, most stay for the sanity that living in recovery brings.

- Volunteer to do service at your meeting(s). It makes you a contributing member of the Fellowship and helps create a sense of belonging.

- Attend OA recovery events, such as workshops, retreats, and conventions. There is nothing more exhilarating than to see and hear recovery in action, and to know so many others are abstaining one day at a time.

- If you are having frequent food thoughts or cravings:
  - Examine whether you are eating something that contains a substance that you ordinarily avoid. Perhaps you have discovered a new “trigger food,” one that you would be wise to stay away from. Your cravings may also stem from some inner turmoil over a situation you have not addressed. Regardless of the possible causes, discuss what is happening with your sponsor.
  - Avoid dwelling on pleasant memories associated with certain foods or thoughts about how good a particular food might taste. You are kidding yourself if you think “just one bite” will “bring back the good old days” or make some bad situation better or easier to live with.
  - When obsessive thoughts arise, remember that you always have a choice between the peace and sanity gained from refraining from that food you’re obsessing about and the pain created by over- or under-eating. The pleasure is, at best, fleeting, the despair unending.

- Remember that each time you face a situation without eating compulsively it will be easier for you to abstain the next time. Making abstinence a priority strengthens your commitment.

- Avoid lamenting that you may never be able to eat like a normal person. Recognize that you have an illness, one that can never be cured. However, by working the Twelve Steps and Twelve Traditions of the OA program, you can develop a way of thinking and living that allows you a daily reprieve from your disease.

Many OA members consciously cultivate their enjoyment of abstinence from compulsive eating. As a result of abstinence, we have found freedom from guilt, remorse, and self-condemnation about the food we eat. We have freedom from the power food once had over us, and we have the ability to make healthy food choices. We have the gift to eat and sleep normally, and wake up glad we are abstinent.

How do we help ourselves keep this commitment?
We strive to:

- Entrust ourselves and our abstinence to a power greater than ourselves every day. All we need to do is to make the commitment.

- Cultivate continued acceptance of the fact that our choice is between uncontrolable compulsive eating and doing without that first compulsive bite.

- Cultivate humble gratitude for having discovered that we were compulsive eaters, and that we found OA when we did.

- Accept as natural that for a period of time—and it can be a long one—we may repeatedly experience:
  - the conscious nagging and craving for excess and/or inappropriate food;
the sudden, overwhelming impulse to eat compulsively or to take that first compulsive bite;

- the gnawing desire for the soothing comfort that just a bite or two of food once gave us.

- Avoid cultivating or dwelling on thoughts about any real or imagined pleasure once derived from certain foods, and avoid talking about them.

- Stop kidding ourselves that a bite or two would make some bad situation better or easier to live with. By working the Twelve Steps, we develop a way of thinking and acting which enables us to live each day without eating compulsively regardless of what may upset us, or how hard the urge for a little taste may hit us.

- Remember that each time we face a situation without eating compulsively it will make it easier for us to abstain the next time. Making abstinence a priority strengthens our commitment. Many times we’re afraid we won’t make it. Although the drive to overeat is powerful, it cannot really hurt us as long as we don’t act on it. Our experience shows us that even the strongest urge will pass.

- Cultivate enjoyment of abstinence from compulsive eating; because, as a result, we have found:
  - freedom from guilt, remorse and self-condemnation about the food we eat;
  - freedom from the power food once had over us, and the ability to make choices about what we eat;
  - the gift to eat and sleep normally and wake up glad we are abstinent.

Some actions that help promote personal abstinence

Here are various actions OA members have used to help promote their abstinence. You are encouraged to take what you like and leave the rest. The following suggestions are not rules. As you develop your own abstinence, you may want to discuss these various approaches with your sponsor.

- Develop a plan of eating. A plan of eating includes a guide to the food we choose to eat each day. Some members find that following a plan of eating simplifies their daily lives and frees them from on-the-spot decision making. For some an effective plan includes specific foods and portions and the elimination of known binge foods or foods compulsively craved. For others, a plan of eating is simply an overall guide that allows flexibility and promotes sane eating. A plan can be as simple as a set number of moderate meals a day or it can include weighing and measuring all portions. Before choosing a specific plan, we suggest and encourage you to consult a qualified professional.

- Plan your meals in advance. Whether you weigh and measure your food or trust your judgment regarding portions, your day may be simplified by planning or even preparing your meals in advance. This can free you from facing food choices throughout the day.

- Work with a sponsor. Find a sponsor who will help you with the program of recovery on all three levels: physical, emotional and spiritual. Many OA members find it helpful to commit their plan of eating to a sponsor each day.

- Use the tools. In addition to a plan of eating and sponsorship, OA has seven other tools of recovery; try to use one or more of them before you start eating compulsively. Expressing your feelings by putting them in writing or by telephoning someone often relieves the desire to obliterate such feelings with food. Reading OA literature or
attending an OA meeting helps strengthen you until the compulsion passes. Doing service or reaching out to others is a guaranteed way to refocus your thoughts.

- **Remember HALT.** It is suggested that you not get too hungry, too angry, too lonely, or too tired. Particularly avoid skipping meals, which may tempt you to overeat later, justifying it as “making up for” that missed meal.

- **Enjoy your meals.** Abstinence releases the pain and guilt accumulated over the many years of overeating. Relax. Take the time to enjoy your meals. You deserve it.

- **Be conscious of the amount of food you eat.** Some OA members don’t take second helpings at meals, since overeating often begins with “just a little bit more.”

- **Follow a predetermined weighing plan.** Many OA members have found that weighing monthly is advisable. Frequent weighing or refusal to weigh can put too much emphasis on physical recovery alone.

**Does keeping a commitment to abstinence seem too much for you?**

Please don’t let any uncomfortable feelings or negative impressions you may have scare you away. Most of us felt the same way in the beginning. And yet, we soon found that practicing the OA Twelve-Step program of recovery was doing for us what we had never been able to do for ourselves. In time, we learned a whole new way of living.

One day at a time, it works for us, and it can work for you. This we promise.

The Twelve Traditions

1. Our common welfare should come first; personal recovery depends upon OA unity.
2. For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for OA membership is a desire to stop eating compulsively.
4. Each group should be autonomous except in matters affecting other groups or OA as a whole.
5. Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.
6. An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
7. Every OA group ought to be fully self-supporting, declining outside contributions.
8. Overeaters Anonymous should remain forever nonprofessional, but our service centers may employ special workers.
9. OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Overeaters Anonymous has no opinion on outside issues; hence the OA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television and other public media of communication.
12. Anonymity is the spiritual foundation of all these Traditions, ever reminding us to place principles before personalities.

Permission to use the Twelve Traditions of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

**How to find OA**

Visit the OA Website at [www.or.org](http://www.or.org)
KEEPING OUR COMMITMENT TO ABSTINENCE:

No Matter What

While our commitment to abstinence from compulsive eating is vital to our lives, we shouldn’t be surprised or discouraged if we have an occasional, sudden desire to eat outside of our food plan. As disturbing as these cravings and thoughts may be, it is important to remember that we do not need to act on them! Regardless of how intense the desire to eat or restrict may be, you can take specific actions:

- Call or text your sponsor or an OA friend. Commit to not breaking your abstinence. Talk about anything that is bothering you at the moment. Ask for help! There are many members in program who want to help you stay abstinent.
- Go to a meeting! There are many face-to-face, telephone, and virtual meetings. Attend one instead of picking up the food. To find a meeting, go to oa.org and click Find a meeting.
- Write about it. Carry a small journal with you for this purpose.
- Write a gratitude list. Thank your Higher Power for your abstinence.
- Reach out to help another compulsive eater. And remember, the first and best way you can help others is to be abstinent yourself.
- Pray to your Higher Power for help to get through the desire without eating or restricting. The obsession will pass if you do not pick up the food. If you do pick up the food, the craving will continue or worsen.
- Look beyond the imagined pleasure of that first bite to the inevitable feelings of physical discomfort, remorse, and hopelessness. Many OA members refer to this as “thinking the bite through.”
- Ask yourself, “How much of this food would it take to satisfy me? Do I really want to do that?” Recognize that “just one bite” is a lie.
- Remember that each time you face a situation without restricting, purging, or compulsively overeating you strengthen your spiritual connection to your Higher Power, making the next challenge easier.
- Don’t believe the lie that food will make a bad situation better or easier to live with. Compulsively over- or under-eating your way through a bad situation only creates more problems; remaining abstinent helps you think clearly and remain “in the solution.”
Focus your thoughts on these benefits of abstinence:

- Abstinence leads to being happy, joyous, and free; taking that first compulsive bite or engaging in compulsive food behaviors brings back shame and remorse.
- Abstinence leads to self-respect and peace of mind; taking that first compulsive bite or engaging in compulsive food behaviors activates the disease, leading to cravings and food obsession.
- Abstinence can help reverse the devastating effects of this disease and restore balance to mind, body, and spirit.
- Abstinence gives us the ability to face life’s challenges with peace of mind, self-respect, and an open heart.

Remind yourself that when your heart is heavy, or your mind is troubled and confused, your resistance is low. In the Fellowship of Overeaters Anonymous, you are among people who truly understand you. You are no longer alone!

**Before You Take That First Compulsive Bite, Remember…**

*You have a friend in Overeaters Anonymous*

Our commitment to abstinence from compulsive eating is the most important thing in our lives without exception! When we eat more (or less) food than we need, we are quickly reminded that compulsive eating impairs our health, dulls our faculties, and disrupts any chance we have for peace of mind. Abstinence brings clarity and can help us more quickly understand the underlying causes of our destructive relationship with food. Cultivate continued acceptance of the fact that your choice is between unhappy eating binges and doing without just one small compulsive bite.

When confronted with the urge to eat compulsively, we find it helpful to consider the following points before taking that first compulsive bite.

1. Look beyond the initial pleasure of eating to the inevitable feelings of physical discomfort, self-recrimination and hopelessness. Many OA members refer to this practice as “thinking the bite through.”

2. Be grateful that you have found OA and no longer need to use food to solve your problems.

3. Don’t be surprised by a desire to eat compulsively. Even after being abstinent for a period of time, you may find that your overactive imagination tempts you with sudden impulses to restrict or eat compulsively, feeling you will be free from the inevitable destructive consequences.

   As disturbing as these cravings and feelings are, you do not have to act on them.

4. Always remember: each time you face a situation without restricting, purging, or compulsively overeating, you strengthen your spiritual connection to your Higher Power, making the next challenge easier.

5. Regardless of how upset you are, or how intense the desire to eat may be, you can take specific actions to offset an inappropriate desire for food, such as praying, calling an OA friend, or writing about it.

6. Avoid self-pity! You may never be able to eat like a “normal” person. However, by following the OA program you can learn a way of living that addresses your shortcomings and helps you become the person you were meant to be.

7. Don’t dwell on any real or imagined pleasure you once got from certain foods. “Change the channel!”
8. Don’t believe the lie that food will make a bad situation better or easier to live with. Compulsively over- or undereating your way through a bad situation only creates more problems; remaining abstinent helps you think clearly and remain “in the solution.”

9. Remember all the people you’ve met in program who are helping you stay abstinent.

10. Seek out ways to help other compulsive eaters. Remember, the first and best way you can help others is to be abstinent yourself. “Those of us who live this program don’t simply carry the message; we are the message” (The Twelve Steps and Twelve Traditions of Overeaters Anonymous, p. 106).

11. Remember that:
   - each abstinent day brings with it honesty, integrity, and accountability;
   - each abstinent day is a gift worth going to any length to experience; and
   - a decision to be abstinent today will enable you to overcome fears of not getting enough food, attention, or love.

12. Cultivate a helpful association of ideas:
   - Abstinence leads to being happy, joyous, and free; taking that first compulsive bite brings back shame and remorse.
   - Abstinence leads to self-respect and peace of mind; taking that first compulsive bite activates the disease, leading to cravings and food obsession.

13. Cultivate gratitude that:
   - refraining from one small bite can dramatically change your outlook on life;
   - you are no longer alone—you have found OA and a Fellowship of people who truly understand and want to help you;
   - you have an illness, not a moral shortcoming, and your disease can be arrested one day at a time, simply by not taking that first compulsive bite;
   - abstaining from compulsive overeating can help reverse the devastating effects of this disease on mind, body, and spirit; and
   - you no longer need to use food for comfort; in time, you will learn to accept life on life’s terms without the need to chase food for pleasure.

14. Think again and again about the joyful aspects of abstinence, such as:
   - the return of balance to mind and body;
   - the growing sense of appreciation and gratitude for even the smallest aspects of a new life; and
   - the ability to face life’s challenges with peace of mind, self-respect, and an open heart.

15. Remind yourself that when your heart is heavy, your resistance is low, or your mind is troubled and confused, you will find comfort in the Fellowship of Overeaters Anonymous.

In OA, you are among people who truly understand you—a part of something special. Welcome to Overeaters Anonymous. Welcome home.

The Twelve Steps

1. We admitted we were powerless over food that our lives had become unmanageable.

2. Came to believe that a Power greater than ourselves could restore us to sanity.

3. Made a decision to turn our will and our lives over to the care of God as we understood Him.

4. Made a searching and fearless moral inventory of ourselves.

5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs.

6. Were entirely ready to have God remove all these defects of character.

7. Humbly asked Him to remove our shortcomings.

8. Made a list of all persons we had harmed and became willing to make amends to them all.

9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
continued to take personal inventory and when we were wrong, promptly admitted it.

11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.

12. Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

Permission to use the Twelve Steps of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

How to find OA

Visit the OA Website at www.or.org
Or contact the World Service Office at 505-891-2664
Many local telephone directories also include listings for Overeaters Anonymous

Overeaters Anonymous
World Service Office
6075 Zenith Court NE
Rio Rancho, NM 87144-6424
Mail Address: PO Box 44720
Rio Rancho, NM 87174-4727 USA
Tel: 1-505-891-2664 *, Fax: 1-505-891-4320
info@oa.org
www.oa.org

MAINTAINING OUR COMMITMENT TO ABSTINENCE:

A lifetime commitment one day at a time
Living with a healthy body weight

The Twelve Steps
1. We admitted we were powerless over food—that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood Him.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked Him to remove our shortcomings.
8. Made a list of all persons we had harmed and became willing to make amends to them all.
9. Made direct amends to such people whenever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong, promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

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The OA definition of abstinence speaks of “working towards or maintaining a healthy body
weight.” But how do we determine what that weight is for us? Many factors must be considered: body type, gender, height, age, physical limitations, medications, and more. Since we have likely been obsessed with reaching “goal weight” for years, it is not advisable for us to make a determination of a healthy weight by ourselves. It is suggested that we work with one or more health care professionals and our sponsor to determine a range for our healthy weight.

The day we initially reach a reasonable, healthy body weight, is a day we may be filled with conflicting emotions: joy, fear, anxiety, perhaps even anger. We ask ourselves, “Now what?” We may have attained a healthy body weight before, only to return to where we were, or even worse. The difference between past attempts at weight control and our recovery program within the Fellowship of Overeaters Anonymous is the incorporation of the OA’s Twelve Steps, the Twelve Traditions, and OA’s nine program Tools into our lives. The path outlined for us in the Steps and Traditions assures that we will be free from the disease of compulsive eating and compulsive food behaviors and that we will experience the miracles of physical recovery and continued abstinence.

In the early stage of maintenance, some of us may have to face the frightening prospect of adjusting our food plan to stop losing or gaining weight. We may experience emotional pain that we previously masked with food, or a preoccupation with our weight. Relationships may suddenly be frightening. We may feel vulnerable in our new body shape. Sexuality may become an issue. It may be difficult to pick out new clothes, look at ourselves in the mirror, or walk into a roomful of people. We can no longer attribute our feelings of guilt, remorse, and self-hate to our compulsive eating and food behaviors or to being or feeling fat. As a result, anxiety, insecurity, and resentment may take their toll. It is important to address these feelings through the Twelve Steps so that we don’t return to old, unhealthy behaviors in order to avoid them. Remember, our personal Higher Power, our OA sponsor, and other members of the Fellowship are available to help us through the hard times.

While working toward a healthy body weight, many of us were so focused on following our plan of eating and physical recovery that we did not devote enough time to the emotional and spiritual aspects of our program. We failed to delve into the issues that caused us to eat compulsively. Now, even though we’ve achieved a healthy body weight, our thoughts and feelings often remain unchanged. Others of us may have experienced some emotional and spiritual recovery before we were able to achieve physical recovery. Regardless of our personal path, it is important to acknowledge that reaching a healthy body weight is only one factor in recovery.

Society, however, since society places such a great importance on appearance, If it looks good, it is good once we have reached a healthy body weight, our family and friends may think that all our problems are solved. They are probably unaware that, perhaps for the first time in our lives, we are confronted with the real problems of the disease of underlying problems that led to our compulsive overeating or compulsive food behaviors. We may be experiencing emotional pain, which we had previously masked with food, or a preoccupation with our weight. Relationships may suddenly be frightening. Sexuality no longer feels safe. Meeting new people can bring on a feeling of terror. It may be difficult to pick out new clothes, look at ourselves in the mirror, or walk into a roomful of people.

In order to protect our life of abstinence, we should be aware of the continued challenges we may face. For example, as years pass, many of us may miss the compliments that weight loss (or weight gain) brought us. Others may find that, as we age, the plan of eating that once worked successfully now results in weight gain. In some cases, this may be further impacted by physical
ailments that require new medications or preclude us from doing our normal exercise routines.

Or, we may become complacent about what supported our recovery in the first place. After many months or years since we came to OA in desperation, we who are living with a healthy body weight may have forgotten the pain of active compulsive eating. If we do not want to return to that state, it is imperative we remain committed to our abstinence and our program. How do we deal with all of this and the accompanying thoughts and feelings and still stay abstinent? In addition to practicing the actions listed in the previous sections, we offer these additional suggestions for maintaining abstinence and a healthy body weight:

We can no longer attribute our feelings of guilt, remorse, and self-hate to our compulsive eating and food behaviors, or to being or feeling fat. As a result, anxiety, insecurity, and resentment may take their toll. For those of us who must change our plan of eating at this stage to prevent further weight loss or gain, a different way of eating may be a terrifying idea. Remember, our personal Higher Power, our OA sponsor, and other members of the Fellowship are available to help us through the hard times.

In OA, we don’t just stop eating compulsively or engaging in compulsive food behaviors; we did that plenty of times on diets. OA gives us a spiritually based program for living one day at a time. We are given a daily reprieve from our disease that is contingent on remaining “in fit spiritual condition” (Alcoholics Anonymous, 4th ed., p. 85). We know serenity and peace of mind. We know that we can be uniquely useful to another compulsive overeater by sharing our experience, strength, and hope. Today we live life with all its feelings, and we have faith that if we work the program, it will continue to work for us.

Since the day we walked into our first OA meeting, we’ve learned and experienced much. Using our Higher Power and the OA program, we are ready to continue this wonderful new adventure of living life to the fullest, one day at a time.

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Refer to the OA pamphlet *The Tools of Recovery* (#160P).

**STATEMENT ON ABSTINENCE AND RECOVERY:** “Abstinence in Overeaters Anonymous is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight. Spiritual, emotional, and physical recovery is the result of living the Overeaters Anonymous Twelve-Step program.”

Remember, our personal Higher Power, our OA sponsor, and other members of the Fellowship are available to help us through the hard times.

**Personal Stories of Maintenance**

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**He Asked for Direction**

The journey that led me here began in high school when I was a miserable, obese teenage boy. I cried for help, and my mother took me to a diet doctor, which began fourteen years of dieting and a fluctuating weight of 30 to 95 pounds (14 to 43 kg) over my current weight. Eventually, I wasn’t able to diet anymore and became frightened. The things I was doing with food were unhealthy and sick, and becoming progressively worse.
I had a strong diet mentality when I entered our Fellowship but quickly realized that OA was different than anything I had ever tried before. The first night, I selected a food plan from the *Dignity of Choice* pamphlet and got a sponsor.

With my sponsor’s guidance, I crafted my action plan to help me achieve abstinence. I used my plan of eating as one of the Tools to help me achieve abstinence. In addition to being addicted to refined sugar, I identified my compulsive food behavior as a volume eater without any defined mealtimes; in other words, I ate a lot all the time. For the first time, I began weighing and measuring my food, and I continue to do so daily. My surplus weight was removed in a few months, and for the first time, I was at a normal body weight. In the past, I’d always thought of the end of the diet as reaching goal weight because diet clubs I belonged to referred to it that way. I now began to think of “maintenance,” that word that was spoken in the OA rooms. I had finally reached the mountaintop—so now what?

During my dieting years, I had blamed my obesity on everything and truly thought that, once I was thin, all those problems would lessen and eventually disappear. That sure didn’t happen, but reaching a normal body weight was the beginning of my life of looking inward and trying to live the Twelve Steps as written, one day at a time.

After ten years of staying within my chosen weight range, I gained 5 pounds (2 kg). I was not sure why—maybe a change in activity or the aging process. Someone, not my sponsor, suggested I just allow for this change and raise my goal weight range by 5 pounds (2 kg). I know me, though, and could see myself doing that every year. I also knew that, for me, this would be giving in to the power of the food. For someone who is powerless over food, this is not a wise choice. Working with my sponsor, I reduced amounts, and I weighed myself a little more often. Over the past twenty-five years, my weight has fluctuated, sometimes over range and sometimes under range. I turn this over to my Higher Power and my sponsor and just listen and adjust with their guidance.

God-given abstinence is the most important thing in my life, and through the grace of God, I’ve been abstaining one day at a time for thirty-five years and maintaining a weight loss of 75 to 80 pounds (34 to 36 kg) for over thirty-four and a half years.

**What Is a Healthy Body Weight?**

Having been a professional yo-yo dieter, I found that the hardest thing has been learning and accepting the amount of food and exercise my body needs to stay around the same weight permanently. What is a healthy weight anyway?

When I was 50 pounds (23 kg) overweight, I said I was a “healthy” weight, but it was a lie. On the other hand, my anorexic side is never satisfied with how thin I am, so I struggle with deciding what is a healthy weight. I have come to rely on fellow OA members and height-and-weight charts to tell me if I am healthy. I am 5 feet 4 inches (163 cm) tall and stay around 130 pounds (59 kg). At age 40, that seems to be a healthy weight for me. I still don’t like it. I’d rather be 125 (57 kg) or less, but I’ve been there and didn’t look or feel healthy. When I weigh over 135 pounds (61 kg), I feel fat and lethargic.

I weigh once a month to stay honest about my weight. When I see the weight creeping up, I know it’s time to inventory my food and start cutting back a little.

I do not restrict my food or take second helpings. I don’t eat sweets because I’m more powerless over the craving once sweets are in my system. I eat real food—just in smaller quantities. I am able to attend picnics and eat in restaurants because I have a plan for what I’ll eat, and I ask God for the strength to stick with it as imperfectly as I can. I have learned to focus on the people around me, not on how much food I can eat.

To maintain my abstinence at work, I eat my breakfast before I go, and I pack lunch and eat it. (It’s easy to pack lunch and then conveniently go out for lunch thinking, I’ll keep my packed lunch for tomorrow.) Most of my coworkers know I’m an OA member, and they respect my limitations because they know I’m serious about my program. They don’t push food on me.
I always say, “No, thank you.” Sometimes when I start feeling sorry for myself because I won’t
eat something that is sitting around, I take one piece, wrap it in a paper towel, crush it, and
throw it away. This helps me feel like I both had my share and have strangled the disease with
my bare hands!

The hardest thing at work is office meetings. The company buys lunch for everyone,
and everyone eats during the meeting. I could participate if the meeting time coincided with my
lunch time, but it does not. My coworkers eat three hours after I’ve had lunch and three hours
before it’s time for my dinner. Since I eat three meals a day with nothing in between, I am
unable to eat with them because it is not my time to eat. If the smell of food gets too
overwhelming, I pop a sugar-free mint in my mouth, and I always have my water. If the meeting
disturbs me too much, I call an OA member or go to a meeting after work to help me cope.

**The Gift of Maintenance**

— Today, I am a recovered compulsive eater. After a lifetime of anorexia, bulimia, and
compulsive eating, I have been gratefully abstinent for over three years. Even more of a miracle,
I have been given the gift of maintenance. For the first time in my life, my weight has remained
in a healthy range. I have a daily reprieve from the disease, as long as I remain “in fit spiritual

— I have been a compulsive eater for as long as I can remember. I went on my first diet at the
age of 8. After hitting 230 pounds (105 kg) as a young woman, I vowed to muster enough
willpower to lose weight, or I would end my life. The diet-of-a-lifetime began, and I lost weight.
I became addicted to dieting and the daily weighing-on-the-scale ritual defined my worth as a
person. Five years later, I was lying in a hospital bed; my weight was a mere 79 pounds (36 kg).
I was spiritually, emotionally, and physically exhausted and devoid of feeling. I refused the
radical treatment offered to anorexics at the time and once again promised myself I’d be strong
enough to recover on my own. All I needed was willpower! The eating disorder then turned into
a long-cycle of binging and purging, eating compulsively, abusing laxatives, and exerciseulimia that lasted for the next twenty-five years.

— At the age of 47 and weighing 220 pounds (100 kg), I was once again desperate and did not
want to live. I was the mother of three, had a successful career, and was in a long-term marriage,
yet I felt dead. I could not stop binging, grazing, dieting, starving, and self-loathing. I didn’t
know it at the time, but a Higher Power heard my plea and led me to Overeaters Anonymous.
Little did I know that was the beginning of the healing journey of a lifetime.

— At my first meeting, I felt like I had come home. The love in the rooms of OA surrounded
me. I did not think weight loss would be possible for me, ever. I believed OA could work for
others, but not for me. I believed that others could have a loving Higher Power, but I was not
deserving enough to have one of my own. I heard the message to keep coming back, so I did. I
asked someone to sponsor me, began to work the Steps, listened, shared, and read OA literature.
The gift of recovery began, and my Higher Power released 78 pounds (35 kg) from me.

— Maintenance requires trust in a Higher Power greater than myself. As an anorexic, I was
terrified that if I began to lose weight, I would not be able to stop. Other times, I wanted to buy
clothing that was too big for me, fearing the inevitable expansion that was sure to follow. It
hasn’t happened. I am wearing the same clothes I wore last fall. What a gift! Action is required
on my part to keep what I have been given and to stay “in fit spiritual condition” (*Alcoholics
Anonymous*, 4th ed., p. 85). It takes willingness and daily surrender. I use the Tools, have a
loving sponsor, and sponsor others.

— In recovery I have learned that I am not in control of the number on the scale. The disease
tries to tell me the number is never good enough. Maintenance has proved the disease wrong.
Thank goodness it is not up to me! I gratefully accept that I am powerless over food and
compulsive food behaviors. Surrender has never felt so good. I remain grateful for my Higher
Power and my OA family.
A New Way of Thinking—After Weight-Loss Surgery

— I came to OA while I was losing weight after weight-loss surgery. I had already lost 60 pounds (27 kg) and knew that, without a plan, either I would not hit my target goal weight or I would regain all the weight I had lost. People think having surgery is a cheat, a shortcut. It isn’t. Weight-loss surgery patients can regain the weight just like those who have lost weight on any diet, and the repercussions can be more severe.

— Six months before joining OA, I was in the midst of severe depression. I had hit bottom in all the ways a person can. I was isolating myself and feeling that life was just not worth it any longer. The funny thing is that I had so much, and I didn’t see it. I thought that the reason I was so sad, so out on the fringe of life, was because I was obese. But obesity and my need to overeat were just the results of a much bigger problem.

Fast-forward six years, and today, I see so much more clearly because of OA. I eventually lost 118 pounds (54 kg)—half of myself—and I saw that I had been hiding behind the fat for a dozen years because of unresolved anger, immaturity, and ignorance. Working the Twelve Steps of OA, I found that the program gave me the tools to create and live a balanced life, one that inspires me every day to work on the mental, physical, and spiritual. No part of the transition was easy, but it was worth it in so many ways.

— Each day, I still need to remove the old way of thinking and replace it with hope—even if I have just 10 percent. Because with hope comes encouragement—and with courage comes strength. Thank you, OA, for giving me a life worth living again!

Maintaining—Energized, Not Bored

— I have been in OA since 1977. I joined when I was 25 years old. My food and my life were totally out of control. I was 50 pounds (23 kg) overweight and had tried everything. I am grateful to say that I have been maintaining a 50-pound (23-kg) weight loss for thirty-seven years. It is possible.

— I want to focus on the physical, practical aspects of maintenance. First of all, the bad news: I cannot eat the same amount of food that I did when I was 25 years old. I will gain weight if I do. Here is the good news: The changes are gradual, and the willingness is always there (or I pray for it). I do have a very Twelve Step–oriented dietitian who helps me keep my food plan honest and sane. This works for me. Second, I do weigh myself once a month. This is just a way for me to know that my food plan is appropriate for where I am now. If I see that my weight is creeping up three months in a row, I know it’s time for a tweak. The changes have been small and gradual, and honestly, I do not feel them.

— Another way that I maintain this healthy body is through physical activity. I love that, at 63 years old, I can still ride my bike and run. Not everyone is this fortunate. I have these abilities as benefits of this wonderful program. Here again, I have had to make tweaks so that I can be physically active for a lifetime. I have reduced the amount of exercise to what is appropriate for me (although my sedentary friends beg to differ).

— All of these physical changes would mean nothing if that was all this program was about for me. My healthy body weight is just a lovely side effect of committing myself to this program—working and living the Twelve Steps as a way of life and giving service at all levels. I know that I have enough. I maintain an attitude of gratitude about the way I live. My first sponsor said some very important words to me: “You can’t afford to be bored with this program.”

— I am as excited and enthusiastic about OA today as I was on April 19, 1977, when I first walked into the rooms.

More Than a Number

When I came into OA, I had over 100 pounds (45 kg) to lose. I had experience with another Twelve Step program, so I knew the OA program would work. I found a plan of eating and followed suggestions; I was one of those my group referred to as being “struck abstinent” and
the weight came off fairly quickly. For the first time in my life, I had an average-sized body. More importantly, I was closer to my Higher Power than I thought possible. Many issues came up as the food obsession came down—things I thought I’d dealt with but hadn’t fully. With my mind clear, my options were clear. My serenity reached an entirely new level, and I was beginning to gain some of the self-respect that had always eluded me.

One day, a well-meaning member asked me if I’d reached “goal” weight yet. I had no idea what that meant. (My idea of a healthy body size meant there were no XX’s on my clothing labels.) I consulted with my doctor and a nutritionist, came up with a number I “ought” to strive for, and promptly lost my focus.

The word “goal” implies an end. It implies that once we have reached a particular weight, we are finished. We have arrived. My disease seized upon this idea and began to tell me that I could eat just like others; that because I was no longer obese, my eating disorder had vanished with my excess weight. It was like bingo—I hit the number, and my struggle was over.

For me, the struggle has just begun, perhaps because what I want is less tangible than a number on the scale or a certain dress size. I want food to have an appropriate role in my life. Though I stay within 10 pounds (5 kg) of what is healthy for me, my mind reels when I use food for other-than-nutritional purposes. I want to form a healthy partnership with my meals. It is a constant challenge for me to remember that setting boundaries is not deprivation; it is safety.

It has been helpful for me to examine why I do what I do, to remind myself that I am taking care of myself, and what others do, in and out of our rooms, is not my concern.

I write down my food every day to avoid becoming caught up in planning “the perfect meal” or becoming overwhelmed with choices at mealtimes. I have a sponsor, and I commit my food to her to take the secrecy out of eating. I listen to her suggestions because sometimes I cannot see the sneaksiness of this disease. I take what I like and leave the rest, trusting that if I make an unwise decision, my Higher Power will let me know. I go to meetings to remind myself I’m not alone and I still have an eating disorder, no matter what the labels in my clothing say. I stay connected. We are all the same. Whether we binged or purged, no matter what our trouble foods are, I can always identify at a meeting.

Most importantly, I follow the Steps and practice these Principles in all my affairs, every day and to the best of my ability. I turn my food, my life, and my will over to my Higher Power. I pray. I read literature. I write. I make my best effort to be kind; when I am not, I apologize and let things go. I assert myself appropriately. On many levels, the inability to do these things is what kept me eating.

I have learned to trust my Higher Power completely, and the peace this brings me is indescribable and more delicious than anything I ever put in my mouth. My body size is a fringe benefit of this program. It serves as a reminder that miracles happen in these rooms. I am not at “goal.” I am at “life.”

**Individual Members’ Suggestions for Maintaining a Healthy-Body Weight**

- I maintain a strong, daily connection to my Higher Power through prayer and meditation, turning over my fears, resentments, and regrets (sometimes many times a day!).
- In my morning prayer and meditation, I ask the God of my understanding for an abstinent day. I commit a plan of eating to God, to myself, and to my sponsor. I find that I’ve established a sort of rhythm with my food now, which feels natural and free.
- If maintenance seems boring, I use a new Tool or focus on the Twelfth Step. Nothing revitalizes my recovery as much as working with a newcomer. I maintain a strong, daily connection to my Higher Power.
- I maintain a positive attitude, asking God to relieve me of the “bondage of self” ([Alcoholics Anonymous], 4th ed., p. 63) and to help me do God’s will. This gives me the serenity and emotional balance I needed to stay abstinent and live life on life’s terms. I remember that my worst day abstinent is far better than my best day in the disease.

- I make a gratitude list and thank my Higher Power every day.

- I turn over my fears, anger, resentments, and regrets to my Higher Power—sometimes many times a day.

- I work the Steps daily and use the Tools of the program. I use spot-check inventories to identify behaviors that may signal the need for more intensive use of the Steps and Tools. As I continue to grow and develop as a human being, I am able to share my recovery with others.

- I take care of my body, making sure I get adequate rest, and exercise and to eat nourishing foods.

- If physical limitations occur, ask your doctor, physical therapist, or fitness consultant to suggest modifications so you can continue to keep your body flexible and fit.

- I am gentle with myself. There is no one right way. I have found the way that works for me.

- I use the slogans, especially “live and let live,” “one day at a time,” and “keep it simple.”

- Accept that, over time, you may have to adjust your food plan of eating to cope with an aging body and different nutritional needs. My weight or the fit of my clothes tells me how well my food plan is working.

- I remember that your disease is progressive; items on your food plan that I have enjoyed for years may become difficult for you to eat in moderation. I avoid them!

- I watch for old dieting or food-controlling behaviors, such as feeling the urge to weigh at inappropriate times, cutting portion sizes, or skipping meals without consulting a sponsor or a health care professional.

Achieving and maintaining a healthy body weight and a sane mind are the miracles of the OA program. Above all else, we continue to attend meetings because they are essential to recovery. We continue to carry the message of recovery through the Twelve Steps and Twelve Traditions. We “practice these principles” in all our affairs. And we give service, because it is vital to long-term abstinence.

- If maintenance seems boring, I use a new Tool or focus on the Twelfth Step. Nothing revitalizes my recovery as much as working with a newcomer.

- I maintain a strong, daily connection to my Higher Power.

- I maintain a positive attitude, asking God to relieve me of the bondage of self and to help me do God’s will. This gives me the serenity and emotional balance I need to stay abstinent and live life on life’s terms. I remember that my worst day abstinent is far better than my best day in the disease.

- I practice daily meditation.

- I make a gratitude list and thank my Higher Power every day.

- I turn over my fears, anger, resentments, and regrets to my Higher Power—sometimes many times a day.

- I work the Steps daily and use the Tools of the program. I use spot-check inventories to identify behaviors that may signal the need for more intensive use of the Steps and Tools. As I continue to grow and develop as a human being, I am able to share my recovery with others.
I take care of my body, making sure I get adequate rest and eat nourishing foods.

I am gentle with myself. There is no one right way. I have found the way that works for me.

I use the slogans, especially “live and let live,” “one day at a time,” and “keep it simple.”

Over time, I’ve had to adjust my food plan to cope with an aging body and different nutritional needs. My weight or the fit of my clothes tells me how well my food plan is working. I remember that my disease is progressive; items on my food plan that I have enjoyed for years may become difficult for me to eat in moderation. I avoid them.

I watch for old dieting or food-controlling behaviors, such as feeling the urge to weigh at inappropriate times, cutting portion sizes, or skipping meals without consulting a sponsor or health care professional.

In my morning prayer and meditation, I ask God for an abstinent day. I commit a plan of eating to God, to myself, and to my sponsor. I find that I’ve established a sort of rhythm with my food now, which feels natural and free.

If I’m going to a restaurant for a meal or if my plans change, I decide beforehand, if at all possible, what I’m going to eat. This allows me to prepare an action plan ahead of time in a safe place—and walk right through temptations before they even happen. By the time I get there, my commitment is firm.

Above all else, I continue to attend meetings because they are the lifeblood of my recovery. I continue to carry the message of recovery through the Twelve Steps and to “practice these principles” in all my affairs (Alcoholics Anonymous, 4th ed., p. 60). Service is vital to long-term abstinence.

LIVING IN ABSTINENCE

The Joy of Recovery

In OA, we don’t just stop eating compulsively or engaging in compulsive food behaviors; we did that plenty of times on diets. OA gives us a spiritually based program for living one day at a time. We are given a daily reprieve from our disease that is contingent on remaining “in fit spiritual condition” (Alcoholics Anonymous, 4th ed., p. 85). We know serenity and peace of mind. We know that we can be uniquely useful to another compulsive overeater by sharing our experience, strength, and hope. Today, we live life with all its feelings, and we have faith that if we work the program it will continue to work for us.

“Those of us who live this program don’t simply carry the message; we are the message. Each day that we live well, we are well, and we embody the joy of recovery, which attracts others who want what we’ve found in OA. We’re always happy to share our secret: the Twelve Steps of Overeaters Anonymous, which empower each of us to live well and be well, one day at a time” (The Twelve Steps and Twelve Traditions of Overeaters Anonymous, p. 106 Second Edition, pp. 86–87).

God grant me
the serenity to accept
the things I cannot change,
courage to change
the things I can,
and wisdom to know the
difference.
The Twelve Traditions

1. Our common welfare should come first; personal recovery depends upon OA unity.

2. For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.

3. The only requirement for OA membership is a desire to stop eating compulsively.

4. Each group should be autonomous except in matters affecting other groups or OA as a whole.

5. Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.

6. An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.

7. Every OA group ought to be fully self-supporting, declining outside contributions.

8. Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.

9. OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.

10. Overeaters Anonymous has no opinion on outside issues; hence, the OA name ought never be drawn into public controversy.

11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television and other public media of communication.

12. Anonymity is the spiritual foundation of all these Traditions, ever reminding us to place principles before personalities.

Permission to use the Twelve Traditions of Alcoholics Anonymous for adaptation granted by AA World Services, Inc.

[Conference Seal of Approval to go here if adopted]

How to find OA

Visit the OA website at www.oa.org

or contact the World Service Office at 1-505-891-2664.

Many directories also include local listings for Overeaters Anonymous.

Overeaters Anonymous®

World Service Office

6075 Zenith Court NE
Rio Rancho, NM 87144-6424 USA

Mail Address: PO Box 44727
Rio Rancho, NM 87174-4727 USA

Tel: 1-505-891-2664 • Fax: 1-505-891-4320

info@oa.org • www.oa.org

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#XXX
**WSBC New Business Proposal A**

Total Percentage: 74%
Total Voting: 126

<table>
<thead>
<tr>
<th>□ Adopted</th>
<th>□ Amended</th>
<th>□ Defeated</th>
<th>□ Substitute</th>
<th>□ Withdrawn</th>
<th>□ Referred to Committee</th>
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**Motion**
Move to amend WSBC Policy 1988b by inserting the following:

<table>
<thead>
<tr>
<th>Current Wording</th>
<th>Proposed Wording</th>
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<tbody>
<tr>
<td>WSBC Policy 1988b</td>
<td>WSBC Policy 1988b</td>
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<tr>
<td>The following policy statement was adopted:</td>
<td>The following policy statement was adopted:</td>
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<tr>
<td>The WSBC 2019 accepts the following definitions:</td>
<td>The WSBC 2019 accepts the following definitions:</td>
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<tr>
<td>1) Abstinence: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.</td>
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<tr>
<td>2) Recovery: Removal of the need to engage in compulsive eating behaviors.</td>
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<tr>
<td>Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.</td>
<td>Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.</td>
</tr>
<tr>
<td>This policy shall be subject to change only in years ending in zero.</td>
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</tbody>
</table>

**Submitted By**
MetroWest Intergroup, Region Six
Steve M.
*Contact WSO for maker’s contact information.*

**Intent**
To provide stability, certainty, and substantial unanimity in the understanding around these key OA definitions by permitting changes only once every ten years.

**Implementation**
Update the Business Conference Policy Manual. Each year when new policy motions are submitted, any changing of this policy would be ruled out of order except in years ending in zero.

**Cost**
Little or no expense is involved in this change.
Primary Purpose
Maintaining abstinence is a key action toward achieving recovery. To have a clear and consistent statement about what abstinence and recovery mean in OA can only aid in helping the still suffering compulsive eater.

Rationale
This change only affects WSBC Policy 1988b. WSBC Policy 1988b has been amended four times in the last twenty years (2002, 2009, 2011, 2019), including the addition of the definition of recovery in 2019. It does the Fellowship no service to change these definitions frequently. These are key definitions that take time to settle into our Fellowship. Let them take that time by subjecting them to change only once a decade.

History
2019 – WSBC Policy (paraphrased)
Add a recovery definition to the abstinence definition. (Adopted)

WSBC Motions Review Committee Comments
None.
Motion
Move that WSBC 2020 adopt the following policy statement:

The term hybrid will be used to describe a group composed of members attending a single meeting where all can hear and share but may be present either in the same physical location (face-to-face) or through some form of electronic device (virtual). This type of meeting is assigned one group number but appears in both a face-to-face and a virtual listing on oa.org.

Submitted By
Board of Trustees
Dora P.

Contact WSO for maker’s contact information.

Intent
To define a hybrid group, which has become a part of the OA language as this type of meeting has become available to our members.

Implementation

Cost
Staff time.

Primary Purpose
This meeting platform is another way of reaching out and carrying the message.

Rationale
To clarify the way this meeting platform fits into the OA service structure and how it is managed in the Find a Meeting database.

History
2019 – WSBC Policy (paraphrased)
Create a policy statement on hybrid meetings and how those may be registered with the WSO. (Adopted)

WSBC Motions Review Committee Comments
None.
WSBC New Business Proposal C

Total Percentage: 61%
Total Voting: 126

☐ Adopted
☐ Amended
☐ Defeated
☐ Substitute
☐ Withdrawn
☐ Referred to Committee

Motion
Move to define the month of July as the month of OA Service.

Submitted By
Israel National Service Board, Region Nine
Esti O.
Contact WSO for maker's contact information.

Intent
To raise awareness to the importance of the service Tool. Just like OA has other important dates to raise awareness to abstinence, unity, and sponsorship, it is critical to encourage the Fellowship to do service. This can be accomplished by discussing service at meetings, conducting special workshops and events, and emphasizing the Tool of service in any possible way.

Implementation
Update the Business Conference Policy Manual. Every service body would recognize the subject “OA Service” during the month of July as they choose. The WSO will develop and implement a campaign to raise awareness to OA service.

Cost
None.

Primary Purpose
Service is critical in our journey to recovery and an essential Tool for keeping meetings stable and growing. Service helps in the recovery of those who give it and those who receive it. By raising more awareness to this Tool and encouraging more members to do service, we can help many members in their recovery.

Rationale
Although we have to use the Tool of service everyday to reach and maintain our recovery, its importance cannot be stressed enough. Since the month of July does not have any special OA events, it is suggested to dedicate it to celebrate service.

History
No history in the past five years.

WSBC Motions Review Committee Comments
It is unclear on the type of campaign and costs that would be involved for the WSO.
Motion
Move to rescind the amendment to WSBC Policy 1988b adopted 2019.

Current Wording
WSBC Policy 1988b
The following policy statement was adopted:
The WSBC 2019 accepts the following definitions:
1) Abstinence: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.
2) Recovery: Removal of the need to engage in compulsive eating behaviors.

Proposed Wording
WSBC Policy 1988b
The following policy statement was adopted:
The WSBC 2019 accepts the following definitions:
1) Abstinence: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.
2) Recovery: Removal of the need to engage in compulsive eating behaviors.

Statement on Abstinence and Recovery
Abstinence in Overeaters Anonymous is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.

Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.

Submitted By
San Francisco Intergroup, Region Two
Aishlin O.
Contact WSO for maker’s contact information.

Intent
To revert to the earlier version of the Statement on Abstinence and Recovery.

Implementation

Cost
Unknown.
**Primary Purpose**
The revised definition would allow all members to feel included and be more approachable for newcomers.

**Rationale**
Our concerns are twofold. Firstly, the impact on and damage to Tradition One, “Our common welfare should come first; personal recovery depends on OA unity.” We have for decades lived in the wonderful democracy that the only requirement for membership in OA was the desire to stop eating compulsively. Further that anyone who came to the Fellowship was choosing to be in or to seek recovery. Then as stated “spiritual, emotional and physical recovery is the result of living the Overeaters Anonymous twelve step program.”

What now is the status of the fellows not conforming to this definition of recovery to those still bingeing, vomiting, taking laxatives, undereating, etc.? They have membership status but are not in recovery? Further a fellow might have many years of abstinence of refraining from compulsive eating and food behaviors, yet the desire may and will return. We have known members using both the Steps and the Tools and the desire has returned, this was one of the reasons underlying the “one day at a time” approach to recovery. These members found comfort in the knowledge that Dr. Bob, one of the founders of AA, was troubled by the desire to drink for three years despite prodigious efforts at carrying the message. There are members who continue to deal with the desire, especially newcomers, but with this new definition they could not consider themselves after Herculean efforts not to take that first compulsive bite to be in recovery.

Secondly, our concern is that the cunning, powerful destructive compulsion we have labored so to defeat is also now reclassified as “the need to engage in compulsive eating behaviors.”

The English definition of compulsion is “an irresistible urge to behave in a certain way, especially against one’s conscious wishes.” The English definition of a need is “required because it is essential or very important.” Again, we see the promise to newcomers and the inclusive fellowship weakened a fellowship of insiders and outsiders.

**History**
2019 – WSBC Policy (paraphrased)
Add a recovery definition to the abstinence definition. (Adopted)

**WSBC Motions Review Committee Comments**
Below is a list of where the statement is printed.

- Abstinence and a Plan of Eating Workshop – Handout
- Abstinence and a Plan of Eating Workshop—Leader’s Guide
- OA Handbook for Members, Groups, and Service Bodies pamphlet*
- Tools of Recovery pamphlet
- To the Family pamphlet
- Maintaining a Healthy Body Weight pamphlet
- Twelfth-Step-Within Handbook
- All Suggested Meeting Formats*
- Public Information Service Manual
- Professional Outreach Manual
- Twelve Step Workshop and Study Guide, Second Edition*
- Abstinence, Second Edition
- Where Do I Start?*

* indicates that the statement has been updated to reflect the WSBC 2019 decision.
WSBC New Business Proposal E

Motion
Move to amend WSBC Policy 2019c by inserting the following:

Current Wording
WSBC Policy 2019c
The following policy statement was adopted:
The World Service Business Conference established the following annual events.

OA Birthday: The third weekend of January as the annual celebration of the January 19, 1960 founding of Overeaters Anonymous.
Unity Day: The last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m. local time.
Sponsorship Day: The third weekend in August.
International Day Experiencing Abstinence (IDEA): The third weekend in November.

Proposed Wording
WSBC Policy 2019c
The following policy statement was adopted:
The World Service Business Conference established the following annual events.

OA Birthday: The third two-day weekend of January as the annual celebration of the January 19, 1960 founding of Overeaters Anonymous.
Unity Day: The last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m. local time.
Sponsorship Day: The third two-day weekend in August.
International Day Experiencing Abstinence (IDEA): The third two-day weekend in November.

Submitted By
WSBC Bylaws Committee
Margie G., Delegate Cochair
Contact WSO for maker’s contact information.

Neva S., Trustee Cochair
Contact WSO for maker’s contact information.

Intent
To avoid confusion when the first of the month is on Sunday.

Implementation

Cost
Minimal staff time.
**Primary Purpose**
To state clearly when OA observes these events.

**Rationale**
When the first of the month is on a Sunday, there is confusion about whether to count that as the first weekend in that month.

**History**
2019 – WSBC Policy (paraphrased)
*Combine all OA events into one policy.* (Adopted)

2018 – WSBC Policy (paraphrased)
*Change Unity Day to fall on the last Saturday in February in even years and last Sunday in odd years; change OA Birthday to fall on the third weekend in January.* (Adopted)

2018 – WSBC Policy (paraphrased)
*Change IDEA to fall on the third weekend of November.* (Adopted)

2018 – WSBC Policy (paraphrased)
*Change Sponsorship Day to fall on the third weekend of August.* (Adopted)

2017 – WSBC Policy (paraphrased)
*Create a Sponsorship Day.* (Adopted)

2016 – WSBC Policy (paraphrased)
*Change Unity Day to last Saturday in June.* (Failed)

**WSBC Motions Review Committee Comments**
None.
Motion
Move that the World Service Business Conference 2020 directs the Board of Trustees to establish the support
mechanisms/logistics needed to allow virtual attendance by visitors to WSBC 2021.

Submitted By
Oregon OA Intergroup, Region One
Liz S.
Contact WSO for maker’s contact information.

Intent
To build experience and interest in virtual attendance.

Implementation
Update the Business Conference Policy Manual. This may involve renting or purchasing meeting equipment
to effect virtual attendance.

Cost
Estimated US$500 to US$800 per WSBC.

Primary Purpose
WSBC is the group conscience of OA as a whole. The closer we can come to full representation, the stronger
we are as a Fellowship. This added feature will allow participation by more members, initially as silent
watchers. Down the road our ESH will help us to expand the service to allow full participation by virtual
delegates from all over the OA world.

Rationale
Merely allowing silent virtual guests does NOT affect the bylaws or policies as guests are allowed at WSBC
now. Later, as we gradually move to full virtual interactivity for remote delegates, part of that progress will
involve changes to our bylaws and policies.

History
2019 – WSBC Policy (paraphrased)
Direct the BOT to host all BOT meetings and BOT committee meetings virtually, except for those meetings at
WSBC. (Failed)

WSBC Motions Review Committee Comments
The approximate cost to allow guests to virtually attend is US$12,000. This cost is specific only to the
business meetings over a three-day period and includes video/webinar software, internet access, four cameras
(pro, con, center mic, and dais), four technicians to operate the cameras, and laptop and switcher to switch
between the camera and the on-site screens. This cost could be reduced if less cameras/technicians were used.
WSBC New Business Proposal J

Total Percentage: 81%
Total Voting: 124

Motion
Move that the WSBC 2020 adopt the following policy statement.

When developing new and updating existing literature published by Overeaters Anonymous World Service, the literature committee will make every effort to include stories and/or quotes from members from diverse populations, especially those from groups (e.g., LGBTQ2, non-native speakers, people of color, anorexics, atheists, men, etc.) that are underrepresented in OA.

Submitted By
Ron P., General Service Trustee
Contact WSO for maker’s contact information.

Intent
To make our program and Fellowship more attractive to more diverse groups of compulsive eaters through our literature, and thus help OA grow.

Implementation
Update the Business Conference Policy Manual. The literature committee would assess how diverse the stories in existing literature are, when conducting their ongoing review. Plans for publishing new and for updating existing literature would need to include the solicitation of diverse voices from the membership.

Cost
Staff time as needed to update publications.

Primary Purpose
To make the message we carry more inclusive.

Rationale
Publications currently available can be updated to help some groups feel more included.

History
No history in the past five years.

WSBC Motions Review Committee Comments
The motion refers to “the literature committee.” There are three literature committees: Literature Review (LRC), Conference Approved (CLC), and Board Approved (BAL).

The Board Reference Manual (BRM) defines each committee’s responsibilities. The review of all literature will consist of checking for consistency with current OA policy, practice, statistics, and other relevant updates.
In practice, when the LRC reviews CLC literature, it often considers if the literature is inclusive, particularly if it includes different manifestations of the disease.

The LRC does not develop literature, however, it would not be the committee responsible for “making the effort to include stories and/or quotes from diverse populations...”

The CLC has issued three calls for stories in the past five years.

- **Body Image, Relationships, and Sexuality**: the second call specifically asked for submissions from men, young persons, and LGBTQ.
- **Maintaining a Healthy Body Weight**: the call specifically asked for submissions from members who had gained weight to reach and maintain a healthy weight” and stories from members with anorexia and bulimia.
- **To the Teen**: the call was to young people ages 18 to 30.

In general, the BAL has responsibility for literature where member diversity is of less concern.

Regarding submissions and editing, please note, the CLC and Publications Department work with the submissions received. If a writer doesn’t identify themself as a member of a “diverse population” within the body of their story, there is no way of knowing more about the writer’s identity than what the writer shares. The one criterion used in choosing and editing member stories is that the story must demonstrate recovery.
WSBC New Business Proposal K

Total Percentage: 86%
Total Voting: 125

Motion
Move to amend WSBC Policy 1984a by striking and inserting the following:

Current Wording
WSBC Policy 1984a

Upon the recommendation of the Literature Committee, a preamble for Overeaters Anonymous was adopted to read:

Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength, and hope, are recovering from compulsive overeating. We welcome everyone who wants to stop eating compulsively. There are no dues or fees for members; we are self-supporting through our own contributions, neither soliciting nor accepting outside donations. OA is not affiliated with any public or private organization, political movement, ideology, or religious doctrine; we take no position on outside issues. Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

Proposed Wording
WSBC Policy 1984a

Upon the recommendation of the Literature Committee, a preamble for Overeaters Anonymous was adopted to read:

Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength, and hope, are recovering from compulsive overeating, under-eating, food addiction, anorexia, bulimia, binge eating, or overexercising. We welcome everyone who wants to stop eating compulsively, compulsive eating and other compulsive food behaviors. There are no dues or fees for members; we are self-supporting through our own contributions, neither soliciting nor accepting outside donations. OA is not affiliated with any public or private organization, political movement, ideology, or religious doctrine; we take no position on outside issues. Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

Submitted By
Ron P., General Service Trustee

Contact WSO for maker’s contact information.

To include the whole spectrum of the disease (bulimia, anorexia, overexercising, and overeating).

Implementation

Cost
Staff time to update material.
**Primary Purpose**
To bring attention to the whole spectrum of this disease and more effectively carry the message.

**Rationale**
Even though we need to simplify and avoid mentioning more subgroups in OA, in this specific case we think the wordings “overeaters anonymous” and “compulsive overeaters” do not reflect the whole spectrum of this disease and under-eaters, bulimics, or overexercisers may go away or not even attend an OA meeting, thinking it will not apply to them.

**History**
2015 – WSBC Policy 1984a (paraphrased)
*Include “restricting” or “purging.” (Adopted)*

**WSBC Motions Review Committee Comments**
The Preamble was revised in 2015. The WSO updated most/all of the online material that year and started with the suggested meeting formats. The discontinued literature was not updated, and there is now direction not to update discontinued literature with new policies (as stated on oa.org).

OA print literature is updated as it is reprinted, and this is an ongoing effort. Four years later, most print literature has been updated, but literature that sells slowly, such as *To the Man*, has not been updated and reprinted.

The Preamble is included in *Pocket Reference for OA Members* (#435). Adding words to this pocket card may require a smaller type size.

Below is a list of where the Preamble is printed.

**Website**
- OA Translations Workshop
- What Is OA About?
- OA Preamble
- Program Basics
- Frequently Asked Questions
- Suggested Meeting Format
- Suggested Reading and Writing Meeting Format
- Suggested Step-Study Meeting Format
- Newcomer Meeting Guidelines and Format
- Suggested Telephone Meeting Format
- Suggested Recovery-from-Relapse Meeting Format
- Growing OA Unity Worldwide
- Issues of *Courier*
- *What If I Don’t Believe in “God?”*

**Bookstore**
- *Pocket Reference for OA Members*
- *OA Handbook for Members, Groups, and Service Bodies*
- Every issue of *Lifeline*
- *A Program of Recovery*
- *To the Man*
- *Twelfth Step Within Handbook*
- *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*
- *Abstinence, Second Edition*
- New Group Starter Kit
- Newcomer Meeting Leader Kit
- *Fifteen Questions*
- *Body Image, Relationships, Sexuality*
**Motion**
Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 1 – Composition by striking and inserting the following:

**Current Wording**
Article IX – Board of Trustees
Section 1 – Composition

The Board of Trustees shall consist of eleven “regional trustees,” each representing one of the eleven regions and six “general service trustees.”

**Proposed Wording**
Article IX – Board of Trustees
Section 1 – Composition

The Board of Trustees shall consist of eleven “regional trustees,” each representing one of the eleven regions and six “general service trustees.” twelve trustees. Whenever possible, a minimum of two trustees shall come from outside of North America.*

*Proviso: Until 2020, the board consisted of seventeen members. No member of the board shall be removed by virtue of this change. The reduction of the board shall be done when terms of office come to an end. The schedule to reduce the board to a membership of twelve is as follows:

a) 2021: 6 terms end; elect 5 (16 members)
b) 2022: 6 terms end; elect 4 (14 members)
c) 2023: 5 terms end; elect 4 (13 members)
d) 2024: 5 terms end; elect 4 (12 members)

Should there be insufficient applicants to fill positions, the board may accelerate this schedule.

**Submitted By**
Board of Trustees
Karen B.

*Contact WSO for maker's contact information.*

**Intent**
To restructure the Board of Trustees.

This bylaw specifies an encouragement for participation on the Board of Trustees by OA members who live outside of North America. However, it also allows the delegates to elect a full board of qualified members from those applying for any term of office.
Specifics of election procedures are included in the Conference Standing Rules and can be discussed and adopted at future WSBCs if this motion is adopted.

Please note that should this motion fail, the remaining motions and conforming motions will be withdrawn.

**Implementation**
Update OA, Inc. Bylaws.

**Cost**
This group of amendments will result in a cost savings as funding twelve trustees will be less expensive than funding seventeen trustees, no matter where they come from. The exact amount of the savings will vary based on the composition of the BOT.

**Primary Purpose**
Restructuring the Board of Trustees will support efforts to be more effective, both with our volunteer board as well as financially.

**Rationale**
A full presentation of the restructuring plan was presented at WSBC 2019. These amendments support the plan as presented.

Effective Decision-Making
- Smaller groups allow for quicker, more expedient decisions.
- Current research and personal experience indicate that effective decision-making decreases with increased board size.

Scalability (right sizing)
- Current board structure was created when the WSO support staff was smaller and technology tools were not available.
- When new regions have been created, as per current bylaws, the board’s size has increased.

Improved Accountability
- Currently many questions and issues are sent to the BOT when the most appropriate level may be with the regions or intergroups.
- BOT downsizing will help shift these to the appropriate service level to allow those most familiar with the issues to address them more effectively.
- All levels of service will be able to better serve the Fellowship as it exists *today*.

**History**
No history in the past five years.

**WSBC Motions Review Committee Comments**
None.
Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 4 – Qualifications by striking and inserting the following:

Current Wording
Article IX – Board of Trustees
Section 4 – Qualifications

a) Qualifications for trustee shall be:
1) Seven years in the Fellowship;
2) Five years of service beyond the meeting level;
3) Attendance as a delegate to at least two World Service Business Conferences; and
4) Five years of continuous recovery in Overeaters Anonymous as evidenced by:
   (i) five years of current continuous abstinence;
   (ii) current maintenance of a healthy body weight for at least two years; and
   (iii) emotional and spiritual growth as a result of incorporating into their lives the Twelve Steps and Twelve Traditions as a new way of living.

b) Qualifications for trustee must be met at the time the application for trustee is submitted to the WSO. Specifically, such trustee nominees must also have:
1) Worked through all Twelve Steps;
2) Declared themselves as practicing the Twelve Steps to the best of their ability;
3) Declared themselves as committed to the Twelve Traditions of Overeaters Anonymous; and
4) Affirmed these additional qualifications on their trustee application forms.

c) Upon election, each trustee shall make a commitment of:
1) Adherence to the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.

 Proposed Wording
Article IX – Board of Trustees
Section 4 – Qualifications

a) Qualifications for trustee shall be:
1) Seven years in the Fellowship;
2) Five years of service beyond the meeting level;
3) Attendance as a delegate to at least two World Service Business Conferences; and
4) Participation at the region level (the extent of participation to be determined by each region); and
5) Five years of continuous recovery in Overeaters Anonymous as evidenced by:
   (i) five years of current continuous abstinence;
   (ii) current maintenance of a healthy body weight for at least two years; and
   (iii) emotional and spiritual growth as a result of incorporating into their lives the Twelve Steps and Twelve Traditions as a new way of living.

b) Qualifications for trustee must be met at the time the application for trustee is submitted to the WSO. Specifically, such trustee nominees must also have:
1) Worked through all Twelve Steps;
2) Declared themselves as practicing the Twelve Steps to the best of their ability;
3) Declared themselves as committed to the Twelve Traditions of Overeaters Anonymous; and
4) Affirmed these additional qualifications on their trustee application forms.

c) Upon election, each trustee shall make a commitment of:
2) Continual recovery including abstinence and maintenance of a healthy body weight throughout the entire term(s) of office. Each person shall be the judge of his or her own recovery, including abstinence and maintenance of a healthy body weight.

3) Compliance with all the terms and provisions of the prevailing Overeaters Anonymous, Inc. Bylaws.

d) In addition, regional trustees:

1) Are to physically reside in the region represented no less than the six months immediately prior to election.

2) Elected regional trustees will maintain physical residency in the regions represented for two-thirds of each year of their terms, excluding OA-related business travel.

3) If a change of status of physical residency of a regional trustee occurs following election to office, said trustee will notify the Board of Trustees of the change in status immediately. The trustee will vacate the position at the next World Service Business Conference, where elections will be held to fill the incomplete term.

4) Additional qualifications for regional trustee may be set by each region.

1) Adherence to the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.

2) Continual recovery including abstinence and maintenance of a healthy body weight throughout the entire term(s) of office. Each person shall be the judge of his or her own recovery, including abstinence and maintenance of a healthy body weight.

3) Compliance with all the terms and provisions of the prevailing Overeaters Anonymous, Inc. Bylaws.

In addition, regional trustees:

1) Are to physically reside in the region represented no less than the six months immediately prior to election.

2) Elected regional trustees will maintain physical residency in the regions represented for two-thirds of each year of their terms, excluding OA-related business travel.

3) If a change of status of physical residency of a regional trustee occurs following election to office, said trustee will notify the Board of Trustees of the change in status immediately. The trustee will vacate the position at the next World Service Business Conference, where elections will be held to fill the incomplete term.

4) Additional qualifications for regional trustee may be set by each region.

Submitted By
Board of Trustees
Karen B.

Contact WSO for maker’s contact information.

Intent
As part of the board restructuring package of amendments, this motion adds region participation (as defined by each region) to a trustee nominee’s service experience.

Implementation
Update OA, Inc. Bylaws.

Cost
This group of amendments will result in a cost savings as funding twelve trustees will be less expensive than funding seventeen trustees, no matter where they come from. The exact amount will vary based on the composition of the BOT.
**Primary Purpose**
Restructuring the Board of Trustees will support efforts to be more effective, both with our volunteer board as well as financially.

**Rationale**
Since most trustees will, in theory, be assigned as region liaisons, experience at the region level becomes more of a requirement than in the past. It will be up to each region to determine for themselves how to define what level of participation they feel is appropriate for affirmation of a board application as part of their bylaws and policies.

**History**
2019 – Bylaws, Subpart B, Article IX, Section 4 (paraphrased)
*Require a trustee applicant with one year of WSBC service to serve their second year as a delegate to the WSBC to which they are standing for election.* (Failed)

2018 – Bylaws, Subpart B, Article IX, Section 4 (paraphrased)
*Require trustee nominees to be a member of OA for seven years at the time of election.* (Withdrawn)

2017 – Bylaws, Subpart B, Article IX, Section 4 (paraphrased)
*Allow candidates to meet the trustee qualifications at the time of election.* (Failed)

**WSBC Motions Review Committee Comments**
None.
Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 5 – Nomination of Trustees by striking and inserting the following:

Current Wording
Article IX – Board of Trustees
Section 5 – Nomination of Trustees

a) Regional Trustees
   1) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of Overeaters Anonymous, all groups within a region eligible to submit trustee nominees shall be notified by the regional officers of the forthcoming Conference, with a request to all qualified members of the Fellowship of Overeaters Anonymous from the region to submit nominations to the region.

   2) At least ninety days prior to the annual Conference of Overeaters Anonymous, the regional representatives of each region shall choose from the nominees submitted to it no more than three qualified nominees from that region. Resumes of these nominees must be sent to the Board of Trustees within one week of their selection. Copies of these resumes must be sent to all delegates at least forty-five days prior to its annual meeting. (See exception, Section 7.)

   3) The (no more than three) nominees for regional trustees chosen by the regional assembly or affirmed by the currently registered region representatives shall be submitted to the Conference for election.

b) Regional Trustees for Newly Appointed Regions
   1) Appointment

Proposed Wording
Article IX – Board of Trustees
Section 5 – Nomination of Trustees

a) Regional Trustees
   1) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of Overeaters Anonymous, all groups within a region eligible to submit trustee nominees shall be notified by the regional officers of the forthcoming Conference, with a request to all qualified members of the Fellowship of Overeaters Anonymous from the region to submit nominations to the region.

   2) At least ninety days prior to the annual Conference of Overeaters Anonymous, the regional representatives of each region shall choose from the nominees submitted to it no more than three qualified nominees from that region. Resumes of these nominees must be sent to the Board of Trustees within one week of their selection. Copies of these resumes must be sent to all delegates at least forty-five days prior to its annual meeting. (See exception, Section 7.)

   3) The (no more than three) nominees for regional trustees chosen by the regional assembly or affirmed by the currently registered region representatives shall be submitted to the Conference for election.
(i) The board shall appoint the first regional trustee for the region.
(ii) Each region may submit one nominee for the new regional trustee appointment in accordance with the provisions of Section 5, a) and b) with the exception of the new region who may submit three nominees.

2) Elections
   (i) The first election of the regional trustee shall occur at the World Service Business Conference the year following approval of the new region.
   (ii) Applicants for the first elected regional trustee who live within the new region shall submit their resume to the Board of Trustees ninety days prior to the annual Conference.
   (iii) If there are at least three qualified nominees from the new region, nominees from other regions shall not be accepted. One nominee for the elected regional trustee position may also be submitted from each other region in accordance with the provisions of Section 5 a) and b) except as otherwise provided in Section 5 b) 2) (ii).

3) Copies of resumes must be sent out to all Conference delegates at least forty-five days prior to the annual Conference.

c) General Service Trustees
   1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee.
   2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.
2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

Submitted By
Board of Trustees
Karen B.

Contact WSO for maker’s contact information.

Intent
To revise the process for nomination of trustees to support restructuring.

Implementation
Update OA, Inc. Bylaws.

Cost
This group of amendments will result in a cost savings as funding twelve trustees will be less expensive than funding seventeen trustees, no matter where they come from. The exact amount will vary based on the composition of the BOT.

Primary Purpose
Restructuring the Board of Trustees will support efforts to be more effective, both with our volunteer board as well as financially.

Rationale
Since most trustees will, in theory, be assigned as region liaisons, experience at the region level becomes more of a requirement than in the past. It will be up to each region to determine for themselves how to define what level of participation they feel is appropriate for affirmation of a board application as part of their bylaws and policies.

History
2019 – Bylaws, Subpart B, Article IX, Section 5 (paraphrased)
Remove virtual services trustee position as this position is now within the region trustee structure. (Adopted)

2018 – Bylaws, Subpart B, Article IX, Section 5 (paraphrased)
Allow the virtual services trustee to serve the remaining term if a virtual region is created. (Withdrawn)

WSBC Motions Review Committee Comments
None.
Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 3 – Term of Office by striking and inserting the following:

Current Wording
Article IX – Board of Trustees
Section 3 – Term of Office

Trustees shall be elected at the annual World Service Business Conference for a period of three years. Regional and general service trustees may be elected at any annual Conference in order to fill the remaining term created by a vacancy except as specified in Section 7.

Trustees shall serve no more than eight consecutive years. A candidate may not run for election at WSBC if serving the full term of the proposed office would result in that candidate serving on the Board of Trustees for more than eight consecutive years.

Terms of office for regional trustees shall be staggered according to the following rotation:
- Regions One, Four, and Seven
- Regions Three, Six, Nine, and Virtual
- Regions Two, Five, Eight, and Ten

Proposed Wording
Article IX – Board of Trustees
Section 3 – Term of Office

Trustees shall be elected at the annual World Service Business Conference for a period of three years. Regional and general service trustees may be elected at any annual Conference in order to fill the remaining term created by a vacancy except as specified in Section 7.

Trustees shall serve no more than eight consecutive years. A candidate may not run for election at WSBC if serving the full term of the proposed office would result in that candidate serving on the Board of Trustees for more than eight consecutive years total service as a trustee.

Terms of office for regional trustees shall be staggered according to the following rotation:
- Regions One, Four, and Seven
- Regions Three, Six, Nine, and Virtual
- Regions Two, Five, Eight, and Ten

Submitted By
MetroWest Intergroup, Region Six
Steve M.

Contact WSO for maker’s contact information.

Intent
To encourage new voices and new points of view through rotation of trustee service.

Implementation
Update OA, Inc. Bylaws and the trustee application.
Cost
Staff time to update the bylaws and trustee application.

Primary Purpose
OA’s message of recovery stays the same. This motion helps bring new voices to the world service level of OA to carry that message.

Rationale
This change affects only OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 3 – Term of Office.

Rotation of service is an essential element for the well being of any OA group or service body, and OA’s Board of Trustees is certainly no exception. New trustees bring new experience, strength, hope, and new energy to the board.

Trustees are elected at WSBC, and today, there is no limit on the number of years a trustee may serve. A trustee who has served eight consecutive years followed by a break, then running for a new term, will have an advantage over the newcomer. It’s an advantage that potentially deprives the willing new trusted servant of serving.

As a Fellowship, we can be grateful that we have members willing to serve more than eight years, but we can also recognize that the Fellowship benefits from diversity and fresh voices.

What if no one is running and the only available person has served their eight years? The Fellowship will survive an opening and the board can then look for qualified members to serve until the next WSBC (per OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 7 – Vacancies).

History
2018 – Bylaws, Subpart B, Article IX, Section 3 (paraphrased)
Add Virtual Region trustee to the rotation schedule. (Adopted as conforming motion)

WSBC Motions Review Committee Comments
None.
### Motion
Move to combine OA, Inc. Bylaws, Subpart B, Article VI – Intergroups, Article VII – Regions, and Article VIII – Service Boards into Article VI. Subsequent sections will be renumbered as necessary.

<table>
<thead>
<tr>
<th>Current Wording</th>
<th>Proposed Wording</th>
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<tbody>
<tr>
<td><strong>Article VI – Intergroups</strong> Reference OA, Inc. Bylaws, Subpart B, Article VI.</td>
<td><strong>Article VI – Intergroups</strong> Reference OA, Inc. Bylaws, Subpart B, Article VI.</td>
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#### Service Bodies
- a) Intergroups
- b) National Service Boards
- c) Language Service Boards
- d) Regions

#### Section 1 – Composition
- a) Intergroup: Two or more groups may form an intergroup for the purpose of supporting and representing the groups affiliated with it. The member groups are generally within a geographic area, or, in the case of virtual groups, fulfill a common need. Each state/province/country may have at least one intergroup. In a state/province/country having only one group, that group may function as an intergroup.
- b) National service boards are composed of groups and intergroups who share a common purpose; to deal with issues that require a combination of membership and financial resources of intergroups and groups established within a single country.
c) Language service boards are composed of groups, intergroups, and national service boards to serve the common needs of a language group, regardless of geographic proximity. Subject to regional and BOT approval, language service boards that span more than one region may choose to affiliate with one of the regions that it spans or choose not to be affiliated with any region. Should a language service board choose to not affiliate with any specific region, the BOT chair shall assign a trustee to serve as liaison to that language service board.

d) Regions

There shall be ten regions composed of intergroups, groups within each region, service boards that fall within regional boundaries, and one virtual region. The regions shall be as follows:


2) Region No. 2 shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.

3) Region No. 3 shall be the Southwest Region composed of Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, and Utah.

4) Region No. 4 shall be the West Central Region composed of Illinois (except the Greater Chicago area and Central Illinois Intergroup), Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Manitoba, Northwestern Ontario, and the territory of Nunavut.

5) Region No. 5 shall be the Central Region composed of the Greater Chicago area and Central Illinois Intergroup, Indiana, Kentucky, Michigan, Ohio, Wisconsin, and Southwestern Ontario.

6) Region No. 6 shall be the Northeast Region composed of Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, and Bermuda.

7) Region No. 7 shall be the Eastern Region composed of Delaware, District of
Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.

8) Region No. 8 shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, the Virgin Islands, Central America, and South America.

9) Region No. 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia.

10) Region No. 10 shall be composed of countries and territories in Australia, East Asia, New Zealand, South East Asia, and the Western Pacific Basin.

11) Virtual Region is nongeographic and is composed of virtual groups and virtual intergroups.

Should states/provinces/territories/countries within a region, or intergroups/national/language service boards within a state/province/territory/country wish to transfer to a region that is more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VI, Section 1d of the bylaws.

Section 2 – Registration

a) Each service body shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:

1) a completed registration form;

2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those with the problems of compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed; and

3) complete registration information on each of its affiliated groups, intergroups, and/or national service boards.
b) Each service body shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever either is updated or revised.

c) Each service body shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that their bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by electronic transmission to the registered contact for each service body. Any updated bylaws shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VI, Section 2a) 2 above.

Section 3 – Affiliation

Purpose of Affiliation: Service bodies are formed to support the groups in matters the group cannot accomplish on their own.

For the purpose of registration and WSBC representation, an intergroup is affiliated with one national service board and one region and may participate in one language service board.

For the purpose of registration and WSBC representation, a national service board is affiliated with one region and may participate in one or more language service boards.

For the purpose of registration and WSBC representation, a language service board may affiliate with only one region or, where appropriate, choose not to affiliate per Article VI, Section 1c).

Should a virtual meeting choose to affiliate with a land-based intergroup or national service board, or a land-based meeting choose to affiliate with a virtual intergroup, that meeting shall be affiliated with the region of that service body.

Meetings that cannot affiliate with an intergroup or national service board shall be affiliated with the region where the meeting exists (either the geographic or Virtual Region).

Any group or service body may participate in the activities (including voting) of another intergroup,
national service board, and/or language service board and region with their permission.

Section 4 – Functioning
a) Service bodies may conduct their business by any method they choose.

b) Minimal requirement for registered service bodies to participate at World Service Business Conference:
   1) Intergroups shall convene at least once a year, after prior notice has been given to all affiliated member groups and for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
   2) National service boards shall convene at least once a year, after prior notice has been given to all affiliated member groups and intergroups for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
   3) Language service boards shall convene at least once a year, after prior notice has been given to all member groups and intergroups for election of officers and selection, when necessary, of one delegate to the World Service Business Conference of Overeaters Anonymous.
   4) Regional assemblies whose members shall be called “regional representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all intergroups, national/language service boards, and unaffiliated registered groups, for the election of officers and/or the selection of nominees for regional trustee for that region.

c) A service body must be formally registered, along with its delegate information, thirty days prior to Conference opening to send delegates to the current Conference. (See Article X, Section 3c for qualifications and selection of delegates.)

d) In order to deregister, a service body must submit a written request to the World Service Office, region chair, and region trustee.
Submitted By
Board of Trustees
Cyndy L.
Contact WSO for maker's contact information.

Karen B.
Contact WSO for maker's contact information.

Dora P.
Contact WSO for maker's contact information.

Vasiliki T.
Contact WSO for maker's contact information.

Intent
To replace the existing three articles that define the service structure with a single consolidated section that covers all levels of service. It shows the relationship of each service level to one another and clarifies how these service bodies operate, where they are similar, and where they differ. The change allows for all of OA to experience each level of service as it works best for their area and needs. This new section eliminates the need for multiple motions when making a change that impacts each service level.

Implementation
Update OA, Inc. Bylaws. Each service level will need to review their bylaws to allow for any changes they may want to incorporate.

Cost
Staff time to update the bylaws. Redesign of the inverted pyramid image.

Primary Purpose
Increases and equalizes the opportunity for service bodies to support and participate.

Rationale
With the establishment of the Virtual Region and the Spanish Language Service Board, it has become clear that the actual relationships of service bodies are different in practice than the current bylaws reflect.

The desire to ensure relationships between service levels can be determined by the service bodies involved. By allowing each service entity the right to make their own decisions on participation at their meetings and assemblies, the cooperation brings more service opportunities and support to those who want it. Within the records maintained by the WSO, only one affiliation per level is allowed, thus ensuring that each group, intergroup, service board, and region continues to have equitable representation at the Conference.
**Existing Model**

**North America**
- Groups may affiliate with intergroups.
- All groups and intergroups are affiliated with a region.
- Intergroups may send delegates to WSBC.
- Unaffiliated groups are represented by the region chair at WSBC.

North America is restricted from having national service boards and language service boards.

**Outside North America**

**Groups may affiliate with**
- Intergroups
- National Service Boards
- Language Service Boards
- All groups are affiliated with a region.

**Intergroups may affiliate with**
- National Service Boards
- Language Service Boards
- All intergroups are affiliated with a region.

**National service boards may affiliate with**
- Language Service Boards
- All national service boards are affiliated with a region.

Language service boards may, but are not required to, affiliate with a region.

**Proposed Model**

**Worldwide**

**Groups may affiliate with**
- Intergroups
- National Service Boards
- All groups are affiliated with a region.
- Groups that do not affiliate with an intergroup or national service board are represented by the region chair at WSBC.

**Intergroups may affiliate with**
- National Service Boards
- All intergroups are affiliated with a region.
National service boards may affiliate with

- All national service boards are affiliated with a region.

Language service boards may affiliate with a region but are not required to do so. Language service boards exist for the purpose of supporting translation efforts in specific languages.

While no group, intergroup, or national service board is affiliated with a language service board, any of these may participate in the work of the LSB. The LSB is limited to one representative at WSBC, no matter how many participating members they represent.

**History**

2019 – Bylaws, Subpart B, Article VI, Section 2 (paraphrased)
*Remove the allowance that land-based groups can affiliate with a virtual intergroup and vice versa.*
*(Withdrawn)*

2019 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Require language service boards to affiliate with a region.* *(Postponed indefinitely)*

2019 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Allow virtual intergroups to participate in other region’s activities with permission from that region.* *(Failed)*

2018 – Bylaws, Subpart B, Article VI, Section 2 (paraphrased)
*Create virtual intergroups.* *(Adopted)*

2018 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Create a virtual region.* *(Adopted)*

2018 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Allow language service boards to affiliate or not affiliate with a region.* *(Adopted)*

2018 – Bylaws, Subpart B, Article VIII, Section 1 (paraphrased)
*Discontinue virtual service boards.* *(Adopted)*

2018 – Bylaws, Subpart B, Article VIII, Section 2 (paraphrased)
*Allow virtual groups to affiliate with a virtual service board and a national service board.* *(Withdrawn)*

2017 – Bylaws, Subpart B, Article VIII, Section 2 (paraphrased)
*Allow groups affiliated with virtual service boards to also affiliate with national service boards.* *(Did not address)*

2016 – Bylaws, Subpart B, Article VII, Section 1 (paraphrased)
*Allow states/provinces/countries/territories to petition movement to another region through the region first.* *(Adopted)*

2015 – Bylaws, Subpart B, Article VI, Section 3 (paraphrased)
Require a written notice to deregister an intergroup. (Adopted)

2015 – Bylaws, Subpart B, Article VIII, Section 4 (paraphrased)
Require a written notice to deregister a service board. (Adopted)

WSBC Motions Review Committee Comments
None.
**Motion**
Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Service Boards, Section 2 – Composition by striking and inserting the following:

<table>
<thead>
<tr>
<th>Current Wording</th>
<th>Proposed Wording</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article VIII – Service Boards</td>
<td>Article VIII – Service Boards</td>
</tr>
<tr>
<td>Section 2 – Composition</td>
<td>Section 2 – Composition</td>
</tr>
<tr>
<td>b) Language service boards may be registered to serve common needs of a language group, regardless of geographic proximity.</td>
<td>b) A language service board may be formed and registered to serve meet common language needs of a language board, regardless of geographic proximity. The members of the language service board will be selected by the relevant regions, national service boards, intergroups, or groups when there are no service bodies. The language service board may also perform the functions of a national service board if there is no other relevant service body. The language service board is entitled to one seat at the World Service Business Conference, regardless of the number of other service bodies that make up the language service board. The service bodies retain their original affiliation. A language service board that spans more than one region may choose not to affiliate with a region. In this case, the chair of the Board of Trustees will appoint a trustee liaison.</td>
</tr>
</tbody>
</table>

**Submitted By**
Board of Trustees
Vasiliki T.

*Contact WSO for maker’s contact information.*

**Intent**
To clarify what a language service board is and how it fits with the current service structure.
**Implementation**
Update OA, Inc. Bylaws. Distinguish the lists of national service boards and language service boards and update both, indicating the languages of their respective service bodies and groups.

**Cost**
None.

**Primary Purpose**
Facilitate groups and service bodies to understand a service structure option based on common language needs in order to easily carry the message worldwide.

**Rationale**
To carry the OA message, service was provided for years by well known service entities that faced common needs based solely on geographic proximity. The growth of the Fellowship worldwide and the development of technology in recent years have made it clear that there is an urgent need to deal with common needs that have been created by virtual and language proximity, as well as the historic geographic proximity.

The LSBs, avoiding duplication of service and allowing right of participation and inclusivity of the non-English-speaking compulsive eaters worldwide, are one way the OA service structure responds to the triple challenge of geographic, virtual, and language common needs.

There are only three LSBs: German DDOA serving common language needs in four countries in Europe in Region Nine, Japanese with seventeen groups in one country in Region Ten, and Spanish. The latter is the first one that spans more than one region, serving twenty-seven (twenty-four intergroups and three national language service boards), and several groups in ten countries. Its work could serve as an example for other cases of carrying the message when common language needs span more than one region.

In the OA service body list, the three LSBs appear in a common list with thirteen NSBs, assuming that all sixteen service boards serve common language needs. What happens is that most of the NSBs serve common geographical and language needs as well. Some of the NSBs or intergroups do not have someone or other resources to cover all the common language needs in their area (e.g., all European NSBs and intergroups command translated literature in French from other countries or continents). The additional need covered by LSBs is that they connect in service for common language needs and resources of service bodies from different countries, regions, and continents (e.g., NSBs from Spain, Colombia, and Venezuela are between the service boards connected by the Spanish LSB). Separated lists of national service boards and language service boards specifying the languages of the connected service bodies and groups could facilitate consultation.

The Spanish LSB is formed by members from different regions, NSBs, intergroups, and groups. These service bodies are all, except one, land based, and they clearly express their desire to continue working in the SLSB, retaining their original service bodies’ affiliation. The provisional registration as a virtual service board (9986) will be replaced by a new one as SLSB once the draft bylaws have been reviewed. This may have happened before WSBC 2020 as the current bylaws (i.e., without the change above) allow for such a registration.

**History**
No history in the past five years.

**WSBC Motions Review Committee Comments**
None.
Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article V – Overeaters Anonymous Groups, Section 2 – Composition by inserting the following:

Current Wording
Article V – Overeaters Anonymous Groups
Section 2 – Composition

a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
1) in the same physical location (land-based);
2) through some form of electronic device (virtual); or
3) both.

Proposed Wording
Article V – Overeaters Anonymous Groups
Section 2 – Composition

a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
1) in the same physical location (land-based);
2) through some form of electronic device (virtual); or
3) both (hybrid).

Submitted By
Board of Trustees
Letitia M.

Contact WSO for maker’s contact information.

Intent
To define meetings that include both face-to-face and virtual attendance, so they are considered and registered as a single meeting.

Implementation
Update OA, Inc. Bylaws.

Cost
None.

Primary Purpose
To help grow Overeaters Anonymous in new and less densely populated areas of the world.

Rationale
Clarification of how this type of meeting is registered is necessary for representation at WSBC to be consistent between groups.
**History**
2018 – Bylaws, Subpart B, Article V, Section 2 (paraphrased)
Allow groups to affiliate with only one intergroup or service board, but it may participate with other service bodies. (Adopted)

2016 – Bylaws, Subpart B, Article V, Section 2 (paraphrased)
Remove virtual groups definition. (Adopted)

**WSBC Motions Review Committee Comments**
None.
Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article X – Meetings of Delegates, Section 5 – Voting by inserting the following:

Current Wording  Proposed Wording
Article X – Meetings of Delegates  Article X – Meetings of Delegates
Section 5 – Voting  Section 5 – Voting

No delegate shall have more than one vote. Votes may be taken by notice, by show of hands, by ballot, or as called for by the presiding officer of any meeting, provided that the delegates may prescribe the method of voting desired on any question without regard to the method called for by the presiding officer.

No delegate shall have more than one vote. Votes may be taken by notice, by show of hands, by ballot, or as called for by the presiding officer of any meeting, provided that the delegates may prescribe the method of voting desired on any question without regard to the method called for by the presiding officer. In any circumstance where a vote must be counted at the Conference floor, the board shall vote last.

Submitted By
San Francisco Intergroup, Region Two
Aishlin O.

Contact WSO for maker's contact information.

Intent
To have WSBC delegates vote without undue influence.

Implementation
Update OA, Inc. Bylaws.

Cost
Unknown.

Primary Purpose
The revised definition ensures that Concept Four is followed.

Rationale
While firstly recognizing the service rendered for the Fellowship by the OA Board of Trustees, the San Francisco Intergroup would like to request that the order of public voting allow the general public to have their vote counted prior to the trustees.
Concept Four states, “The right of participation ensures equality of opportunity for all in the decision-making process.” Visuals are very powerful. At the 2019 WSBC, there were more than forty new delegates voting. By seeing the trustees vote first from the dais, it could have the unintended consequence of setting a tone and effecting the outcome of a vote.

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**History**

No history in the past five years.

**WSBC Motions Review Committee Comments**

None.
Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Regions, Section 2 – Composition by striking and inserting the following:

Current Wording
Article VII – Regions
Section 2 – Composition

a) There shall be ten regions composed of intergroups, groups within each region, service boards that fall within regional boundaries, and one virtual region. Subject to regional and BOT approval, language service boards that span more than one region may choose to affiliate with one of the regions that it spans or choose not to be affiliated with any region.

Proposed Wording
Article VII – Regions
Section 2 – Composition

a) There shall be ten geographic regions each composed of intergroups, groups within each region, and service boards that fall within regional boundaries, and plus one virtual region. Subject to regional and BOT approval, language service boards that span more than one region may choose to affiliate with one of the regions that it spans or choose not to be affiliated with any region.

Submitted By
WSBC Bylaws Committee
Margie G., Delegate Cochair
Contact WSO for maker’s contact information.

Neva S., Trustee Cochair
Contact WSO for maker’s contact information.

Intent
To clarify the makeup of the regions.

Implementation
Update OA, Inc. Bylaws.

Cost
Staff time to update the bylaws.

Primary Purpose
To make this bylaw simpler and more understandable.
**Rationale**
The Virtual Region is a region but differentiated from the other ten because they are geographic regions and the Virtual Region is not.

**History**
2019 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Require language service boards to affiliate with a region.* (Postponed indefinitely)

2019 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Allow virtual intergroups to participate in other region’s activities with permission from that region.* (Failed)

2018 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Create a virtual region.* (Approved)

2018 – Bylaws, Subpart B, Article VII, Section 2 (paraphrased)
*Allow language service boards to affiliate or not affiliate with a region.* (Approved)

**WSBC Motions Review Committee Comments**
None.
WSBC Bylaw Amendment Proposal 10

Total Percentage: 93%
Total Voting: 123

Motion
Move to amend OA, Inc. Bylaws, Subpart B, Article X – Meetings of Delegates, Section 3 – Delegates by striking the following:

Current Wording
Article X – Meetings of Delegates
Section 3 – Delegates
c) Qualifications/Section
2) Each intergroup or service board shall be entitled to have one qualified delegate for up to the first fifteen groups it represents and one for each additional fifteen groups or any fraction thereof, as per the January Service Body Information Report from WSO, except that the service board shall not represent the same groups as intergroups represent. A group shall be recognized as registered and represented by an intergroup or service board.

Proposed Wording
Article X – Meetings of Delegates
Section 3 – Delegates
c) Qualifications/Section
2) Each intergroup or service board shall be entitled to have one qualified delegate for up to the first fifteen groups it represents and one for each additional fifteen groups or any fraction thereof, as per the January Service Body Information Report from WSO, except that the service board shall not represent the same groups as intergroups represent. A group shall be recognized as registered and represented by an intergroup or service board.

Submitted By
WSBC Bylaws Committee
Margie G., Delegate Cochair
Contact WSO for maker's contact information.

Neva S., Trustee Cochair
Contact WSO for maker's contact information.

Intent
To clarify this section of our bylaws.

Implementation
Update OA, Inc. Bylaws.

Cost
Staff time to update the bylaws.
Primary Purpose
To keep our bylaws clear and concise for service bodies to follow so they are not wasting time when they could be carrying the message.

Rationale
It makes no sense and refers to nothing. To be complete it would need another phrase describing under what conditions a group would be recognized and represented. This proposal was on the 2019 WSBC agenda but was withdrawn in the interest of time.

History
2019 – Bylaws, Subpart B, Article X, Section 3 (paraphrased)
Allow trustee nominees to address the WSBC. (Adopted)

2019 – Bylaws, Subpart B, Article X, Section 3 (paraphrased)
Remove information that does not make sense. (Withdrawn)

2018 – Bylaws, Subpart B, Article X, Section 3 (paraphrased)
Require delegates/alternates to register 70 days prior to Conference. (Adopted)

2018 – Bylaws, Subpart B, Article X, Section 3 (paraphrased)
Require the WSO to use the January Service Body Information Report as the final meeting count for seating delegates. (Adopted)

WSBC Motions Review Committee Comments
None.
Proposed Motions That Did Not Make Agenda

New Business Motions F, H, and I did not receive 50 percent of the votes needed to qualify for the Conference agenda. The results of the voting were as follows:

Proposal F
- Total Ballots Cast: 126
- Yes Votes: 33
- No Votes: 93
- Total Percentage: 26%

Proposal H
- Total Ballots Cast: 126
- Yes Votes: 26
- No Votes: 100
- Total Percentage: 21%

Proposal I
- Total Ballots Cast: 125
- Yes Votes: 60
- No Votes: 65
- Total Percentage: 48%
Chair’s Report

As we gather for this business Conference, “OA Celebrates 60 Years! Looking to the Future!,” I take time to reflect over the blessings of this past year.

In May 2019, I was elected as the chair of the Board of Trustees. Though not an original phrase by any means, this was “beyond my wildest dreams.” Although willing to serve, I was both shocked and humbled to be trusted with such a responsibility. We have an amazing team who have all been very supportive throughout the year and have made this a very manageable task. I have never felt alone and have taken the opportunity to lean on the experience of the other officers, fellow trustees, past chairs, and our very qualified staff. Together we can!

As I transitioned into this new role, I looked forward to weekly calls with our managing director, Sarah, to learn my role as one member of this very effective team.

Throughout the year, as chair, I have reviewed and approved several requests for use of our logo, a task that keeps me in frequent contact with our staff. As many of you know, service bodies can apply for a blanket approval, good for a period of two years.

As we near the end of Lifeline as we’ve known it, the Executive Committee reached the following decisions in August: current Lifeline subscribers will have the option to renew at expiration until the end of the year for US$3 per issue. All Lifeline subscriptions will end with the cessation of the publication.

We had a very solid end to 2019, even after taking on several special projects that were not in the initial budget. Several factors have contributed to this success. The overwhelming support of our The Twelve Steps and Twelve Traditions, Second Edition was the biggest contributor without a doubt. Expectedly, the sales of that book are now becoming more routine. Contributions have been increasing, and members are doing their part by supporting the Annual Appeal letter. Every single contribution our members make help us to carry the message and accomplish our goals.

The anticipation and excitement have also now been building steadily for our newest book, Body Image, Relationships, and Sexuality. This promises to be a very helpful and interesting new literature item and is sure to be well received. Kudos to our publications department who have worked diligently to produce the very best for us, always.

My first board meeting as chair was in August 2019, and God showed his sense of humor when I came down with laryngitis: a chair with no voice! (I think we were all thankful for good microphones that weekend.)

The Seventh Tradition pamphlet is now available in the bookstore as a free downloadable PDF, and the OA Handbook for Members, Groups, and Service Bodies is in the bookstore as a downloadable PDF at a cost of US$1. Having both available as a download make these more accessible, hopefully increasing their use among our members.

It’s now just a few short months until we meet in Orlando for our 2020 World Service Convention. Plans are well underway, and we hope to see many of you there as we celebrate “Sunshine of the Spirit: 60 Years Around the Sun!”

Our program continues to amaze me, to leave me with a sense of awe, whether at our board meetings or here at Conference. Where else would we see 200 people from different walks of life, different financial circumstances, different faiths, even different countries speaking different languages, work together toward
one single goal? We are one—a team with one common goal. Our dedication to this goal is what allows us to set aside differences, when they arise, for the good of OA.

This is the second year we hosted our February board meeting virtually. Working with such varied time zones made planning that agenda a definite challenge. It takes lots of teamwork during any board meeting, but the amount of time in virtual meetings takes definite planning and concentration. Our managing director and staff did an amazing job with the organization involved.

Our board committees have been meeting virtually for over a year now as well, which seems to be working. Both are cost-saving measures and opportunities to research options, as requested by our members. In 2019 the board was able to reduce their expenses by US$17,436, most of which was due to the February virtual meeting. We are still a long way from offering virtual attendance of any kind at WSBC, but we do continue to learn and investigate as we go.

During the February board meeting, the Executive Committee reviewed the year-end financials with our audit firm. The feedback I have always received (whether as a GST, as treasurer, or now as chair) is always that our books are very clean and our practices professional. We can be very proud of our staff at the WSO. I have now been involved in the budget process for five years, and I can say on behalf of all of us that this year was a pleasure. We did still carefully review every line item, and we did still make some adjustments, but we were able to approach the budget with a very optimistic view.

My heartfelt thanks to all who have shown their love, their support, and their encouragement during this year. As always, I am here to help in any way I can and I’m grateful to be of service.

Bonnie L.
Chair, Board of Trustees
March 2020
Treasurer’s Report

2019 Audit
As a not-for-profit corporation, Overeaters Anonymous, Inc. is required by state law to have an official audit conducted annually. This was completed in February 2020 by Jaramillo Accounting Group, LLC, certified public accountants and consultants.

Overeaters Anonymous’ fiscal year runs from January 1 through December 31 of each year. The auditors always find that we have strong internal financial controls and the books are clean. This year was no exception due to the high quality of recordkeeping by our staff at the WSO. The auditors were once again very pleased with our overall operation.

This is no surprise as the Executive Committee and staff monitor the financial reports carefully each month and practice good stewardship during the budgeting process.4 Keeping our expenses down while meeting our primary purpose is the goal. The 2019 expenses were within the budget, and we ended the year with a net income of US$237,641 due to the continued sales of The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition and the updated Twelve Step Workbook.

OA’s revenue comes from two sources: contributions and literature sales. In a perfect world, the contributions would be enough to pay for all the WSO expenses other than the publications department. While the service-oriented departments don’t generate revenue, they support the Fellowship and the Board of Trustees. They perform the administrative tasks that have been created over the years as the WSBC has directed. Member contributions, for the first time, cover 75 percent of these expenses, and the rest are covered by the literature profit.

The publications staff of four, working closely with our volunteer literature committees, are responsible for the development, and publication of all OA literature plus, A Step Ahead, Lifeline, and the WSO News Bulletin. The income from our literature sales makes this department fully self-supporting. Any remainder is then used to cover the difference between the contribution income and the actual expenses of the WSO.

This means that we are dependent on our literature income and cannot afford to reduce the cost of literature or give it away for free. I’ve been asked if we could at least give away the pamphlets or find a way to distribute them digitally, perhaps as a subscription. Our 2019 income from pamphlets was US$146,760, and we cannot afford such a loss. This idea of a subscription has been researched several times, and OA does not generate enough literature to support a subscription service, nor do we have enough staff to support the production of enough literature to support a subscription service. Selling pamphlets in digital form has also been researched, and the price of our pamphlets would have to be increased in order to make this possible. If the dependence on literature sales as a means of supporting the entire WSO were no longer necessary, digital distribution could be reconsidered.

History shows that when a new book is released, it will sell well for the first two years, and then sales will stabilize and may decline. Because of this, the budget does not include any large increases based on anticipated sales of literature. A reasonable projected income is budgeted, but no excess.

While literature is our most focused method of carrying the message to members, I believe there is much more that needs to be done to raise awareness of OA in the world. While the staff of OA have been exploring low-cost ways of accomplishing this, there are specific tools used to reach those who share our compulsion

4 The 2019 budget results and 2020 figures are in the appendices section of the Binder.
that do cost money. These tools include oa.org and ads on digital media, such as Facebook and YouTube. Unfortunately, these end up neglected when the revenue from literature sales goes down.

In February 2019, the Board of Trustees made the decision to increase the suggested contribution to US$5. The board’s responsibility is to ask for what it needs to meet the continuing operating expenses. We’re honored to use member contributions in this way. This was the first increase to the suggested amount in ten years. In 2019, we saw a 5 percent increase in contributions. We are grateful. Looking forward, the WSO expenses will continue to increase, but we must be aware of our dependency on literature sales to meet our overall financial goals.

I want to close by saying that before serving on the board, I glanced at the financial reports, made sure my group’s contribution was noted, and I was satisfied. After becoming a trustee, I made sure I managed my region trustee budget carefully and got my expense reports in on time. It was only when I joined the Executive Committee in 2017 and attended my first budget meeting that I was truly aware of how dependent OA was on the creation of new literature. That year there was no new book release and contributions only covered 62 percent of the WSO service-department expenses. The past two years of budget meetings were much easier by comparison. Great efforts were made in 2019 and continuing into 2020 to use extra funds in ways that have not been possible for several years. I believe those efforts will reach those who want to be free of compulsive eating and compulsive eating behaviors and will increase our membership. Growing our Fellowship is how this organization will survive and thrive to welcome the next person home.

It has been an honor to serve on the Board of Trustees for the past six years, and the memories I take with me will be treasured forever.

Yours in Service

Cyndy L.
Treasurer, Board of Trustees
March 2020
Managing Director’s Report

The past twelve months have again been productive at the World Service Office.

In February 2019, the Board of Trustees had their first all virtual quarterly board meeting. It was overall successful, in that all concerned were willing to try again in February 2020. Lessons were learned and our second try went much smoother.

After an ad hoc committee reviewed the viability of continuing *Lifeline* in its current print and online formats, a motion to discontinue the publication as of December 31, 2020 was approved at the May 2019 meeting of the Board of Trustees. Although *Lifeline* has staunch fans, the magazine has not been self-supporting for at least the entire twenty years I have been with Overeaters Anonymous, and subscriptions have declined steadily throughout that time period. However, the sharing of our members’ experiences working the Twelve Steps, defining their abstinence, and finding recovery within our rooms is vital to our primary purpose of reaching out to those who still struggle. We are currently investigating alternative methods of sharing these stories, and our goal is to have a plan in place as *Lifeline* is retired.

On December 3, I had the opportunity to join with other Twelve Step groups at a Day of Sharing held at the Alcoholics Anonymous General Service Office. The formal agenda included a presentation on licensing and translations and a second one on communicating with professionals, the general public, and within our fellowships. Later in the day, we each shared on our individual fellowships. Present at the meeting were representatives from AA, Al-Anon, Narcotics Anonymous, Debtors Anonymous, Cocaine Anonymous, Heroin Anonymous, and Sexaholics Anonymous. It was a joy to share our concerns and successes and recognize how we are all struggling with many of the same issues: sharing members’ stories, supporting a singleness of purpose, and attracting young people and involving them in service. We all have different ways in which we are reaching out to the still-struggling addict. Only two of the programs are active on social media, so I was able to share on how we use our Facebook page.

In February 2020, our new oa.org went live. This project originated from WSBC 2018 New Business Proposal A to establish an ad hoc committee to improve the electronic “front door” of OA. The committee worked hard for two years, and we hope you are all pleased with the result. Our privacy policy, keeping us in alignment with GDPR and similar legislation, is now functional on our site. In addition, an upgrade to the functionality of bookstore.oa.org is currently in the works.

### Groups and Service Bodies

In 2019, the number of OA meetings worldwide, including virtual meetings, averaged 6,131 in over seventy-five countries, with 336 service bodies (including region offices). Below are five-year averages.

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<td>337</td>
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</table>

To ensure your meeting and service body information is current with the World Service Office, it is important to update that information at oa.org/find-a-meeting/.

### OA Publications

One new and three revised manuscripts are being presented this year to receive the Conference Seal of Approval.

- *Temporary Sponsors: Newcomers’ First Twelve Days* (new)
- *To the Young Person: Do you have a problem with food, eating behaviors, or body image?* (revised)
• In OA, Recovery is Possible: About Compulsive Eating and the OA Program of Recovery (revised)
• A Lifetime of Abstinence: One Day at a Time (revised)

The last two listed manuscripts were developed through reviewing and combining OA-approved literature. In OA, Recovery is Possible combines Questions and Answers, A Program of Recovery, and Compulsive Overeating: An Inside View. A Lifetime of Abstinence combines A Commitment to Abstinence; Before You Take that First Compulsive Bite, Remember…; and Maintaining a Healthy Body Weight.

Manuscripts adopted at WSBC 2019 are now available for purchase.
• Welcome Back: Suggestions for Members in Relapse and for Those Who Care (#185) bookstore.oa.org

The following board-approved resources were revised and/or approved for distribution:
• When Should I Refer Someone to Overeaters Anonymous? To Members of the Helping Professions (#770) (new) bookstore.oa.org
• Focus on Anorexia and Bulimia packet (#725) (revised with new stories selected from Lifeline magazine) bookstore.oa.org
• Public Information Service Manual (#762) (updated) bookstore.oa.org
• OA Handbook for Members, Groups, and Service Bodies (#120) (updated) bookstore.oa.org PDF download
• Seventh Tradition of OA (#802) (updated) bookstore.oa.org PDF download
• Suggested Reading and Writing Meeting Format (new) oa.org/document-library, category “Meeting Formats”; all meeting formats updated with revised abstinence and recovery policy and US$5.00 suggested contribution
• Strong Meeting Checklist and OA Group Inventory (revised) oa.org/document-library, category “Secretary Materials”
• OA Business Glossary (revised) oa.org/document-library, category “WSBC: Frequently Used Documents”
• “Growing Membership Worldwide” workshop (new) oa.org/document-library, category “Workshops and Fellowship Ideas”
• 2017 Forum “Passport to Unity” nine-part podcast series (new) oa.org/podcasts
• Voci de Recupero (Voices of Recovery) e-book

OA e-books are distributed via Amazon (Kindle), Barnes and Noble (Nook), and AppleBooks (iBooks). All OA books are available as e-books; our three e-workbooks are available as PDFs at bookstore.oa.org under “Digital Products.” One book, Lifeline Sampler, is available only as an e-book.

In 2019, sales of e-books fell by 13.84 percent. In total, 9,130 e-books were purchased, compared to 10,596 in 2018.

Two books are available in print exclusively via Amazon’s print-on-demand program. To purchase, go to Amazon.com and click “Paperback.” OA receives a royalty for all “Paperback” purchases.
• OA Twelve and Twelve, Second Edition, Large Print
• A New Beginning: Stories of Recovery from Relapse
The WSO News Bulletin continues to be a useful way for members to receive OA news. In January, the WSO reviewed the subscriber list, resulting in reducing the list to 37,930 engaged subscribers and an immediate savings of US$297.20 a month. The average open rate is 17.1 percent and the average click rate is 1.9 percent. (The average open rate in the Health and Fitness category is 21.48 percent, and the average click rate is 2.69 percent.)

In March, the WSO switched e-newsletter providers for further savings. The Bulletin continues to be offered in multiple languages, and new subscribers complete a double opt-in process, as recommended for GDPR compliance. To subscribe to the Bulletin, go to oa.org and look for “Let’s keep in touch” at the bottom of the page.

The following OA resources were also published in 2019:
- A Step Ahead, quarterly newsletter (oa.org/document-library, category “A Step Ahead”)
- Ask-It Basket 2019 (oa.org/document-library, category “Ask-It Basket”)
- Professional Community Courier, Issue III (oa.org/document-library, category “Outreach to Professionals”). This is the third of three Courier issues composed of timeless stories from the Courier archives. These “timeless Couriers” rotate on oa.org annually.

International Publications/Translations
OA literature has been translated or is in the process of being translated into more than twenty-nine languages, with the newest language being Mongolian.

More than fifty-three digital documents of translated OA literature were added to the WSO archives in 2019, with the greatest number of contributions being in the Afrikaans, French (Québec), Hungarian, Italian, and Portuguese (Brazil) languages.

The WSO is seeking translations of the OA Glossary (oa.org/document-library, category “Translation”). If your group has translated the OA Glossary, or any OA literature, please send a digital copy of the translation to the WSO.


In late 2018 and 2019, the Executive Committee designated additional funds for translations with the intent to support service bodies in countries where OA is becoming established, but the lack of literature is a barrier. So far, the fund has been used for the translation of OA’s newcomer pamphlet Where Do I Start? into twelve languages: Arabic, Bahasa (Indonesia), Chinese (Simple), Finnish, Japanese, Korean, Mongolian, Norwegian, Persian, Romanian, Serbian, and Zulu. If a newcomer in your group can benefit from one of these translations, please contact your region trustee or the WSO and ask for a copy.

Included in the License 2 agreement that groups and service bodies sign is a requirement that they send 10 percent royalties of their net income from the sale of the licensed work. In 2019, OA received US$5,923.11 in royalties from nine service bodies: Comite De Companeros De Apoyo OA IG (Mexico), Deutschsprachiger Dienst Der OA (Germany), The Dutch IG (Netherlands), Gauteng IG (South Africa), IG OA Français de Montréal (Canada), Israel NSB, Junta NSB De Espana (Spain), NSB OA of Greece, and OA Great Britain NSB.

If your group or service body translates and sells OA literature, remember to send royalties to the WSO annually.
The deadlines to submit an application for translation funds are February 1, June 1, and October 1, annually. Find the application at oa.org/document-library, category “Translation.”

**Professional Exhibits Fund**
The following service bodies were funded since May 2019.

<table>
<thead>
<tr>
<th>Service Body/Show</th>
<th>Conference Dates</th>
<th>Approved Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cape Cod IG</td>
<td>September 5–8, 2019</td>
<td>US$525.20</td>
</tr>
<tr>
<td><em>(Cape Cod Symposium on Addictive Disorders)</em></td>
<td></td>
<td></td>
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<tr>
<td>Northern Serenity IG</td>
<td>October 9–11, 2019</td>
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</tr>
<tr>
<td><em>(St. Louis County Health &amp; Human Services)</em></td>
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<td></td>
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<tr>
<td>San Diego County IG</td>
<td>October 12, 2019</td>
<td>US$3,060.38</td>
</tr>
<tr>
<td><em>(Taking Control of Your Diabetes)</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central New Mexico IG</td>
<td>March 18–20, 2020</td>
<td>US$564.94</td>
</tr>
<tr>
<td><em>(National Association of Social Workers)</em></td>
<td></td>
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</tr>
<tr>
<td>Lake Country IG</td>
<td>April 19–21, 2020</td>
<td>US$914.29</td>
</tr>
<tr>
<td><em>(Washington Academy of Nutrition &amp; Dietetics)</em></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SOCIAL MEDIA**
Our Facebook page is still going strong at www.facebook.com/overeatersanonymousofficial. This is an open page designed for outreach, to let those outside the Fellowship know who we are and what we do. We are now posting OA events through this platform. For the safety of our members, we ask that any events to be posted be sent to us with generic contact information. Our Instagram page (www.instagram.com/overeatersanonymous_official/) is still challenged with the necessity of maintaining anonymity. One group sent photos of their OA Birthday Party, and we would welcome similar images from your meetings. Our GIF project was very popular, and those images are available for the Fellowship to use.

**FINANCIAL**
We had another record year for contributions, with an 11 percent increase over 2018. The annual growth in our financial contributions can be seen in the graph below. Our Seventh Tradition Contribution page on oa.org gives the donor an easy and secure way to contribute. There is a comment box on the page specifically for you to include meeting information to ensure your group is counted in the annual contributions report. You can also set up a regular recurring contribution through the page. Fewer than 350 individuals take advantage of this convenient method of making regular donations to world service. Contributions made through oa.org are much quicker to process through our accounting software, as they are automatically uploaded into the system and receipts are automatically generated.
We ended 2019 with an unrestricted surplus of US$177,382. Continued support from our members along with prudent budgeting of our resources enabled us to designate funds toward the following projects for 2019–2020:

- Translate *Where Do I Start?* into languages where a strong local translation committee is not currently present
- Redesign oa.org to be more user-friendly
- Complete GDPR compliance
- Create additional outreach resources
- Develop a new platform for sharing member stories
- Make ongoing changes to the functionality of Find a Meeting on oa.org to make it easier for the newcomer to find any type of meeting, to adapt to new definitions of meetings and service bodies, and for easier reporting.

I appreciate the opportunity to serve as managing director for Overeaters Anonymous. It is a pleasure to be a part of Growing OA Membership Worldwide.

With gratitude,
Sarah Armstrong
Managing Director
March 2020
Region One Report

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
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<tr>
<td>Affiliated Groups</td>
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<td><strong>Total Number of Groups</strong></td>
<td>365</td>
<td>367</td>
</tr>
<tr>
<td>Total Number of Intergroups</td>
<td>25</td>
<td>25</td>
</tr>
</tbody>
</table>

Region One meeting numbers have decreased only very slightly since last year’s report, less than 1 percent. However, since “each one, reach one” means we would be growing exponentially; it is still not the direction we would wish to see for OA membership in our region.

On the good news front, there is a growing sense of interconnectivity in Region One. More reps and chairs report feeling that we are all in this together. The reps at our annual assembly wanted to stay involved in region affairs. We have worked on ways to do this. The theme for 2019—2020 in Region One is “Each One, Reach One – Share the Hope.” Here are some of the ways our members and our intergroups are sharing the hope in Region One.

- **Information Sharing:** Newsletters are posted on the Region One website from many of our IGs. Events are posted there from all over Region One. A blog by board members makes the site a bit more discoverable on searches. Blogs using keywords increase the SEO (search engine optimization) of a website.

- **Connecting Intergroups for Mutual Support:** In 2019, we had the biggest turnout of reps and visitors (forty-nine) attend our assembly in many years. In addition to our IG reps, members from all over the region stepped up to serve on Region One project teams. In addition to joining specific project teams and staying active on those, the reps asked to be kept in the Region One loop on an ongoing basis. We have done this through group texts and emails to our liaison groups. These were organized by geographic proximity so nearby intergroups, a relative term in Region One as our distances are vast, can get to know each other and support each other. The idea is to foster shared efforts such as workshops, retreats, and the like, as well as just be of support to one another on practical matters such as how to put together an agenda.

- **Connecting to Missing Intergroups:** A project team took this on and sent our 388-page assembly binder to all missing-in-action IGs. They texted and emailed intergroup members who did not send reps to the assembly. They have kept up the connection over the months since. Our assembly binder is printed on demand and was cost effective. It can be purchased by any member and is available online. Each rep and every intergroup gets a copy. For a look at our resource-rich binder, go to the Region One website, oaregion1.org, and look under Documents.

- **PI/PO Activities:** The Carry the Message Project Team selected two varying activities to bring back, first to their own IG and later to spread throughout Region One. These were doable ideas, but each required a different level of commitment. Intergroups are invited to consider making up OA imprinted pens. We have a prototype and source if they care to use it or they may find their own. The point is to leave them all over town to spread the word OA exists. For intergroups with Facebook pages, there is information on how to conduct a lead-gathering ad campaign. We are following the footsteps of Nassau County IG (NY, Region Six) who have piloted this effective approach to getting new people into the chairs at our meetings. Attend the workshop at WSBC, Looking to the Future: Social Media, Attracting Young People, on Thursday night to find out more about this.
• **Rep and Delegate Support**: Region One continues to allocate substantial resources to support the attendance of assembly reps and WSBC delegates. In 2019, we spent over US$9,000 on this important connection mechanism, over 20 percent of our total budget. In 2020 we have allocated even more.

• **Board Special Projects (as determined by input from the reps and Budget and Finance Committee)**: All Region One intergroups were offered support for newcomer materials and financial help to put on a retreat or special workshop. In 2020 intergroups can tap into Region One support for public information projects to carry the message.

• **Regionwide Phone in Workshops**: These topical workshops involved two speakers on a theme and time for questions and shares. They were held quarterly, and the number of attendees continued to climb with each one. Over 200 members from Region One participated on one or more of the calls.

**Region One Board**

- Chair: Cindy C., Washington
- Vice Chair: Laurie B., Oregon
- Treasurer: Avi R., Washington
- Secretary: Open
- Technology Coordinator: Margie G., Oregon
- Member at Large: Nadine D., Montana

The Region One Board usually meets in the spring with the intergroup who is hosting our annual assembly and convention. This year we are holding a no-host assembly and convention in a location that enables a broad swath of our Canadian and US members to attend: Bellingham, WA. We will hold our strategic planning session at the convention venue, so we are familiar with the logistics there. In addition to the strategic planning meeting, we meet as a board in person at the assembly. The balance of the year, we meet via monthly conference calls. The intergroup renewal process we have been conducting for the last four years is still bearing fruit and growing. We are booking return visits by two board member teams to intergroups throughout the region to stay connected. We have a number of new Region One board members and rotation of service means that it is timely to reset our direction and look at new goals and action to knit our region together in 2020 and beyond.

Region One’s annual budget is US$40,843.

The assembly and convention will be held October 21-25, 2020 in Bellingham, WA. Region One is delighted to be hosting the region chairs at our 2020 assembly and convention.

Pat O.
Region One Trustee
February 2020
## Region Two Report

*California, Hawaii, Reno/Lake Tahoe area of Nevada, Mexico*

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<tbody>
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<tr>
<td>Total Number of Intergroups</td>
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<td>36</td>
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### Region Board Members

- Chair: Anne O.
- Vice Chair: Jeri A.
- Secretary: Jeremiah A.
- Treasurer: Patti W.
- Events Coordinator: Lynn K. (appointed)
- Publications Coordinator: Luanne B.

Region Two elections take place at the fall assembly. The region has included job descriptions in their assembly packet and agreed to have the trustee job description included beginning in the fall of 2020. The region is hoping that job descriptions may get members interested when positions are up for election.

Our region meeting numbers and our intergroups have decreased, even though several new meetings have registered since last year. The region continues to have two assemblies per year and has negotiated a contract for the next five years to hold assemblies in the San Francisco area. This is more cost effective and close to an airport.

Region Two conventions will still alternate their annual conventions between Northern and Southern California. The 2020 convention will take place in Oakland, CA, July 10—12.

The annual Mexican Congress is planned for the end of July. Mexico is the only non-US country included in Region Two and the region is working hard to make them feel part of our region. The Region Two Chair and Trustee attend the Mexican Congress annually, if possible.

Our Intergroup Outreach Committee has tried to contact all unaffiliated groups in the California, Hawaii, and Nevada areas. They reported that they were not able to make verbal contact and, when leaving messages or emailing groups, they did not get many replies. Many of the new meetings have not affiliated with an intergroup yet.

The previous Region Two Vice Chair is working with us to get unaffiliated groups, located in Mexico, to affiliate with an intergroup. Having a member who is bilingual and who is located in Mexico City makes it easier to communicate.

The region chair and trustees are trying to make members, groups, and intergroups located in Hawaii feel that they are part of our region by alternating yearly to travel to several islands to put on ST&C workshops.

Several Region Two intergroups have participated in health fairs and distributed literature to local hospitals.

We have answered many questions from region members and, since this may eventually be turned over to the region chairs, the trustee has sent copies of the correspondence to the region chair. The region chair and I
have also received quite a few phone calls from members in our region, most of them pertaining to Tradition violations.

Hanna S.
Region Two Trustee
February 2020
Region Three Report
Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, Utah

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<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
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<tbody>
<tr>
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<td>Unaffiliated Groups</td>
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<td><strong>432</strong></td>
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<tr>
<td>Total Number of Intergroups</td>
<td>21</td>
<td>21</td>
</tr>
</tbody>
</table>

**Steering Committee**
- Chair: Brenda Q.
- Vice Chair: Kathy M.
- Recording Secretary: Vonnie N.
- Communications Secretary: Samara W.
- Treasurer: Mary R.

**Assemblies**
- Fall 2020: Phoenix, AZ
- Spring 2021: Houston, TX
- Fall 2021: Tucson, AZ
- Spring 2022: Northern CO

**Region Committees and Activities**
The Region Three Twelfth Step Within Committee struggled this past year with fewer active members to keep up with the tasks of updating the Region Three speaker list, creating monthly e-blasts with recovery messages to distribute to the region’s intergroups, and reaching out to unaffiliated meetings within the region.

The Region Three Bylaws Committee completed its review of the region policy manual by the end of 2019 and brought several motions to the spring assembly.

The Region Three PIPO Committee worked hard during 2019 to create a new skit demonstrating a one-on-one conversation between an OA member and their physician. It was presented for approval as locally produced literature at the spring assembly and may be proposed to be board-approved literature. Stay tuned. PIPO volunteers also represented OA at professional tradeshows in Las Vegas and Denver during the past twelve months.

The Region Three Ways, Means, and Finance Committee continued work on converting region committee reports to electronic format so they can be shared and stored online, eventually getting rid of the paper form entirely. They also created and distributed a flyer throughout the region encouraging intergroups who qualified to apply for region funds to send representatives to the assembly.

The Region Three Steering Committee members continue to offer workshops throughout the region. OA members within the region continue to be curious and teachable about how the Traditions work within their groups and intergroups. Region Three is the place to be for me.
It is an honor to continue serving both the region and the entire OA Fellowship. Thank you so much for the opportunity and trust.

In love and service,
Neva S.
Region Three Trustee
February 2020
Region Four Report

Illinois (except the Greater Chicago area and Central Illinois IG), Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Manitoba, Northwestern Ontario, Nunavut

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<thead>
<tr>
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<td><strong>282</strong></td>
</tr>
<tr>
<td>Total Number of Intergroups</td>
<td>16</td>
<td>16</td>
</tr>
</tbody>
</table>

**Officers**

- Chair: Annette P., Minnesota
- Vice Chair: Barbara P., Kansas
- Secretary: Jan H., South Dakota
- Treasurer: Christine D., Missouri

**2019 Region Assemblies**

- **Spring:** Held April 5—6, 2019, in Moline, IL, hosted by Quad Cities Intergroup. Fifteen region reps and the board of directors participated in a full day of Region Four business. After a morning of reports and committee meetings, a workshop was held with members from Quad Cities IG. The topic was “Growing Our Membership Worldwide: Keep Our Newcomers Coming Back.” A motion to discontinue the Region Four newsletter, 4 Thought, was tabled and an ad hoc communications-review committee was formed to investigate the purpose of the newsletter and what ways the region communicates with the intergroups and groups. A breakout of the committee work follows below.

- **Fall:** Held the weekend of October 4—5, 2019, in Bloomington, MN, the assembly was hosted by Unity Intergroup in conjunction with the Minnesota State Convention. Region Four enjoyed the company of the Region Chairs Committee (RCC), who attended both the Friday night intergroup share and the Saturday business meeting. There were ten intergroups represented by sixteen region reps, the board of directors, and seven guests (region chairs) for a total of twenty-eight in attendance. A joint workshop was held with Unity IG’s convention on Saturday afternoon. The topic, “We Need Each Other – the Gift of the OA Service Structure,” was entertaining and informative. A brief skit followed by some insightful questions brought the topic alive, and the audience participated willingly. Elections were held and Jan H. was elected for a second term as vice chair. Meg M. was affirmed as the nominee for Region Four trustee. The motion to discontinue the newsletter 4 Thought was adopted along with a long list of conforming motions. The 2020 budget was affirmed and Region Four is financially sound and expecting to continue all the support we are currently providing for our intergroups, most of which is rep and delegate funding. All committee and coordinator positions were filled. An interim treasurer, Christine D., was appointed to fill the position until the next assembly.

**Accomplishments**

- **Convention:** The 2020 biennial convention, “2020 Vision through Recovery,” has been in the planning stages for the past year. All the Region Four intergroups are participating in the planning of the convention. It will be held July 10—12 in Omaha, NE. Information about the event can be viewed on oaregion4.org, and online registration is available.

- **Outreach:** This committee continues the task of reaching out to our unaffiliated meetings and offering support. They are also working to connect intergroups and support of small groups through the addition of a quarterly outreach teleconference. All the Region Four intergroups are encouraged to attend. They share success and concerns and are working on ways to get the word out in communities large and small.
Ways & Means Finance: Continuing to look for ideas to help fundraise so the region may continue to support the member intergroups, the committee introduced a new item, an insulated lunch bag, at the price of US$10. These, along with our other inventory, sold well at the fall assembly. The Region Four journals continue to be popular, and we are on our twelfth printing. The price of the journal is US$15, including postage. The budget for 2020 was approved.

IG Support: Region Four provided financial assistance for four region reps between the two assemblies and for three WSBC delegates. Region Four continues to do all it can to support its members and to carry the message. The dates and locations for our 2020 assemblies are April 3—4 in Kansas City, MO hosted by Greater Kansas City Intergroup and October 1—2 in St. Louis, MO hosted by St. Louis Bi-State Area Intergroup.

Workshops Presented by the Board: Greater Omaha IG, August 2019; Greater Kansas City IG, September 2019; Heart of Canada IG, October 2019; Northern Serenity IG, November 2019.

On a personal note, I would like to express how honored I have been to serve Region Four as their trustee for the past six years. While Region Four is small, they are mighty, and I have learned a great deal from all the experiences I have had during my time as trustee. My biggest takeaway is to keep striving. The Region Four members care about OA and want it to be available in their areas. They understand the need to pull together, to stay on course, and no matter what, to keep on rowing. I will always treasure my twenty-some years as a fellow in Region Four. Blessings on each and every one I have met along the way.

In service,
Cyndy L.
Region Four Trustee
February 2020
Region Five Report

Greater Chicago area and Central Illinois IG, Indiana, Kentucky, Michigan, Ohio, Wisconsin, Southwestern Ontario

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<thead>
<tr>
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<th>2020</th>
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</thead>
<tbody>
<tr>
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<tr>
<td>Total Number of Intergroups</td>
<td>26</td>
<td>27</td>
</tr>
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</table>

Region Five Board

- Chair: CJ M., Illinois
- Vice Chair: Eileen C., Ohio
- Treasurer: Gerri M., Illinois
- Secretary: Joe L., Ohio
- Trustee: Barb K., Indiana

Assemblies

Region Five meets twice a year, fall and winter, as well as through a conference/video meeting in July. In the fall, we met in Milwaukee, WI, and in the spring, we met in Cleveland, OH. We have an intergroup average of 66 percent that are represented at each assembly. Our meetings include information on Traditions, as well as intergroup sharing and state meetings. In these meetings, we share what is working for us in our areas and plan all-state workshops.

We have several committees that meet and work on projects to help our Fellowship. This year the committees included:

- **Media:** This committee continues to update and suggest improvements to our website to make the region’s site more and more user friendly.
- **Newsletter:** Our newsletter, *Freedom from Bondage*, is created three times per year and is uploaded to our website, region5oa.org. Our current theme is “Looking to the Future” in support of our sixtieth anniversary.
- **Intergroup-to-Intergroup:** This committee is invited by our intergroups to come and help locally to keep our Tradition Five alive.
- **PIPO:** This committee was created to help our intergroups with their public information and professional outreach. Many ideas are currently being worked on in the committee.
- **Virtual Conference Ad Hoc:** We recently voted to have our Friday night intergroup discussions held virtually. This committee is looking at all the region’s concerns to implement this event.

Region Five Conventions

- **2019:** More than 220 compulsive overeaters attended our Region Five convention in historic Milwaukee, WI from September 27—29. The theme was “Ride the A Train – Awareness Acceptance Action.” This well-planned convention helped share the message of recovery to our region.
- **2020:** Our next convention will be held in Cleveland, OH from October 11—14. The theme for this convention is “A Vision for You – Come Get a Vision Check!”

Regular Scheduled Meeting

Our region also supports a conference/video meeting on Sunday mornings at 9 a.m. We have many people attending from around the world.
Other Trustee Activities

- In the fall, I traveled to Ohio, first to Columbus to present a workshop on how to use the Traditions to get through the holidays, then to Cleveland to lead a weekend retreat on the Steps and Traditions. I am so grateful to be a part of this Fellowship.
- We are so grateful to be using Region One’s intergroup renewal process. This was brought to my attention from the wonderful Board of Trustees I have so gratefully been a part of for the past year. This is such a wonderful process to help our intergroups focus on Tradition Five and to support recovery in our Fellowship.
- In addition, I have answered numerous outreach emails and calls during the year.

Barb K.
Region Five Trustee
March 2020
Region Six Report

Connecticut, Maine, Massachusetts, New Hampshire New York, Rhode Island, Vermont, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, Bermuda

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
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<tbody>
<tr>
<td>Affiliated Groups</td>
<td>753</td>
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<tr>
<td>Total Number of Intergroups</td>
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**Region Six Board**

- Chair: Carmen D., IG OA Français de l'Outaouais (elected at 2019 fall assembly)
- Vice Chair: Debbie H., Nassau County IG (appointed before 2019 fall assembly)
- Coordinator: Kara M., Ocean & Bay IG (elected at 2019 fall assembly)
- Secretary: Lynda B., Central Ontario IG
- Treasurer: Karen C., North Shore IG
- Web and Publications Coordinator: Chuck F., Central Ontario IG (elected fall 2019)

Region Six is an international region, as reflected in the makeup of our board. The chair, secretary, and web and publications coordinator are from Canada; the vice chair, coordinator, and treasurer are from the US. The Region Six board meets by teleconference at least twice a year and face-to-face prior to each Region Six assembly.

**Region Six Assembly**

Region Six meets twice a year in Albany, NY with an average attendance of sixty people. We had six new reps and four new guests at the fall 2019 assembly. I led the new representative orientation. We held elections for chair, coordinator, and web and publications coordinator. Debbie H. was announced as the recently appointed vice chair. We had a workshop led by the board members, each answering frequently asked questions about their position, and a “Traditions Tune-Up” session, where I discussed Tradition issues in the region.

At the spring 2020 assembly on April 18, we will be adopting the 2020—2021 budget. We encourage online contributions to the region. In the past we have raffled off a Lifeline subscription at both assemblies; we will likely raffle off the newest book in the future. We are currently updating our Region Six speakers list, which at this point has thirty-nine speakers.

**Scholarships**

At the fall 2019 assembly, a motion was passed to increase the region funding for WSBC delegates to accommodate all requests. The board approved US$12,204 to fund nine WSBC delegates. We therefore did not submit any Delegate Support Fund applications from Region Six. We also offer a scholarship fund for intergroups to send representatives to attend the Region Six assemblies. We have three applications at the time of this writing for the spring 2020 assembly.

**PI Blitz Program**

Region Six encourages intergroups to undertake public information activities in their area by sponsoring a funding program to support PI/PO endeavors.

**Region Six Newsletter**

*The Messenger* is paperless and posted on the Region Six website in both English and French. We also
produce Assembly Bytes, a quick report on the assembly.

**Intergroup Renewal Trainings**
Region Six continues to host intergroup renewal training workshops. The most recent was held on the Thursday and Friday before the Fall 2019 Region Six Assembly in Albany, NY with twenty-eight intergroup officers in attendance, representing twelve of our thirty-eight intergroups. The next one will be held on the Thursday and Friday before the Fall 2020 Region Six Assembly.

**Welcome Back Workshops**
Region Six offers US$200 scholarships to intergroups to hold “Welcome Back” workshops, and the Region Six website provides a proposed format, a list of helpful hints, and topics for discussion in the workshops.

**Other PI Activities**
The regional PI/PO committee continues to hold “Carry the Message” workshops teaching intergroups and groups how to use Skype and Zoom to reach more members. At the Fall 2019 Region Six Convention, a workshop was put on by the PI/PO Committee entitled “Virtual Hybrid Meeting: Bringing Global Speakers to You,” the first experience of a virtual meeting for some Region Six members. The committee also set up a public information table, giving others a model for doing PI/PO in their local areas.

**Region Six Conventions**
- **2019:** The 2019 Region Six Convention, “Rooted in Recovery,” was held October 18—20 in White Plains, NY. A contribution of 15 percent of income minus expenses, US$3,600, was sent to the World Service Office. A total of 498 people attended the convention, including walk-ins. Twenty-one free registration scholarships were awarded.
- **2020:** The 2020 Region Six Convention, “Focus on Recovery,” will be held in Burlington, MA, October 23—25. At the time of this writing, we have 411 people registered.

**Trustee Activities**
I have reviewed three intergroups’ bylaws and have answered many questions about Traditions and other issues in Region Six. This year, I have served as the WSBC Region Chairs Committee Trustee Cochair and sat on the Strategic Planning and the Materials Approval Committees.

**A Personal Note**
A year and a half into my service as trustee I’m even more aware of what an honor and a privilege it is. I am so grateful for the opportunity to learn and grow, and to strengthen my recovery and my abstinence. Thank you for letting me serve you and our Fellowship.

Beth B.
Region Six Trustee
March 2020
**Region Seven Report**

*Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, West Virginia*

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</tr>
<tr>
<td>Total Number of Intergroups</td>
<td>21</td>
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</tr>
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Elections were held at our fall assembly in September 2019. The current Region Seven board consists of:

- Chair: Terri B., Maryland
- Vice Chair: Bob L., New Jersey
- Recording Secretary: Arianna F., Pennsylvania
- Corresponding Secretary: Linda L., District of Columbia
- Treasurer: Stacey D., Virginia

Region Seven meets twice a year. Currently, we have centralized to a site in Frederick, MD. We have not made any plans to move the assembly, although the idea crops up from time to time. Region Seven is the geographically smallest of the regions, and the need to rotate locations does not seem to be something that the assembly wants to consider currently.

Our region is investigating and has done some initial planning to have a table at the NAADAC Conference that will be held in National Harbor, MD in September. This is the largest addictions counselor association in the US. During attendance at the National Council on Problem Gambling this past fall, I had the opportunity to spend some time with the executive director of another Twelve Step program who had chosen to have a table at the gambling conference. That program’s focus is not compulsive gambling. The discussion was fascinating. That program has chosen to spend all its professional outreach dollars on addiction-related conferences. Their decision was based on two things: that most addiction counselors are familiar with the Twelve-Step model of recovery and, due to the focus on alcohol and opiate addictions, reminding the addiction community of other Twelve Step fellowships may be of help to their client base. We have a fundraiser in the Boutique that is to support this effort.

Each spring, a favorite workshop of mine is held on Sunday morning at our assembly: “Mock Motion” workshop. We choose two motions proposed for the WSBC and set our assembly up to model WSBC. For example, we do not have a Center Microphone Monitor at our assemblies. However, for this workshop we have the signs and a monitor. We are determining which two motions to address. We will certainly address the definition of abstinence, and we are considering which other one to address, as the initially selected item did not received the necessary votes to appear on our agenda. This workshop allows new delegates to see what may be different at WSBC, reminds returning delegates of what they’ll be doing in Albuquerque, and hopefully sparks interest in reps to choose to attend WSBC in the future.

It has been a pretty quiet year as far as workshops are concerned. The Region Seven board and our committees actively offer to visit intergroups. We hope to continue to do this outreach and to expand that outreach to unaffiliated meetings throughout our region.

Finally, our convention will be held November 6—8 in Ocean City, MD. The committee is actively seeking possible locations for our 2021 convention.
I am grateful to the members in Region Seven and those I’ve met everywhere I’ve traveled in the past three years for their support and love through an incredibly difficult period. I love you all.

Karen B.
Region Seven Trustee
March 2020
Region Eight Report  
Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, the Virgin Islands, Central America, South America

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<thead>
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<td><strong>720</strong></td>
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<tr>
<td>Total Number of Intergroups</td>
<td>51</td>
<td>52</td>
</tr>
<tr>
<td>Total Number of Service Boards</td>
<td>3</td>
<td>3</td>
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**2020 Region Eight Board**
- Chair: Katrina S.
- Vice Chair: Pam G.
- Treasurer: Michelle M.
- Secretary: Janet T.

**Business Assembly and Convention**
In April 2019, Region Eight had their spring assembly and convention in Fort Lauderdale, FL. Gold Coast IG did a wonderful job getting the word out to all of Region Eight. It was very well supported by convention attendees as well as the business assembly. Virtual attendance was used as well.

Our fall assembly and convention was in October 2019 in Memphis, TN, with the topic “Growing OA Membership Worldwide.” The workshops were very well attended. The members shared their ideas and their recovery. The business assembly held elections for chair and treasurer. Katrina S. was re-elected chair and Michelle M. was elected treasurer. Many motions to clean up our bylaws were presented. Big news! Virtual voting has come to Region Eight. We have a great Tech-Web Committee, and they are hard at work ironing out the wrinkles.

This coming March we will be “Traveling the Bayou to Recovery” in Baton Rouge, LA.

Region Eight also has a presentation and discussion segment for the recovery convention on Friday night. Depending on what’s going on at our assembly, the usual procedure is for the board to pick a topic from four presented to them by the hosting intergroup for the next assembly. We have three random speakers on the panel. If it’s a business assembly where the members are voting, the nominees share their story and speak on the topic.

Saturday is a full day with the business assembly and recovery workshops. As the business assembly draws to a close late Saturday, we have a Green Dot step-up ceremony to say thank you for their service. Later that night there is dinner and dancing, and we let go and party.

Sunday morning, we have an early (7 a.m.) wrap-up meeting for the board and funded chair committees: Ways and Means, Intergroup Outreach (IGOR), Bylaws and e-Documents, Public Information and Professional Outreach (PIPO), Twelfth Step Within, Technology/Website, and Unity with Diversity. IGOR also has a meeting for all the intergroup representatives to share ideas and workshops that have worked in their areas.

The vice chair accepts bids for next year’s assembly.
**Future Events**

Have you heard? OA is having a worldwide Convention right here in Region Eight. “Sunshine of the Spirit: 60 Years Around the Sun!” will be held August 20—22, 2020 at the Renaissance Orlando at SeaWorld®. Registration is available at oa.org/world-service-convention/. The website has all you want to know about what to expect at Convention. Members from around the world will be coming to share recovery with you. Come and be a part of the joy, laughter, camaraderie, and healing that can happen at this kind of event.

- **March 20—22, 2020**: “Traveling the Bayou to Recovery,” Baton Rouge, LA
- **October 9—11, 2020**: Event hosted by Middle Tennessee IG

This is my first year as Region Eight trustee. I’m learning so much with your help. I’m learning to navigate my way through the emails and find an answer and/or suggestion for your questions based on our Twelve Steps, Twelve Traditions, and Twelve Concepts.

I am also on board committees. The Internal Information Committee reviews all stories that go into *Lifeline*. I’m also on the Convention 2020 Committee and an ad hoc committee. There are three Board of Trustees meetings in Albuquerque and one held virtually.

Please remember I’m here as your trusted servant. It is my honor and blessing to help with workshops/retreats and conventions.

Blessing of light,
Andi S.
Region Eight Trustee
March 2020

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Region Nine Report

Africa, Europe, the Middle East, Western Asia

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<th>2020</th>
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<td><strong>Total Number of Groups</strong></td>
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<td><strong>873</strong></td>
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<tr>
<td>Total Number of Intergroups</td>
<td>50</td>
<td>51</td>
</tr>
<tr>
<td>Total Number of Service Boards</td>
<td>12*</td>
<td>13</td>
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*Eleven national service boards and one language service board.

**Region Nine Board**

- Chair: David S., Israel
- Secretary: Bernie K., Ireland
- Treasurer: Alexandra W., UK
- Communication Officer: Alexandra S., UK
- Banker: Mel S., UK

A board meeting is held monthly and a meeting with the committee chairs once every two months.

**Region Nine Composition and Language Diversity**

Region Nine covers an area of over seventy million square kilometers with over one hundred countries. OA has a presence in forty plus countries, with active OA service bodies, meetings, and/or OA members speaking forty plus languages. These languages consist of Afrikaans, Arabic, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, Flemish, French, Georgian, German, Greek, Hebrew, Hindi, Hungarian, Icelandic, Irish, Italian, Latvian, Lithuanian, Luxembourgish, North Macedonian, Norwegian, Maltese, Persian (Farsi), Polish, Portuguese, Romanian, Russian, Scottish, Sepedi, Serbian, Slovak, Slovenian, Spanish, Swahili, Swedish, Tamil, Turkish, Ukrainian, Yiddish, Welsh, and Zulu.

Over fifteen meetings per week are held in English, German, Hebrew, Italian, Spanish, French, Greek, Polish, Dutch, Russian, and Persian (Farsi). Meetings in these eleven languages represent over half of the Region Nine meetings.

Compulsive eaters in over half of the Region Nine countries do not have access to the OA program yet because of language barriers.

**Projects to Carry the Message Beyond Language Barriers**

- Translation Assistance Projects:
  - Three new languages were added in OA Region Nine translated literature in 2019—2020. The Where Do I Start? project, financed by the board-designated translation fund, was translated into Romanian, Serbian, and Zulu. Through the same project in 2019—2020, Where Do I Start? was translated into seven Region Nine languages, including Arabic, Finnish, Norwegian, and Persian (Farsi).
  - This year, Region Nine didn’t receive many TAF applications. The fund financed STOP Eating Compulsively posters (six languages), welcome letters (twenty languages), Voices of Recovery (translated and printed in Polish), and Twelve Step Workbook and Study Guide (Russian).
  - The International Publications/Translations Committee financed six pamphlets into Afrikaans for Gauteng IG in South Africa (US$2,000); Abstinence, Second Edition in Persian (Farsi) for translation and publication (US$4,200); Overeaters Anonymous, Third Edition translation and
publication in Russian (US$2,300); and *Voci di Recupero*, already translated in Italian, was produced as an e-book, (US$250). It was the first translated e-book produced by the WSO in collaboration and verification by Italian NSB.

- Region Nine service bodies financed translations and productions for *Beyond Our Wildest Dreams* as an e-book in Spanish for Junta NSB de Espana. The NSB is the first in Region Nine that decided to produce e-books of OA translated literature in direct collaboration with Amazon. The NSB’s Literature Committee contacted other European committees for collaborations in similar projects. Greek versions of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition* and the *Twelve Step Workbook of Overeaters Anonymous* were published in November 2019.

- I am sure that there are many other ongoing translation/publication projects of which I had no information. The Region Nine Translations Committee, in collaboration with the GDPR Committee, prepared a letter in order to create a list of translators and translations committee contacts in all Region Nine languages.

- Glossaries were sent to the WSO in Afrikaans, French (elaborated in Region Six), German, Greek, Hebrew, Persian, and Zulu. The Region Nine Translations Committee, through Region Nine announcements, frequently reminds the region of the need to create, update, and send the glossaries to the WSO.

- There were collaborations within Region Nine and with other regions. German-speaking European countries collaborated through DDOA. Spain works with other regions’ countries through the SLSB (Spanish Language Service Board). We had many contacts by phone, email, and Skype on different issues working in the LSB Committee. European French-speaking countries are interested in collaborating with twenty-nine African countries having French as an official language, and with French-speaking countries and areas in other regions for new solutions on French translations/publications. Two region trustees will attend the French assembly and convention in May. Junta NSB de Espana supported the creation of new groups in Paraguay, sending them literature in Spanish, which facilitated new groups in Argentina sharing experience on translated literature. Regions Six and Nine trustees, chairs, and officers facilitated the first presentation of the program in Seychelles in English and French with OA literature in French from Canada.

**Annual Region Nine Assembly**

The assembly was held in Rome, Italy from October 23—25, 2019 in English. Twenty-five representatives participated from fifteen countries: Europe, Africa, and Asia, speaking thirteen languages, and hosting four Region Nine board members, the Region Nine Trustee, and fourteen registered visitors. There were also two former and two current region trustees in attendance. Region Nine board elections were held on October 25. Several adopted motions included two locally produced literature items (*The Twelve Traditions Workshop and Study Guide* and *Instructions for Virtually Conducting Steps and Traditions Workshops*), and admission of virtual attendance of visitors next year to the assembly. A representative was seated from R9 WhatsApp Group Conscience Committee (GCC) Virtual IG.

There are three committees.

- **Translation**: This committee helps service bodies create translation committees, encouraging collaboration with countries that have experience. Bilingual glossaries were completed, updated, and sent to Region Nine and the WSO. The committee lists all virtual Region Nine groups by language, and it lists translation contacts in all Region Nine languages. They update the WSO digital files list, and they list where to find Region Nine translated literature and send it for upload at oa.org/bookstore.

- **Twelve Step Within**: This committee strengthens intergroups and service boards, supports struggling groups, and supports struggling or absent members (reaching out by phone the twelfth day of every month, adapting the Region Six project). It also hosts abstinence and break of relapse workshops.
• **Love of the Differences:** This committee works to safeguard space in all meetings for all kinds of minorities or underrepresented compulsive eaters. They celebrate unity and diversity on Unity Day. They also provide workshops for service bodies and meetings on GDPR (General Data Protection Regulations), budgeting, STCs, translations, and language attitudes and habits.

**National Assemblies, Conventions, and Intergroup Events**

Many great national assemblies, conventions, and intergroup events were held in the UK, Ireland, Israel, Germany, Greece, France, Denmark, and other countries. The current and former Region Nine officers and the former Region Nine trustees attended some of these events.

My priority as a trustee was to attend events in non-English-speaking countries and/or countries underrepresented at the region or WSBC level. I participated at the following:

- **Moscow, Russia:** Held in August, virtual speaker, recovery story, answered questions on Traditions and service.
- **Berne, Switzerland:** Held September 7, first national workshop in French, English, and German on Traditions. Five cities participated from German- and French-speaking intergroups.
- **Madrid, Spain:** Held October 4—6, national assembly and convention held in Spanish and English. The topic was “It works if you work it!” I participated in the unity workshop.
- **Rome, Italy:** Held October 25—27, Region Nine Assembly followed by a convention in Italian and English. The topic was “The Abstinence is a journey, not a destination.” I participated in the “Sharing on Healthy Weight and Body Image” workshop and a workshop on translations and changing language habits and attitudes.
- **Thessaloniki, Greece:** Held November 29-December 1, NSB OA of Greece Assembly and Convention. The topic was “New eating habits. A new life journey.” ST&C workshop.
- **Isfahan, Iran:** Held December 19, celebration of the fourteen-year anniversary of OA in Isfahan. I was a virtual speaker on “Q&A on Abstinence, Plan of Eating and Traditions”
- **Thessaloniki, Greece:** Held December 12, leader of workshop on abstinence for Twelfth Step Within Day.
- **Moscow, Russia:** Held January 24—26, Winter Russian Convention in Russian and English. The topic was “Together we can!” I participated in a Traditions workshop, “Elaborating Personal Guidelines toward Unity.”
- **Thessaloniki, Greece:** Held February 23, leader of “Amazing Recovery through Unity and Diversity” workshop.

**Upcoming Events**

- Region Nine Assembly and Convention in Ireland, October 28-November 1
- German LSB Convention in Salzburg, Austria, May 21—24
- French NSB Assembly and Convention in Paris, May 30-June 1
- Summer Russian convention in Irkutsk, August 7—9
- Spanish NSB Assembly and Convention in Malaga, Spain, October 16—18
- Greek NSB Assembly and Convention in Chania, Crete, Greece, November 6—8

**Challenges**

- The region deals with the huge size, languages, cultures, and currencies to carry the message. Less than half of the Region Nine countries have OA groups. A big part of the local human and financial resources are used for translations/publications and distribution of translated OA literature and materials.
- A Region Nine recovery newsletter is published once a year in English and in a few other languages. Announcements are sent to representatives weekly in English, but there is not always the possibility
of translations. There is a lot of room to develop channels to share the enthusiasm for amazing recovery and great OA actions such as public information in Tehran, a video of the group of Lausanne, participation in a medical convention in Athens, and interviews on TV and radio in Greece.

- There are more than 160 meetings believing they are not ready to register. We help unregistered and/or unaffiliated meetings and encourage participation.
- The region deals with different requirements establishing legal OA entities in different Region Nine countries without breaking member anonymity.
- We must apply the GDPR in all OA affairs.
- We encourage the creation of LSBs and language and translations committees.

**Other Trustee Contributions**

- Answered questions by mail, phone, Skype, and WhatsApp from Austria, Belgium, France, Finland, Israel, Norway, UK, Serbia, Switzerland, Spain, Italy, Romania, Russia, and Greece. Most are on Traditions practices, service structure, and translation or literature issues. Some are on Tradition Seven contributions, PI, and young people in OA.
- Checked bylaws and SOPs of three service bodies, including the new Iran NSB.
- Brought Region Nine the suggestions of the Public Awareness and IP/T Committees.
- Attended all PAC, IPT, and monthly Region Nine board meetings.
- Participated in PI in a one-hour health emission on the Greek national radio.

With profound respect for service that I see across the region and OA in general,

Vasiliki T.
Region Nine Trustee
February 2020
Region Ten Report

Australia, the Far East, New Zealand, South East Asia, Western Pacific Basin

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<tr>
<td><strong>Total Number of Groups</strong></td>
<td><strong>173</strong></td>
<td><strong>173</strong></td>
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<tr>
<td>Total Number of Intergroups</td>
<td>12</td>
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</tr>
<tr>
<td>Total Number of Service Boards</td>
<td>1</td>
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Region Ten’s mission is to provide services and support to our groups and service bodies to assist them in carrying the Twelve Step recovery message.

Region Ten supports meetings in Australia, New Zealand, East Asia, South East Asia, and the Western Pacific Basin.

- Australia, New Zealand, and Japan are the countries where most of our meetings are located. There are also meetings in China, Indonesia, Malaysia, South Korea, Singapore, and Thailand.
- We are a growing region with the potential for many more members/meetings.
- We are also a multicultural region along with Region Nine. Translation of OA literature is very important to our members, particularly our Asian members. We have had inquiries from Mongolia.

We, of Region Ten, assemble once a year in either Australia or New Zealand between the BOT August and November meetings. Our region board is small but active and is made up of a chair, secretary, treasurer, and vice chair. We hold regular board meetings virtually between our annual assemblies as well as face-to-face meetings immediately before and after assembly.

**2019 Assembly**

- Last year, our representatives moved from four committees to two projects. While this was inspirational, the committees had to continue to meet in the background so our mission could continue. This year there are three committees: Fundraising, Outreach and Professional Exhibits, and Web/Comm, which is incorporating the newsletter in a different form.
- Once again, during the convention that followed the assembly, a regular audiovisual virtual meeting was held. It was a valuable experience for those who had not been part of an audiovisual meeting previously.
- Given the geographical spread of our region (local meetings are not always accessible to members) and the current Coronavirus restrictions (e.g., in China and South Korea where gatherings are not allowed), virtual meetings are so important to offer our members continued recovery. On our website, oaregion10.org/members/loners/, you can find a list of virtual meetings coming out of Region Ten.
- Our region budget continues to provide scholarship funds to assist our service bodies and unaffiliated groups in attending both our assembly and the WSBC. During the budget review, representatives help determine the distribution of funds.
- Common issues noted during the intergroup forum at our assembly were attracting members, achieving and maintaining abstinence, supporting males, lack of sponsors, and low numbers of members qualified and prepared to do service at the region and WSBC levels. It was obvious that several of these could be rectified by strengthening recovery at the intergroup and group levels. The board is looking at running a strengthening intergroups workshop virtually this year.

Our next annual assembly and convention will be held in Brisbane, Australia, October 14—18, 2020. You are most welcome to come and join us at our twenty-seventh assembly and convention. If you can’t then
please consider attending the convention Region Ten virtual meeting starting Saturday at 10 a.m. Brisbane Time, which would be Friday at 5 p.m. Pacific Time, or 8 p.m. Eastern Time.

Letitia M.
Region Ten Trustee
March 2020
Virtual Region Report

Virtual Groups and Virtual Intergroups

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<td>Affiliated Groups – Land-Based IGs</td>
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<tr>
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The meeting numbers below are included in the **Total Number of VS Groups** above.

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<td>Non-Real-Time Meetings</td>
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<tr>
<td>Online Meetings</td>
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<tr>
<td>Telephone Meetings</td>
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<tr>
<td><strong>Total Number of Virtual Meetings</strong></td>
<td><strong>636</strong></td>
<td><strong>595</strong></td>
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**Officers**

- Chair: Vicki W.
- Vice Chair: Carolyn F.
- Treasurer: Deborah W.
- Secretary: Lee R.

**Virtual Region Affiliation**

![Virtual Region Affiliation Chart](chart.png)

**Virtual Intergroups**

At this writing, we have twelve virtual intergroups: three in Portuguese, one in Spanish, and the others in English. We are trying to help non-English-speakers create intergroups. We had contact with Spanish virtual meetings and with the Russian virtual meetings. It is important for the Virtual Region to encourage participation from the meetings around the world and from other languages.
**Region Languages**
The virtual meetings are mostly in English, followed by Spanish, and then Portuguese. Phone meetings are more popular in the US. We have meetings in many languages and are discovering that there are many meetings that, while not being registered with the WSO, are claiming to be OA meetings.

**Seventh Tradition**
This is the link to contribute on our website, oavirtualregion.org/region/seventh-tradition/.

The Virtual Region contributions were US$4,027.93. Thank you to all intergroups, groups, and members for your contributions!

Our WSO contribution was US$300. We have designated a portion of our budget for delegate support and were able to assist all intergroups who requested financial support to send delegates to WSBC.

**Virtual Region Assemblies**
The Virtual Region held two assemblies in 2019 using the Zoom platform (voice and chat) with attendance by phone and online. There were recovery events at the second assembly held on two platforms.

- Zoom on Friday (meeting in Portuguese and English with translation) with intergroups from Brazil (CCA Online Virtual IG and Virtual IG Café Abstinent).
- Zoom on Friday with OA HOW Two-Hour Format Phone Meeting Virtual IG.
- WhatsApp meeting real-time on Sunday where the Steps and Traditions were in Arabian and Hebrew. We had shares in Portuguese, English, and Spanish. It was amazing. This meeting was organized by the R9 WhatsApp Group Conscience Committee (GCC) Virtual IG.

**Spring Virtual Assembly 2020**
The 2020 Spring Virtual Region Assembly will be held on March 28 from 9 a.m. to noon EST using the Zoom platform.

In the past, we have voted after the close of the assembly using SurveyMonkey. For this assembly, we voted in real-time using the Zoom platform. The following is the access information for the assembly: Zoom login https://zoom.us/j/3278515039; OneTap mobile +17207072699, 3278515039# US or +16465588656, 3278515039# US (New York); phone: +1 720 707 2699 US or +1 646 558 8656 US (New York); meeting ID: 327 851 5039.

Our committees are meeting prior to the assembly and presenting their committee reports during the assembly. For the first time, members from our virtual meeting in Russia will be attending our assembly. Instead of a recovery event connected with the assembly, we are holding a virtual convention in June.

**Committees**

- **Bylaws:** This is a small committee working to update the bylaws and P&P approved at the assembly. There is a page on the website and information about how to write a motion for members, meetings, and intergroups. This committee is working to submit motions to the Virtual Region assembly.

- **Finance:** This committee promotes the Seventh Tradition, prepares an annual budget, does periodic audits of the treasurer’s accounting procedure and makes recommendations, ensures that reports are filed in a timely manner, assists group and intergroup treasurers and looks for additional members, especially with international and/or financial experience.

- **Delegate Support Fund:** This committee reviewed and awarded US$600 each to three virtual intergroups from a US$3,000 budget. Our goal is to increase our DSF support so as many virtual intergroups as possible can send delegates to the WSBC.
- **Seventh Tradition:** The July 2019 Virtual Region assembly approved a brochure and flyer that explains how the virtual OA group expenses are different than land-based OA groups’, and suggested that Seventh Tradition contributions, above expenses and prudent reserve, be sent to their virtual intergroup (40%), Virtual Region (30%), and the WSO (30%).

- **Newsletter:** *OA Virtual News* is a quarterly newsletter that shares articles on experience, strength, and hope, as well as technical expertise in the virtual world. We are currently working on the fourteenth issue, to be published in April 2020. All newsletters are available at oavirtualregion.org/oavirtualnews/newsletterarchives/.

- **Unity with Diversity:** This committee has developed a document that OA members can use to set up a hybrid meeting. It can be found on the Virtual Region website. We have been working to help people with disabilities attend meetings. This committee has put an announcement on the Virtual Region website regarding a hybrid meeting that is already set up using an ASL interpreter. We are teaching people to use virtual technology in order to attend meetings and assist them with the OA program virtually.

- **Speaker/Sponsor:** Since the relaunch of the speaker/sponsor page on the Virtual Region website, fifty-one people have submitted the form to either request a sponsor, volunteer to be a sponsor, and/or provide service as a speaker for a virtual meeting. Ten countries outside of the US have registered on the page, including the UK, India, South Africa, and France. Just as in face-to-face meetings, the need for available sponsors is great. To date, nineteen members have offered their availability to sponsor, while thirty-five were seeking sponsors, for whom thirty have been matched. While all those who have registered speak English, it is often not their first language. Currently there is a need for sponsors from Western Europe, India, and Australia.

- **Website/Webmaster:** The region website is oavirtualregion.org. We had 8,673 visitors, and the most visited pages are the Welcome, Find a Meeting, and Virtual Region.

- **Workshops/Outreach:** The VR Workshop Committee hosts, records, and posts the audio for the “2nd Sunday of the Month” e-workshop series, 3—4:30 p.m. Eastern Time (GMT -5). The committee has remained the same at ten members who are dedicated to carrying the message of recovery. We have planned monthly workshop topics into the first quarter of 2020.
  - February 9: “Men in OA”
  - March 8: “Body Image”
  - April 12: “Spring Cleaning: Inventory & Appraisal”
  - May 10: “Utilizing an OA Toolkit in a Virtual World”
  - June 14: “Recovery through Grief and Traumatic Times”

The workshops allow for many service roles: planning, flyer production and distribution, script writing, zoom orientation, a leader, co-leader, two dashboard people, chat room helper, we care, timer, recorder, three speakers, speaker bookie, and getting the word out (publicizing). Each month, the committee meets on the Monday following the workshop to discuss how it went, suggestions for moving forward, and other directions the committee could take to stay on its mission. Additionally, this committee meets the Monday before the workshop to practice the upcoming workshop and ensure members are comfortable. The last four workshops are below:
  - October 13: “Online Text Chat/Non-Real-Time Meetings”
  - November 10: “Recovery Through the Holidays”
  - December 8: “Service/Twelfth Step Within”
  - January 12: “Newcomers”

We have all workshop audio files to date. Communication with the Newsletter Committee and Facebook is going very well.

- **Twelfth Step Within:** This committee hosts quarterly workshops on recovery from relapse and the next one is on March 22. They are also starting a fifteen-week Step study from March 18—July 1.
So far, sixteen people from various places around the world are participating. They also send out monthly e-blasts to inform and encourage recovery.

**Trustee Attendance and Involvement**

- Attended all meetings to prepare for the assemblies, and I am attending the meetings for the next assembly.
- Attended all Virtual Region board meetings.
- Acted as the Virtual Region assembly moderator/dashboard helping the Virtual Region to organize a virtual event.
- Organize the virtual room for the region since we don’t have another person for this service.
- Worked on “How to admin a zoom meeting” for the Unity with Diversity Committee
- Shared at Region Six events virtually and Spanish and Russian meetings to speak about the Virtual Region.
- Liaise between the Virtual Region board and the Newsletter and Unity with Diversity Committees
- Attend some recovery meetings, affiliated and unaffiliated, to share about the region and offer to speak at the business meetings about the Virtual Region.
- Encourage groups to create new intergroups or affiliate with a current intergroup.
- Answered emails from the WSO and my personal account.
- Attended some virtual intergroup business meetings and shared how the Virtual Region can help them.

Dora P.
Virtual Region Trustee
February 2020
The statement of purpose for the Board-Approved Literature (BAL) Committee is:
1) To oversee and coordinate the development of new board-approved publications.
2) To review and update existing board-approved literature as outlined in the Strategic Publications Plan in conjunction with the WSO Publications Department, except for literature that relates to the work of another committee.
3) To review the board-approved portion of the Strategic Publications Plan for changes and/or additions to the plan.

The committee members for 2019-2020 were Hanna S., Region Two trustee; Beth B., Region Six trustee; and Tina C., general service trustee.

As always, the committee had a very active year. With the updated definitions of abstinence and recovery approved at WSBC 2019, any item having the previous version had to be edited. This included all suggested meeting formats, Our Invitation to You, and “New Group Starter Kit.” This is also an ongoing project as members, the committee, and the publications manager continue to discover additional pieces of literature that contain the previous verbiage.

One exciting role of the BAL Committee is working with the publications manager to develop the front and back covers of any new books. The committee finalized both the front and back covers of the new book, Body Image, Recovery, and Sexuality: Personal Journeys to Recovery in Overeaters Anonymous, as well as the back cover “enticement” blurb, and the new Participant Guide, corresponding to the Twelve Step Workshop and Study Guide, Second Edition.

The committee also reviewed the Guidelines for Website Development and Guidelines for Service Bodies Budgets. Any change was strictly editorial.

As of this writing, the committee is working on reviewing and updating the pamphlet About OA and the Service, Traditions and Concepts Workshop Manual.

The committee has also assisted the publications manager, when possible, in reviewing/editing pieces of literature because of the changes in The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition. This included A Guide to Sponsors, updating references to correspond with excerpts from The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition.

We’ve had an exciting year. Many thanks to DeDe DeMoss, publications manager, who always brings OA literature to life!

Tina C., Trustee Chair
March 2020
BOT Composition Ad Hoc Committee Report

The ad hoc Board Restructuring Committee members are Karen B., chair; Letitia M.; Ron P.; and Cyndy L. Gerri H. served on the committee until she stepped down as the Virtual Region chair. At that time, all the items associated with updates to Bylaws, Subparts A and B were complete, and as none of the region chairs were interested in working on the Board Reference Manual, she was not replaced.

This committee was created in 2017 with the mandate to develop a plan to right-size the board for better functioning and to provide the ability to maintain fiscal soundness for the corporate ‘arm’ of the Fellowship of Overeaters Anonymous.

After the well-received presentation at WSBC 2019, some small changes were made based on the feedback that was received and the proposed motions were submitted and approved by the Board of Trustees to be placed on the Agenda Questionnaire.

We are currently working on those changes that need to be made to our internal practices (yes, the mysterious BRM) so that, if the restructuring motions are adopted by the Conference, the transition into the new process is as smooth as possible.

Chairing this committee has been a pleasure and an honor. Working with the broad range of region chairs and trustees has been intense and rewarding and, no matter what anyone may feel about our proposal, please thank the committee members for their hard work. Agree with us or not—please remember that we all love OA and are seeking the best for the Fellowship as a whole.

Karen B., Trustee Chair
March 2020
BRM Review Committee Report

The BRM Review Committee has reviewed suggested changes to the Board Reference Manual, submitted motions as needed, and authorized amendments as directed by the Board of Trustees following the adoption of relevant motions.

We wish to acknowledge the superb work done by Rebbie Garza, board administrator, in documenting necessary changes in the BRM, updating the entire document, and distributing it to the Board of Trustees in a timely fashion.

Ron P., Trustee Chair
February 2020
This year’s theme is “OA Celebrates 60 Years! Looking to the Future!” This is our 59th Annual World Service Business Conference of Overeaters Anonymous! The committee extends a warm welcome to our new and returning delegates. We thank you for giving your time and skills to provide service on behalf of your service body to our OA Fellowship as we grow our membership worldwide. Service is a privilege. The Conference represents the collective group conscience of OA as a whole and makes decisions and recommendations on OA business and policy matters as well as electing trustees.

We are meeting at the Embassy Suites Hotel in Albuquerque, NM. This is a two-room suite hotel and the rate includes daily hot breakfast, refrigerator, microwave, internet in guestrooms, dinner shuttles, and other amenities. There will be complimentary grocery shuttles on Tuesday, April 21. Check the agenda for more details pertaining to all events during the week. You are asked to sit with your region during the business meetings. Remember to dress in layers as the temperatures in the meetings rooms vary. We will have access to early morning, noon, and evening OA meetings. May we always remember that our abstinence and recovery come first.

Beginning this year, our annual WSBC has been shortened. This will reduce the costs for OA, Inc. service bodies and delegates. It will also sharpen our focus on the purpose of Conference: setting policies/bylaws for the organization, electing trusted servants, and reviewing/approving Conference literature. Board meetings will occur on Monday and Tuesday. Delegates arriving on Tuesday may attend the Board of Trustees meetings, the OA meeting in the afternoon, and the workshop that evening. Conference will officially begin on Wednesday and run through Saturday. There will be committee meetings on Wednesday and the business meetings will begin Thursday morning.

**Workshops**

- **Tuesday, 7:30 to 8:45 p.m.:** “Growing OA Worldwide: 1960–2020”
- **Wednesday, 6:30 to 8:00 p.m.:** “All About Conference”
- **Thursday, 7:15 to 8:30 p.m.:** “Strategic Planning for OA’s Future”
- **Thursday, 8:45 to 10:00 p.m.:** “Looking to the Future: Social Media, Attracting Young People”
- **Friday, 7:30 to 9:15 p.m.:** “Abstinence and Recovery: Dynamic Duo”

The “All About Conference” workshop will include an informative presentation on what you can expect at WSBC, plus a detailed parliamentary procedure discussion. The entire presentation, via slide presentation, was made available to delegates with the third e-mailing in March and is a great tool for delegates to prepare for the WSBC. This workshop will help both Green Dots and returning delegates.

If you are a returning delegate, please consider volunteering as a Mentor to help the Green Dots maximize their first Conference experience. The Mentor Program registration was included on the delegate registration form. If you did not sign up as a Mentor and would like to, please visit the Conference Support Committee (CSC) desk for more information.

Karin H. is serving as chair of the Conference Support Committee. Thanks to Karin for volunteering and for her leadership. Thanks also to Mary S. from Central New Mexico IG for organizing the scheduling and training of the volunteers who serve us this week. We also thank all the volunteers who help ensure this Conference week goes as smoothly as possible. Bob F. will serve as the Center Microphone Monitor; thank you, Bob, for your service. I appreciate the help and support of the Conference Planning Committee members: Judy H. and Tina C. Thanks to the trustees who have helped during the planning of this Conference. And, finally, many thanks to Sandy Zimmerman, associate director/member services manager at the World Service Office. It would have been impossible to plan the Conference without her consistent and efficient guidance.
Hanna S., Trustee Chair
February 2020
Convention 2020 Committee Report

This committee consists of Andi S., Cyndy L., Karen B., Joanne M., Linda H., and staff liaison, Sandy Zimmerman.

Sunshine of the Spirit: 60 Years Around the Sun!
August 20—22, 2020
Renaissance Orlando at SeaWorld®
6677 Sea Harbor Drive
Orlando, FL 32821 USA
1-407-351-5555

This is such an exciting time. Just imagine gathering with our Fellowship from around the world to share and grow within our program of recovery.

Our committee has been meeting by phone conference every month, planning the schedule of events, workshops, speakers, volunteers, decorations, boutiques, and fun for all.

Registration is available online at oa.org/world-service-convention or you can download the registration form and email or mail it to the World Service Office. The Convention page on oa.org also gives full information on what is being offered, such as how to register, reserve a hotel room, request a roommate, volunteer, and the schedule of events.

Thank you for giving me the opportunity to work on this committee on planning this wonderful event. Looking forward to seeing you all there.

Andi S., Trustee Chair
March 2020
Delegate Support Fund Committee Report

At the November 2019 Board of Trustees meeting, the Delegate Support Fund (DSF) Committee met to decide delegate allocations for the 2020 World Service Business Conference (WSBC). Present at that meeting were Sarah Armstrong, WSO managing director; Rose Crown, WSO controller; Cyndy L., Region Four Trustee and treasurer; as well as the trustees from the regions requesting funding.

Sixteen applications were received by the November 1, 2019 application deadline. The applications were from Region One (1), Region Two (1), Region Eight (4), Region Nine (6), Region Ten (1), and Virtual (3). There was an application from one national service board; the rest were from intergroups.

One of the applications had not gone through their region, and that region was able to fully fund the delegate. Another had been fully funded by their region but had sent in the application prior to receiving that funding. One of the applications was from a region delegate, which does not qualify for funding, but was funded by their region. An application from an intergroup that was sending a second delegate was also ineligible for consideration as funding is available only if there is just one delegate attending. Of the remaining thirteen applications, six had received partial funding from their region.

This indicates that the change to the process of taking the application through the region prior to submittal to the WSO is being implemented and will simplify the process in the future.

This year is the first for which the delegates receiving funding must report their expenses and submit their receipts within thirty days of Conference. Any unused or unaccounted for funds should be returned to the WSO and returned to the Delegate Support Fund for next year.

The balance of funding available when the committee met was US$24,898. Thirteen applications were approved, totaling a distribution of US$16,088. As I write this report, funding has been accepted by ten delegates.

The remaining balance of the Delegate Support Fund after distribution was US$8,810, and an additional US$778 was received in January 2020. That means US$9,588 will carry forward for the 2021 DSF.

Thank you to all the trustees who participated in the meeting; it was truly a group conscience in determining appropriate allocations. As always, our WSO staff provided us with accurate and in-depth information.

In service,
Cyndy L., Trustee Chair
February 2020
Internal Information Committee Report

Our committee consisted of Andi S., Region Eight Trustee; Neva S., Region Three Trustee; and Joanne M., General Service Trustee and committee chair.

Beginning almost immediately following WSBC 2019, the Internal Information Committee (IIC) was quite busy with reviewing the suggested Lifeline topics for 2020. Monthly team conference calls were held to conduct all committee business. The team reviewed suggested articles for all Lifeline issues, beginning with the August 2019 issue and continuing through the May/June 2020 issue, as of the writing of this report. The current IIC did agree to an accelerated review schedule for the July 2020 issue. This is to accommodate a smooth start-up process for the 2020—2021 IIC members.

The IIC also reviewed A Step Ahead (ASA) articles for the 2019 third and fourth quarters and the 2020 first quarter. The current IIC will be reviewing the articles for the second quarter of ASA just prior to WSBC 2020.

The IIC supported the 2020 World Service Convention marketing initiative to obtain articles for each Lifeline issue from August 2019 through July 2020. Articles have been submitted by former and current trustees, as well as by other OA members.

Additionally, the BRM requires that this committee perform a quarterly quality audit on two articles randomly selected. Each quarterly audit has been performed timely and there was nothing negative found regarding the WSO’s editing of any of the articles selected. There were informal policy or procedural questions brought to the IIC throughout the year. Each issue was handled appropriately, and no major outcomes were experienced.

The IIC members want to extend an expression of appreciation for the professionalism and timely interactions by the WSO editorial staff for each and every interaction between the committee and the staff.

Joanne M., Trustee Chair
February 2020
International Publications/Translations Committee Report

Committee’s Statement of Purpose
1) To help foster awareness of translation and publication of OA literature and OA materials.
2) To assist where possible with the translation, reprinting, and publication of OA literature outside the USA.
3) To review policies and procedures pertaining to publication and to assist service bodies in understanding them (in particular, Licenses 1 and 2 and the payment of royalties due).
4) To help those who translate OA literature to achieve accurate translation and acceptable publication.
5) To allocate the Translations Fund (contributions from the Fellowship) and the budget expenditure to assist with translation and printing of OA literature and OA materials.
6) To review and work with the Fellowship in order to recommend the OA literature and materials for translation.

2019–2020 Committee Members
The committee consists of Region Nine Trustee Vasiliki T., Virtual Region Trustee Dora P., and Region Ten Trustee (committee chair) Letitia M. Other trustees with non-English languages in their region are welcome to attend our meetings and are included in our correspondence and in some tasks.

2019 Translation Assistant Fund (TAF)

<table>
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<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 Initial Rollover (from 2018)</td>
<td>$7,140.85</td>
</tr>
<tr>
<td>2019 TAF Restricted Contributions</td>
<td>$5,624.09</td>
</tr>
<tr>
<td>Applications approved and monies spent totaled $6,000 (see below)</td>
<td>-$6,000.00</td>
</tr>
<tr>
<td>2019 Initiative (see below)</td>
<td>-$250.00</td>
</tr>
<tr>
<td><strong>Total (end of 2019 year)</strong></td>
<td><strong>$6,514.94</strong></td>
</tr>
</tbody>
</table>

2019 TAF Distributed
- February Applications and Allocations
  - South Korea IG: *OA Twelve and Twelve, 2nd Edition* and *Twelve Step Workbook, 2nd Edition*. $2,000 allocated and dispersed.
- June Applications and Allocations:
  - Gauteng IG: Printing the six pamphlets (translated) in the *Newcomer Packet*. $2,000 allocated and dispersed.
- Initiative
  - OA Italy and WSO: *Voci de Recupero (Voices of Recovery)*, was posted on Amazon as an e-book in early December 2019. The BOT asked that this project be developed in May 2019, and it was paid for by IP/T TAF funds at a cost of US$250. The WSO partnered with OA Italy to produce the e-book; the process was efficient. As of early January 2020, eight copies have sold; all revenue is allocated to OA’s general fund.

2020 Translation Assistance Fund (TAF)
The monies in the TAF will always be allocated before the IP/T budget will be used. If the amount of the TAF does not reach $10,000 in any given year, the IP/T budget will be augmented to $10,000 by the World Service Budget [BRM, Section IV, B-15].

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 Initial Rollover (from 2019)</td>
<td>$6,514.94</td>
</tr>
<tr>
<td>2020 Translation Assistance Fund (budgeted)</td>
<td>$10,000.00</td>
</tr>
</tbody>
</table>
2020 TAF specific contributions (as at March 1)  Unknown
Applications agreed and monies spent so far $6,500 (see below)  -$6,500.00
Total (year to date)  $3,500.00

2020 TAF Distributed

- February Applications and Allocations

The IP/T Committee continues to monitor the progress of translations by service bodies that have received TAF funds. The standard progress letters are sent out by the trustee of the region involved. TAF application deadlines are February 1, June 1, and October 1 each year.

2020 Royalties  **US$100.00**
The budget target for royalties in 2020 is US$7,500.
First Hungarian IG  $100.00

2019 Royalties  **US$5,923.11**
The budget target for royalties in 2019 was US$7,500.
- IG OA Français de Montréal  $1,061.65
- The Dutch IG  $185.47
- CCAOA Mexico IG  $100.00
- NSB OA of Greece  $209.22
- Junta NSB de Espana  $854.35
- DDOA  $1,085.36
- Israel NSB  $298.00
- IG Gauteng (South Africa)  $98.24
- OA Great Britain NSB  $2,030.82

The IP/T Committee continues to monitor and encourage payment of royalties due to OA, Inc.

Designated Asset Fund (DAF) for Translations  **US$ 59,782.25**
At the December 2018 and March and September 2019 Executive Committee meetings, the committee adopted motions granting funds for translations. These funds are beyond that of the annual Translations Assistance Fund; these are one-time grants, and these funds are not designated to fund licensing applications. The intent is to support service bodies in countries where OA is becoming established, but the lack of literature is a barrier and to assist in the goals of the IP/T Committee. The December and March grants were for US$20,000 each; the September grant was for US$40,000. The total grant was US$80,000.

- *Where Do I Start?*: In 2019 and 2020, the fund has been used for the professional translations of *Where Do I Start?* into twelve languages: Finnish, Norwegian, Arabic, Persian/Farsi, Chinese (Simple), Korean, Japanese, Bahasa (Indonesia), Serbian, Mongolian, Zulu, and recently, Romanian. The translations have been successful, except for Zulu, a particularly challenging language. Gauteng IG (South Africa) has been encouraged to use what it can of the provided translation for the creation of a better, locally developed translation.

- *OA Glossary*: The IP/T has identified the need for translated glossaries.
  - Update *OA Glossary* to include new definition of abstinence and recovery – Complete.

- IP/T contact groups, asking for participation in glossary validation; IP/T selects translations.

- See below in ‘Downloadable OA Documents.’

**Digital Files in Translation**

As of January 2020, the WSO archive of translated OA literature has grown by nine digital documents. To see what has been added, contact the publications department for a copy of the Digital Translations List and look for the pink highlights.

**Downloadable OA Documents**

To find a list of OA documents useful for translation, go to oa.org/document-library, category “Translation.” A workshop on translation forms is available that answers such questions as “What OA literature is translated into Spanish?” and “What languages is *For Today* translated into?”

Note: It is the wish of the IP/T Committee that the OA Fellowship have as many language translations of the *OA Glossary* as possible and to have all these translated glossaries held at the WSO. (The WSO has the following language glossaries archived: Afrikaans, French, German, Greek, Hebrew, Persian, Zulu).

This has a two-fold advantage for the wider OA. While electronic translations will never be completely accurate for all languages because of the subtlety and complex nature of the language, we can update these electronic translating tools (e.g., Google Translate) with our specific ‘OA jargon’ to get a more refined translation for some languages. A glossary is an important tool of the translation process and once the WSO has a translated glossary of a language, we can distribute this, in the future, to a new group that wishes to work on a translation project.

**Going Forward**

Some languages are in short supply of OA member translators. If you can help with the translating or validating of translations, we would like to hear from you. Contact your region trustee or chair.

Many thanks to DeDe DeMoss and her team at the WSO, who are so helpful and hardworking.

Respectfully,
Letitia M., Trustee Chair
March 2020
LSB Ad Hoc Committee Report

**Intent of the Committee**
The committee was created after the WSBC 2019, to define what exactly a language service board is and how it fits into the service structure of OA as a whole.

**How We Worked**
We collected and shared information on the current LSBs’ situation through the bylaws, the WSO lists of service boards and intergroups, contacts by emails, interviews, and discussions with involved trustees, chairs and members. The committee meeting in July ended by written brainstorming on two actions to adopt. I attended the SLSB meeting on July 7. Partial reports. Email discussions on final definitions and motions.

**Main Considerations**
- Service, for the OA message, was provided for years by well known service entities facing common needs, based in geographic proximity. The growth of the Fellowship worldwide and the development of technology during the last years made clear the urgent need to deal with common needs created by virtual and language proximity.
- The LSBs, avoiding duplication in service and allowing right of participation and inclusivity of the non-English-speaking compulsive eaters world, are one part of the OA service structure response to the triple challenge of geographic, virtual, and language common needs.
- There are only three LSBs. DDOA (German) serves the common language needs in four countries in Europe. Japanese LSB is in one country in Region Ten with seventeen groups. The Spanish LSB spans more than one region, serving twenty seven service bodies (twenty four intergroups and three national service boards) and several groups in ten countries. Its work could serve as an example for other cases of carrying the message where common language needs span more than one region.
- In the WSO service body lists, the three LSBs appear in a common list with thirteen NSBs. These sixteen service boards serve common language needs. The additional need covered by LSBs is that they connect in service for common language needs as service bodies from different countries (e.g., NSBs from Spain, Colombia, and Venezuela are between the service bodies connected by the Spanish LSB). Separated lists of national service boards and language service boards, with indications on languages of the connected service bodies and groups could facilitate consultation.
- The Spanish LSB is formed by members from different regions, national service boards, intergroups, and groups. These service bodies are all, except one, land based, and they express clearly their desire to continue working in the SLSB, retaining their original service body affiliation. The provisional registration, as Virtual Service Board 09986, will be replaced by a new one as SLSB, once the bylaws are enacted by administration acts.

**Suggestions of the Committee**
- Appoint a trustee liaison to review and ultimately approve the SLSB bylaws thereby enabling the SLSB to be duly registered. The liaison will also act as the point person for any issues or inquiries concerning the SLSB.
- The World Service Office is to make the necessary administrative changes to register the SLSB without regional affiliation.
- Submit an expanded definition of a language service board to WSBC 2020 which will amend Subpart B.
- The suggestions of the committee about the wording on service bodies providing service beyond the group level contributed to a New Business Motion for consideration at WSBC 2020.
**Amendment on Article VIII – Service Boards**

Section 2 – Composition

b) A language service board may be formed and registered to meet common language needs regardless of geographic proximity.

The members of the language service board will be selected by the relevant regions, national service boards, intergroups, or groups when there are no service bodies. The language service board may also perform the functions of a national service board if there is no other relevant service body. The language service board is entitled to one seat at the World Service Business Conference regardless of the number of other service bodies that make up the language service board. The service bodies retain their original affiliation. A language service board that spans more than one region may choose not to affiliate with a region. In this case, the chair of the Board of Trustees will appoint a trustee liaison.

**Committee Members**

The committee consisted of Hanna S., Region Two Trustee; Andi S., Region Eight Trustee; Bob F, former Region Nine Trustee; Stella C., former Region Nine Trustee; Jose Maria M., Spanish NSB delegate and SLSB member; and Vasiliki T. (chair), Region Nine Trustee.

Resources were provided by Francene A., Region Nine chair; Letitia M., IPT chair and Region Ten trustee; Bonnie L., BOT chair; Neva S., Bylaws trustee cochair and Region Three Trustee; Alejandra S., former SLSB chair; Gema, SLSB vice chair; Monica, SLSB member; Jose Maria M., SLSB website coordinator; Nancy, SLSB coordinator; DeDe DeMoss, WSO publications manager; Jeanette Romero, WSO member services assistant; and Lorie Laurence, WSO group registration coordinator.

Respectfully,
Vasiliki T., Trustee Chair
February 2020
Literature Review Committee Report

The Literature Review Committee (LRC) consists of Board-Approved Literature Committee (BAL) Chair Tina C., International Publications/Translations Committee (IP/T) Chair Letitia M., and Conference-Approved Literature Committee (CLC) Trustee Cochair Judy H., all ably assisted by Publications Department Manager DeDe DeMoss. LRC reviews OA publications, generally on a ten-year cycle, checking for consistency with current OA policy, practice, statistics, and other relevant updates.

Two items were scheduled for their ten-year review this year.

- There was nothing about the *Recovery Checklist* pamphlet that needed changing or updating, so it will be left as is and scheduled for review again in ten years.
- The *Tools of Recovery* pamphlet will be sent to the CLC for review and updates as needed.

Two other items that were scheduled for future review have been approved by the Board of Trustees for early review by the CLC.

- *The OA Handbook for Members, Groups, and Service Bodies* will be reviewed to allow for incorporation of the *Guidelines for Small Meetings: Help and Hope*, and other updates that may be needed.
- *Voices of Recovery* is comprised of entries, contributed by OA members, based on various quotes from OA literature. It is important that this publication be updated, as some of the quotes are from:
  - a few publications that have lost/or will lose their Conference Seal of Approval (e.g., publications that have been superseded by a combination pamphlet).
  - earlier editions of current publications. For example, trustees reviewed *Voices of Recovery* for conformity with the *Twelve and Twelve, Second Edition* but those changes have not been incorporated yet. *Overeaters Anonymous, Second Edition* and our *Abstinence* book also have newer editions, and *Voices of Recovery* has not been reviewed for conformity with these books.
  - a pamphlet that is no longer published. It was updated and the title changed. There may be other entries similarly affected.

As always, we owe any effectiveness we might have to the incredible and diligent work of WSO’s publications manager and staff.

Judy H., Trustee Chair
March 2020
Public Awareness/Professional Tradeshows Committee Report

This committee has been busy thanks to a substantial increase in funding from the Board of Trustees. Funding specifically for public awareness grew from 1.3 percent in 2018 to almost 4.3 percent of the overall OA budget in 2020. Major projects accomplished in 2019 or launching soon in 2020 include:

- **GIFs:** There are four “mini video” messages called GIFs available to OA service bodies to use on Instagram, Facebook, or other social media. They were announced in *A Step Ahead*. They have been employed on the official OA Facebook page and in our other social media accounts. Response has been positive, over 4,500 views in eight weeks of exposure.

- **Instream Video Ad Campaign:** The finishing touches are being applied to the illustrative (i.e., animated) instream video ad to run on YouTube this spring. The purpose is to make OA better known and to drive traffic to oa.org. The video can also be embedded in our new website to further enhance our message to people curious about what OA can do for them. We should learn a great deal from this foray into these predominant forms of modern communication.

- **Facebook Ad Campaign:** Planned for later in 2020, ads for OA, as a whole, will be present on this media link. In addition to efforts that are geographically specific, conducted by local service bodies, this international campaign will support increasing awareness of OA as an option for persons with food issues and encourage traffic to oa.org.

**Professional Tradeshows**

Over US$8,000 was allocated to six service bodies in 2019 and in early 2020. Full details are in the managing director’s report. The fund balance of this designated account stands at over US$13,000. Our members continue to generously support the funding of professional tradeshows for exhibits but many of our members and service bodies seem reluctant to access the funding or remain unaware of its availability. We ask all delegates to carry the message to your service bodies that exhibiting at tradeshows is worthwhile, and OA as a whole stands ready to support you! There is an easy way to determine if an opportunity to make OA better known to providers such as nurses, doctors, bariatric surgeons, dietitians, social workers, and therapists is an option for your service body. Conduct a search using your favorite search engine about any upcoming conferences/conventions for any particular professional group. The associations will list their upcoming events. Are they in your neighborhood? If yes, apply for funding from the WSO at oa.org/document-library, category “Outreach to Professionals.”

The funding can help cover such costs as exhibit fees, materials, and signs to highlight the OA booth. An additional benefit is that signs belong to the local service body to use in other venues to let OA be better known in the community going forward.

Pat O., Trustee Chair
February 2020
Strategic Planning Committee Report

The Strategic Planning Committee members are Karen B., chair; Annette P., Region Four Chair and RCC Chair; Beth B.; and Dora P. Our staff liaison is Sarah Armstrong, managing director.

The goal of Strategic Planning is:
1) To facilitate Strategic and Operations Planning at BOT meetings.
2) To develop goals and tasks with input from the BOT, region chairs and WSO staff.

A joint meeting of the Board of Trustees and region chairs was held virtually in August. Four subcommittees were struck based on the strategic planning session that was held at WSBC 2019. Those subcommittees and the members are:

- Focus on the concept of HOPE from compulsive eating
  - Annette P., Region Four Chair
  - Pat O., Region One Trustee
  - Neva S., Region Three Trustee
  - Tina C., General Service Trustee
  - Terri B., Region Seven Chair
  - Katrina S., Region Eight Chair
  - Brenda Q., Region Three Chair
- Embracing virtual tools
  - Dora P., Virtual Region Trustee
  - Joanne M., General Service Trustee
  - Anne O., Region Two Chair
  - Vicki W., Virtual Region Chair
  - Letitia M., Region Ten Trustee
- Attracting young people to recovery and service
  - Beth B., Region Six Trustee
  - Cindy C., Region One Chair
  - Judy H., general service Trustee
  - Hanna S., Region Two Trustee
  - Barb K., Regio Five Trustee
- Education of membership regarding BOT/WSO/regions/other service boards and their functions
  - Karen B., Region Seven Trustee
  - Cyndy L., Region Four Trustee
  - CJ M., Region Five Chair
  - Andi S., Region Eight Trustee
  - Vasiliki T., Region Nine Trustee
  - Ron P., General Service Trustee
  - Carmen D., Region Six Chair

We will be meeting as a group during WSBC to review progress and ideas generated through the subcommittees and to discuss what will be the focus for the next year. Thursday evening, we will bring these ideas to the membership at a workshop. We will review our progress in the various focus areas and hold an open brainstorming session. Your ideas and focus will be recorded and will be used as input to the joint meeting that will be held during our August board meeting immediately preceding the World Service Convention in Orlando.
We look forward to hearing you share your ideas for the support of the future of our beloved Fellowship.

Karen B., Trustee Chair
March 2020
Website Review Committee Report

Statement of Purpose

1) To oversee the review and updates of the website. This includes all page content and documents.
2) To work together with the WSO staff to keep the website current with technology and information.

Committee Members

The committee consists of Adam Krajewski, staff liaison; Cyndy L., Region Four Trustee; Joanne M., General Service Trustee; Letitia M., Region Ten Trustee; Pat O., Region One Trustee; Samara W., WSBC delegate; and Sarah Armstrong, managing director.

Process and Results

A Request for Proposal (RFP) was posted on a national website. Of the twenty-four proposals received, three were selected for interview, and from those, the vendor was chosen.

Working first with the committee and then surveying all trustees, a small group of volunteers, and holding direct interviews, the vendor collected and presented suggestions on what was desired in the new site. Two design ideas were presented, and the committee selected the style of the new site. The wireframe was laid out with the new “journey” approach in mind. An emphasis was placed on the nonmember visiting the site for the first or second time. Great effort has been made to guide the first-time visitor through the process of discovery about their need for OA and to remove any roadblocks they may have around trying a meeting.

The committee realized experienced OA members speak “recovery” and this could be off-putting to those who are not familiar with the terminology. To that end, a copy writer was brought on to simplify the language used. The writer interviewed the committee, took a survey of the previous focus group, and produced new material and edited existing material to help simplify the text.

Another goal of the committee was to assist members to quickly locate personal or service-related information they needed. The site has three sections specific for working the program.

- Getting Started for the first- or second-time visitor who is not certain they belong in OA
- Program Basics for the newer members who need guidance on getting started
- Service Basics for the member who is looking for ways to enhance their commitment

A few favorite sections were updated but remain an important part of the site.

- A Document Library was added to manage resource material frequently referenced by members.
- A Podcast section continues to connect members to the experience, strength, and hope of others.
- A Frequently Asked Questions page provides answers for common problems.
- The News section keeps everyone up on what’s happening.

And of course, our most popular section, Find a meeting, is working better than ever.

The committee wants to thank the developer and his staff for their commitment to make the new site not only pleasing to look at, but more mobile and tablet friendly. We wish to acknowledge the efforts of our writer to understand enough to interpret OA speak into something simple and relatable.

I personally want to thank the dedication of the committee members and their willingness to meet weekly, and sometimes more often, to move the project along as quickly as possible. I am grateful to have been a part of this committee, and I hope you will all enjoy the results of this effort for the next few years, until it’s time to do it all again.
In service,
Cyndy L., Trustee Chair
February 2020
Bylaws Committee Report

Statement of Purpose
1) To review and propose changes to OA, Inc. Bylaws, Subpart B and policies.
2) To advise other service bodies on forming, adopting, and refining their own bylaws.
3) To foster a greater awareness for the uses and purpose of OA, Inc. Bylaws.

At the 2019 WSBC, three subcommittees were formed.

• Policy Pasters: Their goal for 2019-2020 was rearranging the Business Conference Policy Manual to create a more user-friendly document. The subcommittee put in lots of time attempting to create an alphabetical/subject-based policy manual. Unfortunately, this approach posed as many problems as it was trying to solve. In a Conference call in January 2020, the subcommittee decided to stop exploring this path, and to start fresh, suggesting this as a topic again at the WSBC 2020 Conference Bylaws committee meeting.

• Bylaws for Prospective and Current Service Bodies: This subcommittee identified all bylaws-related resources available on oa.org and worked on ways of making them more accessible to members and service bodies.

• Subpart B Bylaw Review: This subcommittee has met the goals set out at the WSBC 2019 Bylaws Committee meeting. In pursuit of those goals, they drafted an email to the Website Review Committee regarding refining the number of documents. A response was received with recommendations and limitations of the committee. Additional bylaws committee work may be deemed necessary after review of the updated website documents/organization.

One New Business Motion and two proposed Bylaws Amendments were submitted in time to appear on the Agenda Questionnaire for WSBC 2020.

We wish to thank the members of the Bylaws Committee for their service this past year and we look forward to working with many of them again this year.

In service,
Margie G., Delegate Cochair
Neva S., Trustee Cochair
February 2020
Conference-Approved Literature Committee Report

The Conference-Approved Literature Committee (CLC) has once again proven its dynamism! There were five subcommittees this past year. Four of the projects are before delegates this year, and one should be ready for a vote at WSBC 2021.

**Literature to be Considered by WSBC 2020**

- **Temporary Sponsors: Newcomers’ First Twelve Days in OA**: This manuscript is designed to help engage newcomers early in OA and help existing OA members develop their sponsoring skills. The original concept came from creative OA minds in Australia and was adopted as locally produced literature by other service bodies that found it helpful in newcomer retention efforts and sponsorship training.

- **In OA, Recovery is Possible: About Compulsive Eating and the OA Program of Recovery**: This manuscript combined the following three pamphlets in the “Introducing Overeaters Anonymous” pamphlet series: *A Program of Recovery*, *Compulsive Overeating—An Inside View*, and *Questions and Answers*.

- **A Lifetime of Abstinence: One Day at a Time**: This combination project will replace three current pamphlets: *A Commitment to Abstinence; Before You Take that First Compulsive Bite: Remember…; and Maintaining a Healthy Body Weight*.

- **To the Young Person**: This manuscript was not adopted by delegates in 2018, because many felt new stories should be solicited. A call for new stories went out, and the resulting manuscript now has five new stories and retains Joe’s story from the original. This project was coordinated with the Young Persons’ Committee.

**Literature to be Carried over to WSBC 2021**

- **Combo #1 (Dignity of Choice and Plan of Eating)**: This manuscript was not adopted at last year’s WSBC when delegates faulted it for not having been reviewed anew by a dietitian. The subcommittee is reviewing proposed changes in food plans suggested by a dietitian. Given the importance of this pamphlet, the subcommittee is being rightfully cautious.

Sue B., Delegate Cochair  
Judy H., Trustee Cochair  
March 2020
This past year the committee had three areas of focus. First, each member returned to their own local area and, in concert with their service body, attempted “One Brave Thing” in PIPO. The second focus was a subcommittee interested in helping getting Lifeline stories out on OA’s official social media platforms. They volunteered to edit/repackage/submit for approval previously printed Lifeline stories in new ways appropriate for these different social media platforms. This effort has been put on hold while the WSO staff and the BOT decide in what manner to share member stories in the future. The third focus is carried on by a subcommittee to foster support/meetings/resources for men in OA. It has blossomed beautifully. OA members have networked to help men in OA know about opportunities to find virtual sponsors, find men-focused online and phone meetings, and have conducted men-focused workshops. Check out the oamen.org website which has over 100 podcasts of male speakers.

In the “One Brave Thing” category there is much news to share: Here are brief descriptions of the committee members’ valuable efforts. It is jam-packed with creative ideas.

- **Baltimore Area Intergroup, MD:** Baltimore Area IG is working on three major projects for professional outreach and public information: First, they are sponsoring an OA booth at the B-More Healthy Health Fair in Baltimore in 2020 (over 6,000 attendees). They are reaching out to the college health centers to speak to the professionals and to leave literature for students. The counseling centers of six local colleges have been contacted and two have requested brochures. One college is interested in collaborating with OA in February during Eating Disorder Awareness Week. Also, intergroup reps visited each OA meeting in the intergroup area to pose this question: Are you seeing a health care professional soon? They left behind a poster along with professional kits and a pamphlet on how to approach your own health care professional and talk about OA.

- **Brandywine Intergroup, PA:** This intergroup’s PI Committee has begun communicating with the churches where OA meetings are held, asking for space in the weekly bulletins for a blurb about OA. The intergroup is still trying to work with the residential advisors (RAs) at a local university to make college students aware of OA. The goal is to have a model which they can use with other colleges in their area and with intergroups throughout the OA world.

- **Cleveland Central Intergroup, OH:** The intergroup is making progress with the creation of a church database. Of the fifty meetings affiliated with the intergroup, forty of them are in churches. Some churches host three meetings per week. In looking at the church websites, the intergroup found that three churches list the OA meetings on the homepage streaming calendar. Packets were mailed to each pastor. One intergroup rep was invited to speak at a pay/weight organization that provides its members with weight-loss resources. The members were very welcoming and interested in learning about the history of OA. The local committee is planning a “Plaster the Town” day in early April where they will hang the OA tear strips posters and sticky notes at local recreation centers, grocery stores, clinics, churches, and other public places with permission. They are also looking into PSAs, patterned after the example provided on the OA website.

- **Dallas Metroplex Intergroup, TX:** This intergroup is following up with “The Chatting with Churches” idea which originated from Lifeline. They are happy to see many others trying this approach. There are thirty-three OA meetings affiliated with the intergroup and twenty-four of them are held in seventeen churches. They are using emails to reach the churches. The intergroup used the sample given in Lifeline, thanking them for their support in using the facility. They asked if they wanted an attachment about the OA meeting in their church bulletin. They have sent out seven emails so far and have had four positive replies. The intergroup has another brave thing in the wings and has established a new PIPO Committee.

- **HOW-OA Northern California Intergroup, CA:** A newcomers’ meeting was held at the Mastic Senior Center in Alameda. The topic was “Is sugar a problem for you?” There were speakers and a speed-sponsor experience. A second meeting was held at the Mastic Senior Center with a speed “meet and
greet” (fifteen sponsors asked thirty potential newcomers the Fifteen Questions). This was followed by an OA member sharing her experience, strength, and hope. After that presentation, at least three new people started attending several OA meetings. Meeting lists are now available in the lobby. The committee is working on starting a new weekly meeting there if there are no restrictions as to who can attend. The committee is also following up on the possibility of having a booth at the large retirement community’s health fair again in November. Flyers are handed out, as well as information about a local meeting. HOW business cards have been printed, as well as a free handout for newcomers. In addition, the committee has assembled a low-cost newcomer packet that is available to all meetings.

- **Island Intergroup, Canada**: The intergroup is working with three regions and two religious groups (about 200 parishes) to request that information about OA be posted in their weekly bulletins. On average, each parish has one hundred bulletins printed, which has the potential of reaching approximately 20,000 people at no cost but some work.

- **Kansas City Area Intergroup, MO**: A member volunteered to lead a professional outreach effort for the intergroup and is currently recruiting volunteers. The intergroup will develop strategies and tactics for helping members throughout the area and provide OA information to the professionals they interact with.

- **MetroWest Intergroup, MA**: The intergroup continued their professional outreach and public information efforts. Notable highlights: Creation of a new website as a communication tool to provide information and resources inside the rooms and to people outside the rooms; advertising, both paid and free Google and Facebook ads to ask the fifteen questions, and guide people to oa.org, the intergroup’s website, and meetings; outreach is in the beginning stages of college, university, and hospital outreach where members have and will speak to mental health professionals, counselors, and medical professionals and ask to leave literature for students/patients; in October 2019, the intergroup co-led a “Carry the Message” workshop with Region Six’s PI/PO Committee and in January 2020, the intergroup began hosting monthly workshops to help carry the message of recovery. This member decided to make “One Brave Thing” personal. She writes: “After sharing my recovery in program with a clinician at the weight center at the hospital at which I work, I asked this person if they’d be willing to distribute information to the other clinicians in the weight center and they agreed. I provided them with professional outreach packets, including *Introducing OA to Health Care Professionals* and a copy of the *Courier* to the clinician.”

- **Nassau County Intergroup, NY**: The PI/PO Committee placed Facebook lead ads and Facebook Messenger contact ads in the NY metro area. The cost was approximately US$1,400. As of July 20, 2019, the ads generated seventy-one leads and thirty-five instant message responses. All were followed up. As a direct result, seven of the leads and six of the messenger contacts were matched with OA members who met them at the door and these contacts attended an OA meeting. All leads and messenger contacts received OA information and meeting lists, so more may have attended a meeting but cannot be documented. The intergroup prepared a Region Six grant to do more ads and develop a “how to” turnkey package for other service bodies to use to repeat this success and received US$1,000 from Region Six for a Facebook blitz campaign. The intergroup will be contributing US$400. This will be a month-long campaign to track best practices and ad data to share with everyone. They already have data that the campaigns are effective at bringing people into the room. Facebook will include ads on Instagram as well as targeting a younger demographic. They are working with Facebook to meet new language standards.

- **Orange County Intergroup, CA**: This intergroup has created a special envelope with a pamphlet to the professional, an introductory letter to the professional, and a copy of the intergroup’s bi-monthly communique which contains meetings, events, and contact info. They presented the envelopes at an intergroup meeting and gave each rep a free copy with directions to take them to their doctors, taking the info out of the envelope and mentioning what was being given. They felt that this would prevent the professional from dropping a plain envelope on their desk to look at later and having it get thrown
away instead. At least if they show what is there for them, that is less likely. Subsequently, they will be sold by the intergroup office at a cost of US$0.50 each. So far, they have sold out of all the envelopes they could make and have more pamphlets on order. Since *Lifeline* will not be available to use as outreach, the intergroup is going to have to come up with another pamphlet to place in the doctor’s offices. They are looking for a way to fund this outreach and beginning to work with outreach to bariatric surgeons. One member is working with the patients of her doctor to help them maintain their weight loss after surgery. They are hoping to see this kind of outreach spread to more bariatric doctors. They have now decided to offer their professionals a sticky pad to give them something to attach to the papers given each appropriate patient, or to put in the waiting room for clients to take. The pad says, “Is Food a Problem for You? [big, bold font]. Do you eat when you’re not hungry? Do you binge, purge or restrict? Is your weight affecting your life? Contact OVEREATERS ANONYMOUS [in red] to find a meeting go to [followed by a box with the intergroup website and phone number also larger font, bold].” Unfortunately, the public outreach budget is only US$100 a year, so that won’t go far. They are looking for creative ways to pay for them. They hope that members will be willing to purchase the pads for their own professionals, or that they can find it in the budget to provide them at no cost.

- **Perth OA Intergroup, Western Australia:** The intergroup uses several community newsletters and newspapers to list information about OA. They have also been busy researching and developing a new business card and postcard with a QR code linking to the meeting page on their blogspot. Several copies of the new *Twelve and Twelve* were purchased from a fundraising drive and lodged in some local libraries. They have approached and released a recommended public service announcement to a few local newspapers and radio stations. They have invited short contributions to their blogspot to drive more traffic to their website. They leave postcard-size information at a variety of venues, such as cafes, gyms, doctors’ surgeries, and health professionals. They have a monthly PI focus that they attach to their announcements to read at the end of each meeting. They will invite members to do any of the above initiatives. For professional outreach, the committee has provided literature at a local eating disorder clinic.

- **Raleigh/Durham, NC (reported by a committee member):** “I committed to doing one brave thing each month. In June, I held a subcommittee meeting. We brainstormed ideas to share members’ stories until *Lifeline*, our meeting on the go, is permanently discontinued in December 2020. Today, I walked up to individuals at my gym who were offering nutritional counseling. I shared with them about OA, my experience, and gave them the copy of *Lifeline* that I had been reading while working out.”

- **Region Six PIPO:** The committee is amping up PIPO efforts around their entire region. This included having a PIPO display table at their convention. They have produced their first bi-annual news flash on PIPO and they are currently funding the following in cooperation with Region Six intergroups—Distribution of OA literature to libraries in RI along with literature and poster displays (ongoing); thirty-second public service announcements that will be available regionwide which encourages the listener to check out oa.org, created by Nassau IG; posters on buses in Quebec, Canada; and Facebook leads and message campaign through Nassau IG on their Facebook page, “Nassau OA.” The page and testing will be revised with an additional funding of US$1,500 combined campaign based on previous successful testing. This was a month-long campaign to tracking best practices and ad data to share with everyone. They already have data that the campaigns are effective at bringing people into the room. Facebook will include ads on Instagram as well as targeting a younger demographic. They are working with Facebook to meet new language standards. The Region Six PIPO committee is hosting a training session by Zoom for intergroups on PIPO. Region Six is sponsoring a regionwide PIPO “Carry the Message” workshop, cosponsored by local intergroups. Region Six PIPO Committee members travel to region intergroups to carry the message. Region Six launched a new Facebook page on February 16.

- **Southern Alberta Intergroup, Canada:** Eating Disorders Awareness Week in Canada runs from January 31 to February 7. The intergroup has a strong presence at many events happening in Calgary
this week. They have info tables at a film and a panel event at the University of Calgary. There is an info table at a health professionals’ event at Mount Royal University. One of the members, who also works in the field of eating disorders treatment, hosted what she called a mindful meal in the atrium of City Hall over the noon hour, and she had OA information for anyone who was interested. They were also able to have their meetings for the week listed on the Eating Disorders Network of Southern Alberta website, along with a special invitation for newcomer meetings this week where they will focus on Step One. The intergroup ordered 100 pens with their local contact info on them, as well as the question “Is food a problem for you?” They will use these for outreach this week, and any leftover will be distributed at their next intergroup meeting to be left at doctors’ offices. To date three newcomers came to meetings because they saw the message on the pen.

- **Southern California, CA:** They are reaching out to senior communities 50+ and attended a West Hollywood senior health fair and had an excellent response. There are lots of opportunities to reach out to many more in the Los Angeles area.
- **Suncoast Intergroup, FL:** The intergroup is in the process of exploring the creation of a Facebook page. The Spreading the Message Committee is creating a proposal to present at the next meeting detailing how they plan to execute the process and staff the maintenance of the page. If all goes well and they vote to create the page, they plan to look into doing Facebook ads.
- **Unity with Diversity Desert Intergroup, CA:** The intergroup’s PI Committee has begun a communication to the churches where their meetings are held and asking for space in the weekly bulletins for a blurb about OA. This is in progress.
- **Valley Sierra OA/HOW Intergroup, CA:** The project is to create a binder with details of all the intergroup’s PI contacts to make it easier for a member to volunteer for the open PI/health fair board position and then to recruit a member to fill the position. The binder should be completed by the WSBC in April. A member recently volunteered and was elected to the PI/health fair intergroup position. This happened because the chair visited meetings and talked about the project at intergroup meetings.
- **Westchester United Intergroup, NY:** The intergroup has only one committee person but she has been very active hanging the OA PI posters around the county. They still have display racks with the fifteen questions in medical offices. The project to speak with medical professionals at their monthly/weekly meetings has stalled but they continue to try to break through the block. The intergroup is about to embark on a really big “One Brave Thing.” They are going to place an ad in a local mall that will match small coaster-sized cards that will be handed out to local businesses and professionals all over the county. It’s coming up for approval at their March intergroup meeting. The proposed design is a cake in a red circle with a line through it. It has the intergroup name, phone number, and an email address for PIPO, along with a tagline.

Submitted by,
Susan B., Delegate Cochair
Pat O., Trustee Cochair
February 2020
Region Chairs Committee Report

The Region Chairs Committee (RCC) is comprised of eleven region chairs from the ten land-based regions and the virtual region, together with a member of the Board of Trustees (BOT) as the trustee cochair of the committee.

Statement of Purpose
1) To provide channels of information and communication among regions and between the region chairs and the Board of Trustees.
2) To network among the regions for the purpose of sharing resources and solutions.
3) To provide input on speakers at WSBC.
4) To facilitate the WSBC forum based on invitation from the BOT’s Conference Planning Committee.
5) To provide input to the BOT Strategic Plan.
6) To assist in the WSBC Green Dot/Mentor Program.

2019-2020 Officers
- Delegate Cochair: Annette P., Region Four chair
- Vice Chair: CJ M., Region Five chair
- Secretary: Terri B., Region Seven chair
- Trustee Cochair: Beth B., Region Six trustee

Overview and Status of Goals
Our ongoing goals include participating in the BOT Strategic Plan. During the year, members of the RCC participated virtually in one of four strategic planning subcommittees.

Another very important goal of the RCC is sharing resources to help each other and our regions. We accomplish this in several ways, including assigning mentors to new region chairs during their first year in this service. We also share our experience, strength, and hope with one another via email when one region chair reaches out to the group with questions or for support.

In addition, the RCC has set the following goals this year.
- **Submit the 2019 Forum as a workshop:** The workshop has been posted to oa.org.
- **Create a podcast in non-English:** The script in English, Spanish, and French has been sent to the Materials Approval Committee for approval.
- **Produce a set of instructions for creating podcasts:** This document has been created and is available to use when recording podcasts.
- **Develop and present the 2020 Forum:** This goal has been discontinued for 2020 due to scheduling problems. We hope to be able to present the Forum again in the future.
- **Increase awareness and understanding of virtual meetings:** Two goals were combined to create one goal with the idea that virtual meetings need to be an ongoing focus.
- **Present a new chair orientation at a meeting following the election of a new chair:** Initiated at WSBC 2019, this orientation has been appreciated by all participants. The decision to continue these orientations was made at that time.

RCC Meetings
Each year, we meet four or more times either in person or virtually. Two or three of the meetings are in-person with the others held virtually. We also meet virtually as needed to complete our business.
This year our fall meeting was held in Minneapolis, MN from October 2—4. In addition to working on RCC goals, we participated in committee work, observed the Region Four Assembly and board meetings, and shared experience, strength, and hope as speakers. We accommodated virtual attendance for chairs not able to travel. Next year our fall meeting will be held in Bellingham, WA in early November.

Strategic Plan Update
The RCC met at WSBC to brainstorm ideas, selecting four topics to focus on at WSBC 2020. Members are currently working on subcommittees with the BOT to take their specific focus forward.

Annette P., Delegate Cochair
Beth B., Trustee Cochair
March 2020
Twelfth Step Within Committee Report

Below are the subcommittees that were formed at WSBC 2019.

- **Strengthening Intergroup TSW Committees Worldwide:** This subcommittee’s purpose is to identify and compile a list of TSW Committee chair mentors and connect them with intergroups with absent, inactive, or struggling TSW Committees. They sent out a survey to the Fellowship to find strong and struggling TSW Committees within intergroups. Then they analyzed the responses to the survey and wrote an introduction letter for mentors/mentees matching strong and struggling committees allowing mentorship.

- **OA Holiday Event Kits:** The purpose of this subcommittee is to assemble a resources kit to put on five holiday events. They have completed multiple OA workshops for various OA holidays and submitted various workshop formats and resources to the TSW trustee cochair. The Materials Approval Committee has responded requesting the material be summarized and all identifying information, such as specific dates, locations, and intergroup names be removed. The plan is to share the kits with the Fellowship to help members put on workshops in their areas.

- **Inventory of TSW Resources and Sharing:** The purpose of this subcommittee is to identify, categorize, and share TSW existing resources “bridges” with OA members. They researched and collected TSW resources throughout oa.org and all the regions. There are no further steps at this time.

- **What Recovery Looks Like:** The purpose of this subcommittee is to create a “What Recovery Looks Like” workshop. The subcommittee has received feedback from the Materials Approval Committee and are waiting for a decision.

- **Spiritual Awakening Through the Twelve Steps One-Day Workshop:** The purpose of this subcommittee is to create a “Spiritual Awakening Through the Twelve Steps” one-day workshop. The workshop has been created and submitted to the Materials Approval Committee. It was approved and will be placed on oa.org

- **Red Button:** The purpose of this subcommittee is to recommend to the Website Review Committee to have “red buttons” that are clearly marked in simple language. The recommendation was acknowledged.

JC D., Delegate Cochair
Dora P., Trustee Cochair
February 2020
Unity with Diversity Committee Report

Statement of Purpose
We recognize the significance that diversity plays in OA’s ability to carry the message of recovery effectively. This committee encourages acceptance and inclusivity in our language and our actions while growing worldwide unity.

2019-2020 Committee Officers
- Delegate Cochair: Pauline E.
- Delegate Vice Chair: Derita P.
- Secretary: Laura M.
- Trustee Cochair: Ron P.

Overview
- Inreach with Inclusivity: The subcommittee’s purpose was to increase diversity awareness within the Fellowship.
- Outreach with Inclusivity: The subcommittee’s purpose was to attract members from diverse communities and cultures into OA.
- Translations: The subcommittee’s purpose was to encourage unity on a diverse, worldwide level.

2019-2020 Highlights
- Inreach with Inclusivity: This subcommittee completed motions to update the Business Conference Policy Manual, requesting more focus on the Traditions and asking for an update in the inclusive language in the Preamble to specific conditions among members.
- Translations: This subcommittee created a visual globe button on the OA worldwide page and submitted the graphic to the Website Review Committee, which has been in the process of updating oa.org. A series of podcasts of members’ first-hand accounts (experience, strength, and hope) in languages other than English was the focus of this subcommittee’s work. Having existing English podcasts translated into other languages was investigated as well.
- Outreach with Inclusivity: The work of creating ways to reach out to underrepresented groups in our Fellowship and outside it was a major task. Intensive interviewing was the key method. Members from varying underrepresented groups shared their experiences and wisdom. A summary of the interviews was produced, as was a synopsis of common experiences and opinions. Fifteen OA members were interviewed in Vancouver, BC; Seattle, WA; Oakland, CA; Saint Louis, MO; Pittsburgh, PA; and Sweden. They identified with one or more of the following underrepresented groups: African American, Asian American, LGBTQ2, men, agnostic/atheist, anorexic, people who had bariatric surgery, and/or language learners. From these interviews, new ways of seeking deeper inclusion were the hoped-for products. A motion to encourage inclusion of stories and quotes from diverse groups was submitted to the WSBC 2020 Agenda Questionnaire. Members of the subcommittee also gathered information on resources that could be useful to OA reaching out to underrepresented segments of our Fellowship and beyond. They looked at materials already available from OA as well as finding examples from other twelve step fellowships.

Projects’ Status
The motion from the Inreach with Inclusivity Subcommittee was included on the WSBC Agenda Questionnaire and will hopefully be included in the New Business Motions to be debated at WSBC 2020.
The updating of oa.org is progressing at the time this report is being submitted. The accessibility for members of different languages will be, we understand, greatly enhanced in this new iteration of the website.

A summary of the interviews with members from underrepresented groups within OA has been produced from the materials gathered during the interviews. What the committee learned from this process could prove to be of great importance in OA’s constant quest to welcome members from underrepresented groups and help them to feel at home in OA.

**General Information**

Several virtual and telephone meetings were held during the year, including subcommittee/team meetings and meetings of the committee as a whole. These helped to maintain a sense of connection and to provide updates on the progress of various projects. Email exchanges, individual phone calls, and WhatsApp calls helped to move things along between meetings. This report reflects the concerted effort and cooperation among members of all subcommittees. We have been blessed with the support of the Board of Trustees, the WSO staff, and many, many OA members.

**Recommendations**

We recommend in-depth sharing during the committee meetings at WSBC, especially from the UWD Committee members who will be returning from this previous year. Openness to new ideas in the quest to reach underrepresented members within OA and those people not yet in our Fellowship is crucial. Exploring what can be learned from the work of previous subcommittees and building on that will, with the help of HP, result in new avenues of outreach and inreach, with translation always a key part of sharing what we have learned. Active participation throughout the year following WSBC will yield benefits for everyone, including those who put in the effort to advance the goals of the various UWD subcommittees.

Respectfully submitted,
Pauline E., Delegate Cochair
Ron P., Trustee Cochair
February 2020
Young Persons’ Committee Report

The Young Persons’ Committee met monthly via video conference to continue our primary purpose work.

**YP Podcasts**
Three podcasts have been recorded to broadcast on oa.org to help young people who are still suffering. A process is being investigated to create a YouTube channel to place anonymous podcasts. We are also investigating how podcasts can be placed on other podcast stations.

**YP Facebook Page**
“Overeaters Anonymous YP” has constant overseeing of the page. The Thursday night YP phone meeting is also posted on the Facebook page. This meeting continues to have seven to eight people every Thursday.

**College and University Outreach Subcommittee**
The subcommittee created a suggested letter for intergroups to send to their local universities/colleges. They discovered a national conference of college and university counselors in Nashville, TN. They are hoping Middle Tennessee Intergroup is willing to support this conference.

Discussion and planning are also taking place about a retreat/marathon for young persons in OA. There is also discussion about a special meeting for YP at the World Service Convention in Orlando. The committee has been contacted about possibilities.

Nathan O., Delegate cochair
Barb K. Trustee Cochair
March 2020
Conference Committee Information and Instructions

Presiding Officer
The delegate committee cochair elected at the 2019 WSBC, or their replacement, presides over the committee’s meetings. If the current delegate cochair is not present, the current trustee cochair will preside over the committee’s meetings. In the absence of a chair, someone may be appointed by the committee to serve as chair of the meeting. The delegate cochair may ask the trustee cochair to preside over the meetings.

Both cochairs are expected to listen carefully to committee input and to keep their individual input to a minimum to allow for the greatest amount of delegate participation.

Meeting Minutes
One member of each committee shall take minutes of the proceedings of the committee meeting. Minutes should include the topics discussed, major decisions made, and actions to be taken with assignments and deadlines. For each committee member to participate fully, it is recommended that a flipchart be used to record the discussion and decisions of the committee as they occur. The resulting “group memory” can be used to create the meeting’s minutes.

Reports and Roster
Each committee must complete and return the Goals Report form, the Committee Summary Report (refer to Meeting Minutes section above), and the committee roster included in the delegate cochair’s committee packet. These reports and roster must be typed/updated and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

During Business Meeting V, time permitting, a brief oral report of the committee’s activities will be given by the presiding delegate cochair. This two-minute oral report should summarize the ideas discussed, goals set, and actions taken by the committee during its meeting, and announce the names of the incoming delegate cochair and other officers elected.

The presiding delegate cochair and trustee cochair must jointly prepare a formal written report of the complete committee proceedings for inclusion in the Final Conference Report of the World Service Business Conference 2019. This formal written report must be received by the World Service Office no later than Monday, May 11, 2020. This report is different from the goals and summary reports.

NOTE: New this year, the delegate/trustee cochairs are responsible for submitting the goals and summary reports (typed), updating the committee roster, and emailing it to the committee members. These reports and rosters must also be emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.
Bylaws Committee Meeting Agenda

Statement of Purpose
1) To review and propose changes to OA, Inc.’s current bylaws and policies.
2) To advise other service bodies on forming, adopting, and refining their own bylaws.
3) To foster a greater awareness for the uses and purposes of OA, Inc. Bylaws.

Wednesday, April 22, 2020
1) Serenity Prayer
2) Introductions
3) Opening Readings: Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service
4) Select secretary/recorder
5) Circulate sign-in sheet
6) Read committee’s statement of purpose
7) Report committee’s activities since close of 2019 Conference
8) Establish norms and expectations of committee members, including frequency and methods of communication within the committee
9) Discuss issues concerning the committee
10) Establish short- and long-term goals for the committee
11) Establish subcommittees
12) Break into groups
13) Establish objectives or action plans to meet goals
14) Assign tasks and deadlines as dictated by the action plan
15) Reconvene for discussion
16) Elect officers for the coming year
17) Confirm meeting’s proceedings, including goals, objectives, assignments, deadlines, follow-up plans, next meeting time, and committee mailings
18) Closings: Serenity Prayer followed by the OA Responsibility Pledge

Goals Report, Committee Summary Report forms, and an updated committee roster must be completed (typed) and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

An oral report of the committee’s goals, decisions, and actions will be given by the presiding delegate cochair during Business Meeting V, time permitting. A complete formal written report prepared by the presiding delegate cochair and trustee cochair must be submitted to the World Service Office no later than Monday, May 11, 2019. This report is different from the goals and summary reports.
Conference-Approved Literature Committee Meeting Agenda

Statement of Purpose
1) To review drafts for new or revised literature in cooperation with the WSO publications department, the appropriate Conference Literature subcommittee, and other relevant OA committees.
2) To recommend and/or review proposals for literature revisions and new literature proposals for further development.

Wednesday, April 22, 2020
1) Welcome and Opening
   a) Opening: Serenity Prayer
2) Introductions and Overview
   a) Introductions
   b) Secure acting secretary/recorder (notes due to delegate cochair by Friday at 6:00 p.m.)
   c) Circulate sign-in sheet
   d) Read committee’s statement of purpose (above)
3) CLC Business
   a) Review today’s CLC agenda
   b) Review CLC development timeline/process (WSO publications manager)
   c) Report committee’s activities since the close of 2019 Conference
   d) Establish norms and expectations of committee members, including frequency and methods of communication within the committee
4) Subcommittee Business
   a) Subcommittees that should continue from 2019—2020 into 2020—2021
   b) Review new literature situation
   c) Select projects for 2020—2021 and form appropriate subcommittees
5) Election of CLC Officers: Secretary, Delegate Cochair, and Vice Chair
   a) Nominate candidates
   b) Hear candidates’ qualifications
   c) Questions for candidates
   d) Vote
6) Subcommittee Breakout
   a) Select chair and secretary for subcommittee
   b) Establish short- and long-term goals for subcommittees
   c) Establish objectives or action plans to meet the goals
   d) Assign tasks and deadlines as dictated by the action plan in goals report
   e) Determine frequency and methods of communication exchange phone/email contact information
   f) Fill in subcommittee goals report (due to trustee cochair no later than Friday at 6:00 p.m.)
7) Closing
   a) Members confirm that CLC sign-in sheet is complete, accurate, and legible
   b) Close by 4:15 p.m. with I Put My Hand in Yours

Goals Report, Committee Summary Report forms, and an updated committee roster must be completed (typed) and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

An oral report of the committee’s goals, decisions, and actions will be given by the presiding delegate cochair during Business Meeting V, time permitting. A complete formal written report prepared by the presiding delegate cochair and trustee cochair must be submitted to the World Service Office no later than Monday, May 11, 2019. This report is different from the goals and summary reports.
Public Information/Professional Outreach Committee Meeting

Agenda

Statement of Purpose
1) To encourage and assist service bodies in making the public aware of Overeaters Anonymous through print and broadcast media, participation in community events, and any other public means available, being always mindful of the need to observe the Traditions of Overeaters Anonymous.
2) To provide service bodies with ideas and materials for their local efforts.
3) To address concerns within the Fellowship related to anonymity and misinformation about OA on a public level using the Public Information Service Manual and public service announcements when appropriate.
4) To encourage the purchase and use of the Public Information Service Manual and public service announcements by service bodies.
5) To assist service bodies in apprising professionals of the OA Twelve Step program.
6) To promote the use of the Professional Outreach Manual.

Wednesday, April 22, 2020
1) Opening reading(s)
2) Introductions
3) Appoint temporary chair
4) Select secretary/recorder
5) Circulate sign-in sheet
6) Read committee’s statement of purpose
7) Report committee’s activities since the close of 2019 Conference
8) Establish norms and expectations of committee members, including frequency and methods of communication within the committee
9) Discuss issues concerning the committee
10) Establish short- and long-term goals for the committee
11) Establish objectives or action plans to meet the goals
12) Assign tasks and deadlines as dictated by the action plan
13) Elect officers for coming year
14) Confirm meeting’s proceedings, including goals, objectives, assignments, deadlines, follow-up plans, next meeting time, and committee mailings
15) Closing

Goals Report, Committee Summary Report forms, and an updated committee roster must be completed (typed) and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

An oral report of the committee’s goals, decisions, and actions will be given by the presiding delegate cochair during Business Meeting V, time permitting. A complete formal written report prepared by the presiding delegate cochair and trustee cochair must be submitted to the World Service Office no later than Monday, May 11, 2019. This report is different from the goals and summary reports.
Twelfth Step Within Committee Meeting Agenda

Statement of Purpose
1) To carry the same message of recovery to those who still suffer WITHIN the OA Fellowship.
2) To deal with relapse and issues of membership retention, offering the message of hope.
3) To encourage OA members to maintain recovery and prevent relapse.

Wednesday, April 22, 2020
1) Preliminary
   a) Opening reading(s): Serenity prayer, Twelve Steps, Twelve Traditions and Twelve Concepts
   b) Introductions
   c) Circulate sign-in sheet
   d) Select secretary/recorder
   e) Read committee’s statement of purpose
   f) Report committee’s activities since the close of 2019 Conference
      - Questions concerning report
      - Issues arising out of report
2) Substantive Matters
   a) About this Conference committee
      - Issues of commitment by its members during the year
      - Issues of whether best done within regions and other service bodies
      - What else needs to be done by a Conference committee given the amount of resources currently available on our website to members
   b) If this committee should continue to exist, then:
      - Establish norms and expectations of committee members, including frequency and methods of communication within the committee
      - Monthly meeting to keep the committee together
      - Establish short-term goals for the committee
      - Establish long-term goals for the committee
      - Establish objectives or action plans to meet the goals; may break into smaller groups if appropriate
   c) Assign tasks and deadlines as dictated by the action plan
   d) Elect officers for coming year
   e) Confirm meeting’s proceedings including goals, objectives, assignments, deadlines, follow-up plans, next meeting time, committee mailings
3) Closing

Goals Report, Committee Summary Report forms, and an updated committee roster must be completed (typed) and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

An oral report of the committee’s goals, decisions, and actions will be given by the presiding delegate cochair during Business Meeting V, time permitting. A complete formal written report prepared by the presiding delegate cochair and trustee cochair must be submitted to the World Service Office no later than Monday, May 11, 2019. This report is different from the goals and summary reports.
Statement of Purpose
We recognize the significance that diversity plays in OA’s ability to carry the message of recovery effectively. This committee encourages acceptance and inclusivity in our language and our actions while growing worldwide unity.

Wednesday, April 22, 2020
1) Opening reading(s)
2) Introductions
3) Appoint temporary chair, if necessary
4) Select secretary/recorder
5) Circulate sign-in sheet
6) Read committee’s statement of purpose
7) Report committee’s activities since the close of 2019 Conference
   a) Inreach Subcommittee
   b) Outreach Subcommittee
   c) Translations Subcommittee
8) Establish norms and expectations of committee members, including frequency and methods of communication within the committee
9) Discuss issues concerning the committee
10) Establish short- and long-term goals for the committee
    a) Identify delegate priorities for unity with diversity work
    b) Review 2019—2020 work and decide whether to maintain or adjust the subcommittee structure to suit priorities
11) Establish objectives or action plans to meet the goals
12) Review the communication protocols for board committees and channels of communication
13) Review steps and processes, including timelines, through which individual and subcommittee ideas and goals become motions to be enacted
14) Assign tasks and deadlines as dictated by the action plan
15) Elect officers for coming year
16) Confirm meeting’s proceedings including goals, objectives, assignments, deadlines, follow-up plans, next meeting time, and committee mailings
17) Closing

Goals Report, Committee Summary Report forms, and an updated committee roster must be completed (typed) and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

An oral report of the committee’s goals, decisions, and actions will be given by the presiding delegate cochair during Business Meeting V, time permitting. A complete formal written report prepared by the presiding delegate cochair and trustee cochair must be submitted to the World Service Office no later than Monday, May 11, 2019. This report is different from the goals and summary reports.
Young Persons’ Committee Meeting Agenda

Statement of Purpose
1) To serve OA members, groups, and service bodies in carrying the message to young people within the Fellowship as well as to young newcomers.
   a) Act as a resource by outlining appropriate OA material including literature, online resources, and meeting formats.
   b) Provide information regarding projects, initiatives, and other activities that have been successful in supporting young people within the Fellowship and carrying the message to young newcomers.
2) To provide recommendations for literature and other resources intended to support younger members within the OA Fellowship.
3) To assist WSO in responding to inquiries regarding young persons in OA.

Wednesday, April 22, 2020
1) Opening reading(s)
2) Introductions
3) Appoint temporary chair, if necessary
4) Select secretary/recorder
5) Circulate sign-in sheet
6) Read committee’s statement of purpose
7) Report committee’s activities since the close of 2019 Conference
8) Establish norms and expectations of committee members, including frequency and methods of communication within the committee
9) Discuss issues concerning the committee
10) Establish short- and long-term goals for the committee
11) Establish objectives or action plans to meet the goals
12) Assign tasks and deadlines as dictated by the action plan
13) Elect officers for coming year
14) Confirm meeting’s proceedings, including goals, objectives, assignments, deadlines, follow-up plans, next meeting time, and committee mailings
15) Closing

Goals Report, Committee Summary Report forms, and an updated committee roster must be completed (typed) and emailed to Jeanette Romero at jromero@oa.org by May 11, 2020.

An oral report of the committee’s goals, decisions, and actions will be given by the presiding delegate cochair during Business Meeting V, time permitting. A complete formal written report prepared by the presiding delegate cochair and trustee cochair must be submitted to the World Service Office no later than Monday, May 11, 2019. This report is different from the goals and summary reports.
Workshop Instructions

The Conference Planning Committee has invited trustees, delegates, and others to co-lead the six workshops. For more information on all workshops, please refer to page 281.

The workshop leaders should ask someone to take notes on the workshop. It would be helpful if the notes are shared with the leader at the end of the session to ensure accuracy.

These workshops are being offered to provide practical assistance to groups and service bodies in matters of importance to the Fellowship. Workshops will NOT be recorded.

An oral report summarizing the workshop should be given by the designated workshop leader (determine which leader from your workshop will give the summary) during Business Meeting V, time permitting. A complete written report prepared by the speakers must be submitted to the World Service Office no later than Monday, May 11, 2020.
Workshops/Forum Descriptions and Questions

**Tuesday, April 21, 2020**
7:30 – 8:45 p.m.
*Growing OA Worldwide: 1960-2020*
**Purpose:** To inform delegates of the work trustees have to perform (e.g., liaison between world service and region)
**Questions:**
1) Why would I want to serve?
2) What kind of work would I have to do?

**Wednesday, April 22, 2020**
6:30 – 8:00 p.m.
*All About Conference (including parliamentary procedures)*
**Purpose:** To provide delegates the opportunity to hear experienced members discuss the workings of Conference and to have their questions and concerns answered. To facilitate an orderly Conference by reviewing parliamentary procedures with delegates.

8:15 – 9:30 p.m.
*Meet & Greet the Maker*
**Purpose:** To allow delegates time to ask questions of the members who submitted the new business motions and bylaw amendments for consideration by the WSBC. To create an opportunity for discussion and possible consensus among the delegates.

**Thursday, April 23, 2020**
7:15 – 8:30 p.m.
*Strategic Planning for OA’s Future*
**Purpose:** To review the current activities of the plan (May 2019 – April 20); to review the joint meeting held immediately prior to WSBC; to elicit additional ideas and clarify/expand on 2020 ideas
**Discussion:**
1) General comments on ideas/actions presented and brainstorming of additional focus

8:45 – 10:00 p.m.
*Looking to the Future: Social Media, Attracting Young People*
**Purpose:** To share information about the various means to attract newcomers, especially young people in OA
**Questions:**
1) How do we find and recruit members knowledgeable about Facebook to help my service body do Facebook ads successfully?
2) What can we do to warmly welcome newcomers at all our meetings?
3) How do we reach newcomers who are under 30?

**Friday, April 24, 2020**
7:30 – 9:15 p.m.
*Abstinence and Recovery: Dynamic Duo*
**Purpose:** To discuss how the WSBC approved definitions of abstinence and recovery work together in our program, enabling members to live more fully, sanely, and authentically
**Questions:**
1) Abstinence: How do I get there? (difference between abstinence and a plan of eating)
2) Recovery: Will I ever be able to really remove my need to engage in compulsive eating behaviors?
Appendices

Appendix A
Carrying the Message Back

Appendix B
Trustee Applications

Appendix C
FY2019 Financial Report

Appendix D
FY2019/FY2020 Budget Comparison

Appendix E
FY2019 Contributions Report

Appendix F
The Twelve Steps
The Twelve Traditions
The Twelve Concepts of OA Service
OA Promise
Responsibility Pledge
Serenity Prayer
Seventh Step Prayer
Third Step Prayer
Carrying the Message Back

As a delegate to the World Service Business Conference, your role of representing your local service body is not finished yet.

It is equally important that you carry the message back home for several reasons. This is an opportunity to share with others what you saw and heard at Conference and to bring the enthusiasm you feel today back to those who supported your decision to represent them and send you as their delegate. Your ability to reveal the magic and the essence of WSBC can make a dramatic impact in creating interest and excitement for others who may then want to serve as well.

By giving a report to your service body, you are fulfilling your responsibility to OA, building your individual recovery, and strengthening your meetings. You are a link in a chain; in passing forward the essence of what happens at WSBC, not just the results of the votes, but the process and the emotional experience.

Suggested information to pass on to your local service body and groups:

- How many people attended the Conference? Total Eligible Voters ________
- How many different countries were represented? ________
- Countries represented:

As you review and listen to the reports, consider if they contain information that might be beneficial to your local service body.

- Officer Reports: Significant Information

- Committee Reports: Significant Information
• Committee Meeting You Attended: What was discussed? What service role did you take? What is your commitment for this next year as a member of the committee?

• Workshops: Which ones did you attend? What one new idea did you leave with from each workshop?

• Literature Considered: What received the Conference approval? Tell your service body this new literature will be available soon.
• New Business: Which motions were adopted? Which motions failed? Share about the process and how we got to the results.

• Elections: Who are the new trustees?

• Share about what you personally experienced. Did you make a new acquaintance? Did you enjoy the fellowship? Did you attend the OA meetings? Are you willing to do this service again?
Appendix B – Trustee Applications
Submit for consideration at the Business Conference in 04 2020 month year.

I am applying for a position on the Board of Trustees of Overeaters Anonymous, Inc. as:

☑ Trustee for Region 1 ☐ General Service Trustee

Full Name Margie G.

Address On file Phone On file

City On file State/Prov OR Country USA Zip On file

E-mail Address On file

Years in OA 42 Number of years of service beyond the group level 40

Date continuous abstinence began 12/13/01 Date maintenance began 8/02

I have read the qualifications for Region/General Service Trustee, which are reproduced from the Overeaters Anonymous, Inc. Bylaws, Subpart B, on the last page of this form. As a candidate for a position on the Board of Trustees, my signature affirms adherence to those qualifications.

On file Signature of Candidate 1/20/20 Date

REQUIRED FOR REGION TRUSTEE NOMINEES:

On file Region 1 Chair 10/18/19

Signature of Region Officer Title Date

(Chair, Secretary, etc.)

REQUIRED FOR GENERAL SERVICE TRUSTEE NOMINEES ONLY: Per Article IX, Overeaters Anonymous, Inc. Bylaws, Subpart B, Section 5 – Nomination of Trustees, Part c) (1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee. (2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

Signature of Nominee’s Region or IG/SB Officer or Chair of the BOT Title Date

(Verifies that candidate’s enclosed resume was affirmed by majority vote as explained in Section reproduced above.)

IMPORTANT

Type or print in black ink only. This application must be sent to the World Service Office by the deadline established by Conference or by the Board of Trustees in the case of trustee appointments. The application must have original signatures by the applicant and the appropriate officers.

You may send by certified mail, return receipt requested to:

Overeaters Anonymous WSO • 6075 Zenith Court NE • Rio Rancho, New Mexico 87144 USA.

You may also fax the form to 505-891-4320, or email it to info@oa.org. Receipt of electronic applications will be acknowledged by the WSO. Do not write beyond the margins. Enter all information on this form. Attachments will not be reproduced for circulation to the delegates.

Additional copies of this form may be requested from the World Service Office or downloaded from https://oa.org/groupsservice-bodies/world-service/board-of-trustees/.
SUMMARY OF MY OA SERVICE RESPONSIBILITIES:
The most satisfying service I do is to be a sponsor and work one-on-one with people. I am very grateful to have something to share with others.

Group Level: Key person, set up chairs, secretary, treasurer, contact person, speaker getter, part time babysitter, designated downloader, carry literature, phone/check-in list, started meetings, sponsor, leader, intergroup representative.

Intergroup Level: Treasurer, cochair, chairman (of 2 different intergroups), newsletter editor, committee person, helped to put on marathons or events, chair of fashion show, speaker at meetings and events, Young People Committee, teach others how to do the job, delegate, convention registrar. I started doing service at the intergroup level in my second year in OA because I moved to a new town and wanted to stay in touch with some of my friends from OA; the town I moved away from promptly started their own intergroup and I was “stuck” doing service with a whole group of strangers.

Region 1: Regional representative (many times), cochair, outreach coordinator, marathon and retreat speaker. I was the Quilt Committee chair for 2 years and served on other committees.

WSBC: Delegate in 1980s and 2008-09. Young People’s Committee, PI Committee and active the whole year 2009-2010. Webmasters and technology groups.


I CAN BRING THE FOLLOWING BUSINESS, PROFESSIONAL OR OTHER EXPERIENCE, AND SKILL TO THE BOARD:
I was a special education teacher for 18 years. I evaluated individual progress and made specific recommendations for a plan of education. I supervised up to 4 classroom assistants and worked closely with other teachers to help mainstream students. My true gift is to be able to understand specifically where an individual is having trouble and being able to teach to that specific area, this is true in special education and the community computer classes I teach these days. I developed community jobs in several businesses and trained students for work. I have a master’s in Special Education.

I completed a 2-year community college program in 2002 in Information Technology and worked for 3 years in that field. I love to learn, and I love to teach others.

I bring to Region 1 and OA as a whole, a commitment to continue to work my program and continue to reach out to people and individuals. I am very compassionate and understanding with others and am able to see the big picture in various situations. I have moved some while in OA and served on intergroups with small spread out meetings and larger cities with daily meetings.

I bring good background and knowledge of computers and current technology. Additionally, I bring the ability to communicate and teach others this knowledge.

Region 1 communication coordinator or webmaster; maintained the website, set up email addresses for board members and committees, mail out all Region 1 daily journal orders.

Most important of all I bring a smile, enthusiasm and commitment to God and OA.
I WOULD LIKE TO BE A REGION OR GENERAL SERVICE TRUSTEE FOR THE FOLLOWING REASONS:
I would like to serve Overeaters Anonymous by being a regional trustee because I have the experience in OA to be of service to the fellowship and I have the time to do the work. I love little meetings and big meetings—I love the business of OA. I love that we must work together so that we all recover.

I have done this service for 7 years and find it lots of work and lots of fun! I feel that I am able to give much love and service to Region One. I enjoy knowing what is going on in the world of OA and passing on this information to my local area. I have led many service workshops and hope that I have inspired and helped various areas to provide better service to their intergroups.

I know that God and the OA group conscience will work together to find the best fit for me and for Overeaters Anonymous.

BRIEF ACCOUNT OF MY OA RECOVERY STORY – PHYSICAL, EMOTIONAL, AND SPIRITUAL:
I grew up in a very small community on the coast of Northern California. At about 12 years old, when I stopped growing taller, I became overweight. I had always felt “different,” big, loud and now my parents were telling me I was “too big” to act like THAT anymore. I needed to be more ladylike. Among my peers I was on the outside of everything. I know now that my judgmental attitude didn’t help. I started college and dropped out due to drugs and a guy. I moved to Tucson and went to college there. I continued drugging, drinking and eating. At the end I was barely hanging onto school and I am not sure how I actually finished with a degree. At this point, through a strange series of events, I took a job in Portland, OR, living in a group home for the mentally retarded. I gained 40 lbs. in 4 months working at the group home, since I couldn’t use or drink there. I would diet and gain it back; once I baked marijuana into brownies and got super high because I could not stop eating them. I met a neat guy, we started living together. Then one day he came home drunk and couldn’t remember a thing. I went to Alanon—it was easier to go get help for someone else’s problem. An Alanon friend took me to my first OA meeting; I remember judging the speaker harshly because her nail polish did not match her nice outfit, but I do not say what she said. I did know that OA was the right place for me.

I’m not a person who was struck abstinent at my first meeting and stayed that way all these years. At the beginning, I struggled with the fact that I needed OA, I struggled with thinking I could do it by myself, and I struggled with abstinence. I even thought I could be tough and independent, and moved to Welches, OR, which is a wide spot on the road up to Mt. Hood. But I was the only lonely and miserable; I spent my weekends binging or running into Portland to meetings. The next summer at the annual retreat, a friend invited me to rent the empty apartment in her building. It was really a God thing; there was even a fenced yard for my dog. I made a decision to recover. I decided that I could not do OA by myself on the mountain; I needed God, meetings and people nearby. I surrendered, became really involved in program and more involved in service at the intergroup level. Spiritually I identified with eastern religions when I arrived in OA and an agnostic—I don’t know, and I don’t care. I slowly developed a Higher Power which works for me and is personal. I participate in a church but also practice “take what works and leave the rest.” But even though I was doing very well in my recovery, life moves on. About 20 years ago, I had a major relapse, triggered by my ego, which was unhappy about a job ending and my mother’s death. I went back into the food and I gained all my weight back. But I stuck with OA. I just kept coming to meetings even when I could not express myself very well because of the sugar. There is nowhere else for me to go.

I almost gave up. Then a relative newcomer, who got thin and though she had the answers for everyone, asked me, “So when are you going to be willing to get abstinent?” My brain knew that she would never last in program but at that minute she was doing a lot better than I was—so I surrendered and got abstinent again. That was December 2001. I really need you guys and God in my life. I have changed so much through my recovery from compulsive overeating. I used to be very quick to take offense and be sharp with people. I only had short term relationships with men (often less than 6 months). I thought I would never be married because I could not live well with other people. I moved 3 times a year for 3-4 years and then at least once a year when I was first in OA. Now? I am much nicer (just ask my sister)! I have been married to a fun man and faithful for 30 years. I have not moved for 20 years. I am amazed at these and other positive changes that happened because I keep coming back. I have fun in my life today with traveling, my wonderful dogs, quilting and sewing, knitting, computers, teaching about computers, and dog training. Today I know that working the Steps is the only way I can stay free of the compulsion to eat. I know that if God and I continue to work on me one day at a time, I will continue to recover.
Submitted for consideration at the Business Conference in 2020 month year

I am applying for a position on the Board of Trustees of Overeaters Anonymous, Inc. as:

☑ Trustee for Region 4  ☐ General Service Trustee

Full Name  Meg M.
Address  On file Phone  On file
City  On file State/Prov MN Country USA Zip  On file
E-mail Address  On file

Years in OA  20 Number of years of service beyond the group level  13

Date continuous abstinence began  6/14/04 Date maintenance began  8/05

I have read the qualifications for Region/General Service Trustee, which are reproduced from the Overeaters Anonymous, Inc. Bylaws, Subpart B, on the last page of this form. As a candidate for a position on the Board of Trustees, my signature affirms adherence to those qualifications.

Signature of Candidate  On file Date  7/4/19

REQUIRED FOR REGION TRUSTEE NOMINEES:

Signature of Region Officer (Chair, Secretary, etc.)  On file Region 4 Chair Title  10/9/19 Date

REQUIRED FOR GENERAL SERVICE TRUSTEE NOMINEES ONLY: Per Article IX, Overeaters Anonymous, Inc. Bylaws, Subpart B, Section 5 – Nomination of Trustees, Part c) (1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee. (2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

Signature of Nominee’s Region or IG/SB Officer or Chair of the BOT (Verifies that candidate’s enclosed resume was affirmed by majority vote as explained in Section reproduced above.) Title Date

IMPORTANT

Type or print in black ink only. This application must be sent to the World Service Office by the deadline established by Conference or by the Board of Trustees in the case of trustee appointments. The application must have original signatures by the applicant and the appropriate officers.

You may send by certified mail, return receipt requested to:
Overeaters Anonymous WSO • 6075 Zenith Court NE • Rio Rancho, New Mexico 87144 USA.

You may also fax the form to 505-891-4320, or email it to info@oa.org. Receipt of electronic applications will be acknowledged by the WSO. Do not write beyond the margins. Enter all information on this form. Attachments will not be reproduced for circulation to the delegates.

Additional copies of this form may be requested from the World Service Office or downloaded from https://oa.org/groupsservice-bodies/world-service/board-of-trustees/.
SUMMARY OF MY OA SERVICE RESPONSIBILITIES:


Delegate (2011-12), Finance Committee (2011), Bylaws Committee and Reference Subcommittee (2012)


Led workshops, conventions, retreats, keynote speaker in Kansas, Iowa, Nebraska, Missouri, North Dakota, South Dakota, Minnesota, Wisconsin, Arizona, Oregon, Washington, Winnipeg (MB), Edmonton (AB), Brisbane (Australia – chairs visited assembly).

I was interviewed on an online radio station, Voices of America;” interviewed for several magazines. I’ve written for and have been published in intergroup and region newsletters and Lifeline.

Topics: Steps 1, 2, 3; body image through the Twelve Steps; the best is yet to be; meditation and prayer; the freedoms; the Promises; Steps, Traditions and Concepts

I CAN BRING THE FOLLOWING BUSINESS, PROFESSIONAL OR OTHER EXPERIENCE, AND SKILL TO THE BOARD:
I have worked as a teacher, trainer, project manager, program coordinator, entrepreneur, writer, consultant, facilities coordinator and office manager. I’ve managed project budgets for $100K-$4M. My first career was teaching school. I taught fifth and sixth graders, and taught middle school (grades 6, 7, 8) math and science—my favorite age group. I led young leaders in MN, was head of school patrol, and secured grants to get science materials for my students.

My corporate work experience has taken me to work in various industries: education, finance, insurance, tax, airlines, manufacturing, telecommunications, consumer goods, fashion. I’ve worked in operations, finance and IT. Some of the opportunities that I love were coaching my colleagues on speaking in person and on the radio; presenting the company’s code of conduct; being managing editor of the company’s newsletter; and developing the company’s brown bag lunch seminars. I worked with senior leaders to develop a technical career process to enable technical specialists to gain and track new skills that enabled them to get promotions and financial increases.

I’ve had my own businesses as public speaker, professional organizer, writing instructor, trainer, business consultant, and estate planning consultant. As an entrepreneur, I’ve had the opportunity to network, build connections, market, balance the budget and create curriculum. For my businesses, I’ve been blogging for the last seven years.

On a volunteer basis, I’ve served on several boards throughout the years as treasurer, vice chair/president, chair president, managing funds from $10K-$500K+. Some of the organizations were Toastmasters International, Singles All Together, Summerwood Garden Villas Townhouse Association.

I’ve been on television, radio and have talked to audiences as large as 1000+. I’ve led city-wide networking seminars, been published in national and local magazines, e-zines, newspapers, and newsletters.

Because of my varied experiences, I’ve worked with a variety of people of all levels and many locations from around the world. Like OA, people are people and I love hearing peoples’ stories, gaining ideas and blending in some of my own. My mission is to be of service, to learn what I can and apply what is appropriate and makes sense. I’ve learned compromise and discernment, the workings of discipline and the effect of play. Life has prepared me for OA, and OA continually prepares me for life. Education: BS – Elementary Education, MS – Organization and Management Leadership, CSA – Certified Senior Advisor
I would like to be a Region or General Service Trustee for the following reasons:

I feel refreshed after rotating off for a couple of years of giving service beyond the group level. During a 4-year period, I was caregiver to my aunt and dad and then managed their estates after they died. My term of region chair was finished in 2016, and it was time to focus my energies and passions to my personal grieving and to my group. I was still active in speaking around the country for OA events, which was the right amount of service at that time.

Having been a region rep and chair, I am passionate about my Region 4 community. The current trustee will be stepping down to honor OA’s tradition of rotation of service. I feel excited and eager to offer my experience, strength, and hope. During my seven years in various capacities in the region (4) level, I have many experiences and have a deep understanding of the wants and needs of the region. I began a ‘Chattin’ with the Chair’ call-in session that took place 4 times a year. This was for any intergroup board, reps, delegates, committee members, and region fellows to call in and ask questions. I also sent out an e-newsletter as follow up. During my role as trusted servant, I visited as many intergroups that time and money would allow. I had the sorrow of closing an intergroup because it was longer viable but worked with the two groups to get connected with their new intergroup.

I want OA to continue to be alive and vibrant well into my old age and everyone else’s old age. The only way to do that is to actively give. My underlying passions are community and connection, while being a ‘servant leader’ using vision to guide and build upon the deep passion and commitment of other fellows. To me, this means going out to the community when I can physically get there, talking on the phone and sending out updates and fun tidbits and show encourage others to continue to give back from the intergroup, region, and world level.

Giving beyond the group level showed me how impactful a global community as my source of connection. This has caused my growth in this program to skyrocket with excitement and continue to build upon the discipline to keep going deep into my own recovery. To talk face-to-face with people who have 4 minutes of abstinence to 40+ years, continually confirms that OA is my people. My business experience offers some structure, my service offers me grace, being able to serve at this level offers me the gift of gratitude.

Brief account of my OA recovery story – physical, emotional, and spiritual:

I walked into OA on April 1 (no joke) 1985 and stayed until mid-1990. Due to not working a strong program, I walked away from OA for 14 years. I doubled my weight and accumulated rage, guilt, shame, and remorse. (Not a pretty picture.) Through a kind and persistent coworker, I walked back into the rooms (practice of humility) on June 14, 2004 and have been abstinent since that date. I’m down 115 pounds from my top weight. My food plan has evolved, and I no longer consume party carbs, sugar, junk food, wheat, artificial sweeteners, and caffeine. I have been attending the same meeting for 15 years. I’ve had sponsors and I sponsor. I work the Steps, work to live the Traditions and incorporate the Concepts into my daily life.

When I was chair of my intergroup, HP tapped me on the shoulder and asked that I visit all the groups. I lovingly said, “You’ve got to be kidding—that’s 70 groups. I don’t have that kind of time, nor gas.” HP smiled and said, “I’ve got you covered.” True to HP’s word, I visited 69 groups in several months (I was more driven than my car) and got to experience being a new fellow at numerous meetings and meet FANTASTIC people. I learned new ways of thinking and doing recovery work. I also did a little recruiting for intergroup, region and world. (HP isn’t the only person who get to recruit.)

When giving service at the region level, I was able to visit 16 of the 18 intergroups over the years. It’s exciting to hear what is going on, the creativity that flows, and to hear what is needed in the small meetings in the small towns. I feel saner and more useful as I live this program. Coming back to OA, I put down my false pride of thinking I had everything together and replaced it with asking for help because I needed and wanted it. This was pivotal in my journey. I’m here because of weakness, I’m powerless over food. I like and love who I’ve become because recovery is vital to me. I’ve become less critical, judgmental and self-righteous, and when I slip into those behaviors, I know that there is a Step or two for that.

In short, I love the people in OA, the community, the passion to recover and not to be a slave of food. I love making the people to people connections, I want to work with my fellows to continue to add vibrance to our global community and keep OA here and build upon our strengths.
Please check the box if you will be applying to the Trustee Nominee Reimbursement Fund.

Submitted for consideration at the Business Conference in 04 2020 month year

I am applying for a position on the Board of Trustees of Overeaters Anonymous, Inc. as:

☒ Trustee for Region 7 ☐ General Service Trustee

Full NameKaren B.

AddressOn file Phone On file

CityOn file State/Prov MD Country USA Zip On file

E-mail AddressOn file

Years in OA 45 Number of years of service beyond the group level 42

Date continuous abstinence began 1/27/84 Date maintenance began 1/09

I have read the qualifications for Region/General Service Trustee, which are reproduced from the Overeaters Anonymous, Inc. Bylaws, Subpart B, on the last page of this form. As a candidate for a position on the Board of Trustees, my signature affirms adherence to those qualifications.

On file 10/23/19

Signature of Candidate Date

REQUIRED FOR REGION TRUSTEE NOMINEES:

On file Region 7 Chair 10/23/19

Signature of Region Officer Title Date

(Chair, Secretary, etc.)

REQUIRED FOR GENERAL SERVICE TRUSTEE NOMINEES ONLY: Per Article IX, Overeaters Anonymous, Inc. Bylaws, Subpart B, Section 5 – Nomination of Trustees, Part c) (1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee. (2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

Signature of Nominee’s Region or IG/SB Officer or Chair of the BOT Title Date

(Verifies that candidate’s enclosed resume was affirmed by majority vote as explained in Section reproduced above.)

IMPORTANT

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You may send by certified mail, return receipt requested to:

Overeaters Anonymous WSO 6075 Zenith Court NE • Rio Rancho, New Mexico 87144 USA.

You may also fax the form to 505-891-4320, or email it to info@oa.org. Receipt of electronic applications will be acknowledged by the WSO. Do not write beyond the margins. Enter all information on this form. Attachments will not be reproduced for circulation to the delegates.

Additional copies of this form may be requested from the World Service Office or downloaded from https://oa.org/groupsservice-bodies/world-service/board-of-trustees/.
SUMMARY OF MY OA SERVICE RESPONSIBILITIES:


I currently serve as parliamentarian for Regions 1, 3 and 5.

WSO: WSBC delegate (1982, 1989-1991, 1993-2000 [IG delegate, then R6 chair, returning as IG delegate when term as region chair ended], 2012-2014 and 2017). Served four terms as delegate cochair of the WSBC Bylaws Committee, 1 term as chair of the Young People’s Committee, 1 term as chair of the Conference Planning Committee, 2 terms as chair of the Conference Literature Committee and 2 terms as delegate cochair of the Region Chairs Committee. I served as delegate cochair of the WS Convention in 1997 (NYC). I have also served on the Finance, Technology and PI Committees.

**Note: (Chair is the term used for delegate chairs of committees prior to the implantation of delegate and trustee cochair.)

I was the author of the OA Website Guidelines (versions 1&2), as well as the Twelve Concepts of Service pamphlet. On the Region Chairs Committee, I served as editor of the initial version of the Service and Traditions Workshop Manual.


I served as GST from 2002-2007.

On the Board of Trustees, I have served as treasurer and first vice chair; trustee cochair of Finance, Region Chairs and Bylaws Committees; chair of the Delegate Support Fund Committee, Convention 2007 cochair, Board-Approved Literature, Strategic Planning and Restructuring. I’ve served on Internal Information, Conference Planning, History & Archives and several ad hoc committees: restructuring, health meeting video, dignity of choice development, sponsor’s guide update and literature approval process.

I CAN BRING THE FOLLOWING BUSINESS, PROFESSIONAL OR OTHER EXPERIENCE, AND SKILL TO THE BOARD:

I have almost forty years’ experience in the information technology field as a programmer, project manager, business analyst and strategic planner. After being laid off as a result of 9/11, I spent five years in a customer service role (in a supermarket!) before returning to my technology roots.

I have served on the OA Board of Trustees for a total of 8 years (5 as a GST and currently 3 as Region 7 trustee). I have served on other corporate boards, including two other twelve step fellowships and I am familiar with the responsibilities associated with serving at this level.

I am familiar with and have been responsible for the preparation and review of financial reports, committee work and the time required to complete the workload. I have led and attended Service, Traditions and Concepts workshops, and facilitated local and regional inventories.

I possess technical skills and have been formally trained in strategic planning, business analysis, project management, accounting, communicating, negotiation and influence skills.
I would like to be a Region or General Service Trustee for the following reasons:
I love Overeaters Anonymous and wish to be of service wherever I am of best use.

I plan—God laughs. I had considered running for Region 6 trustee in 2003, but life intervened. A move to Region Seven was the universe’s way of saying "not now."

I was approached about putting myself forward as a candidate for general service trustee. It appeared that was where I could be of maximum service. When a vacancy was announced in 2002, I agreed to submit an application. I was appointed to the board. I was then elected at WSBC to fulfill the final year of the term to which I had been appointed, as well as to a full three-year term at WSBC 2004.

My time on the board was rewarding. When I first submitted my application for trustee, I talked about my service work as a life-saver. This was true then, and it certainly has been true during this difficult term of office. I lost my husband, father and father-in-law within 13 months—my service once again helped keep my head in a recovery-first focus.

When I applied for election as Region 7 trustee three years ago it felt like it was the right time again. I had returned to service after a short hiatus; this time in Region 7. I had returned first as a delegate, then appointed as parliamentarian. That appointment led to my being asked to serve as parliamentarian to three other regions, giving me a broader view of our fellowship—enhancing my ability to serve Overeaters Anonymous as a whole.

Brief account of my OA recovery story — physical, emotional, and spiritual:
“Keep coming back.” I heard that at my first OA meeting, and it’s probably the only thing I have ever done consistently over the past 45 years. I attended my first OA meeting in the fall of 1974. OA was different from any of the weight-loss solutions I had experienced prior to that point. I was placed on my first diet at the age of six by caring parents who both had their own issues with excess body weight, and who were concerned that their chubby kid was going to end up with a weight problem of her own. That was the first thing I learned about OA. It wasn’t a weight problem as much as a food problem.

My recovery has had its ups and downs, but what kept me connected was my commitment to service. About 18 years ago, I came to the realization that, for me, a physical addiction to sugar and flour, coupled with a behavior addiction to quantity was the physical manifestation of my disease. I chose (after discussion with my sponsor) to change my plan of eating although I did not change my abstinence date. Today I attend 2-3 OA meetings weekly; mostly face-to-face, but some virtual (phone) meetings. The focus on the Twelve Traditions is what has kept me in the rooms of OA; my gratitude is why I continue to give service to the fellowship.

In March 2015, my husband was offered an opportunity at the University of Maryland Medical School. We moved from Princeton to the Baltimore area. Despite fears and concerns regarding a move in support of my husband and our life together (an action far less selfish than was my norm), I’ve found a comfortable home in the Baltimore OA community—once again, my planning never turned out as well as simply letting go of a situation over which I had no control. Control. The grand illusion. At the spring 2018 Region 7 Assembly, I received an anxious call from my father-in-law who was concerned about my husband’s health. A series of calls led to a welfare check by the police to my home where they found that he had passed away while taking a nap. Shocking. Unspeakably sad. I could not have made it through the experience without the support of my OA fellows.

At the time of Jeff’s death, I had been maintaining a 205-pound weight loss. My physician prescribed an antidepressant that had the unfortunate (but not unexpected) side effect of a 10-pound weight gain. I have been working on this with my sponsor and health care providers and I hope to be off the medication soon and to deal with the weight gain. This, like my re-definition of a personal plan of eating, is part of the continuous improvement plan that is my recovery; an ongoing refinement of what I have done on a daily basis with my food for many years.

Emotionally, I have found a place of calm in my recovery that amazes me more than the physical relief I have found. Even with the unexpected loss of my husband of 10 years (and my dad and father-in-law within the following year), I cannot remember a time when I have been as centered as I am today. Between my family (including my three cats), OA fellows and friends, my life is full and fulfilling.

Spiritually, although I came to OA as an agnostic, today I have a conscious contact with a power greater than myself that I discovered through working and living the Twelve Steps, Twelve Traditions, and Twelve Concepts of Service. Daily that relationship becomes more central to my recovery process as I continue to grow in this program.

With the changes I have experienced over the past twenty years, I am more aware than ever how possibilities are around every corner. I look forward to the opportunity of continuing my service as Region 7 trustee if it is the will of the WSBC delegates.
Submitted for consideration at the Business Conference in 04 2020 month year

I am applying for a position on the Board of Trustees of Overeaters Anonymous, Inc. as:

☐ Trustee for Region ________   ☑ General Service Trustee

Full Name Dr. Mary Rose J.  

Address On file  Phone On file

City On file  State/Prov TX  Country USA  Zip On file

E-mail Address On file

Years in OA 32  Number of years of service beyond the group level 10

Date continuous abstinence began 3/7/89  Date maintenance began 3/7/89

I have read the qualifications for Region/General Service Trustee, which are reproduced from the Overeaters Anonymous, Inc. Bylaws, Subpart B, on the last page of this form. As a candidate for a position on the Board of Trustees, my signature affirms adherence to those qualifications.

Signature of Candidate ________________ Date 12/13/19

REQUIRED FOR REGION TRUSTEE NOMINEES:

Signature of Region Officer ________________ Title ________________ Date

(Chair, Secretary, etc.)

REQUIRED FOR GENERAL SERVICE TRUSTEE NOMINEES ONLY: Per Article IX, Overeaters Anonymous, Inc. Bylaws, Subpart B, Section 5 – Nomination of Trustees, Part c) (1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee. (2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

Signature of Nominee’s Region or IG/SB Officer or Chair of the BOT ________________ Title ________________ Date 1/14/20

(Verifies that candidate’s enclosed resume was affirmed by majority vote as explained in Section reproduced above.)

IMPORTANT

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Additional copies of this form may be requested from the World Service Office or downloaded from https://oa.org/groupsservice-bodies/world-service/board-of-trustees/.
SUMMARY OF MY OA SERVICE RESPONSIBILITIES:
Since I began in OA, I had the importance of service drilled into me. As a result, I have been very active serving for 30 years. I will do my best to succinctly summarize the numerous responsibilities I have had during that time.

Group/Intergroup Level (1989-2013): First I served as secretary of the largest meeting in San Diego, the maintainers meeting. I also served as treasurer, speaker and sponsor. In addition, I started many Step studies in my home and in churches in my neighborhood. I addressed the medical professionals in San Diego through hospital workshops and health panels.

I was the featured speaker at the San Diego retreat in 1997. At that retreat, I was responsible for the creation and execution of the program for the entire weekend.

Region 2 (2000-2014): Worked on planning committee for Region 2 conventions that were held in San Diego. I was responsible for a variety of positions (i.e., program planner, finding speakers, hospitality, hotel liaison). I also spoke at the convention as one of its main speakers in 2014.

Region 3 (2013-2019): Upon arriving in San Antonio in 2013, I was asked and accepted the responsibility of Region 3 rep. I served in that capacity for one year until I was asked to fill in for the current WS delegate in 2014. In Region 3, I again worked with other OA members on the planning committee for the region convention in 2018 and was a speaker for a workshop on slogans with another member from our fellowship.

World Service (2014-2019): I was recruited to serve as WS delegate for San Antonio IG, and for the last six years it has been my honor to go to Albuquerque for world service. For each of those six years, I have been serving the Professional Outreach Committee due to my vast experience working with medical professionals. For the 2019 WSBC, I was asked to put together a panel for OA to address the issue of how to attract young people. And now my desire to serve in OA has led me to volunteer to be a general service trustee for world service.

I CAN BRING THE FOLLOWING BUSINESS, PROFESSIONAL OR OTHER EXPERIENCE, AND SKILL TO THE BOARD:
Skills I bring: Program development, staff recruitment and training, budgeting and finance, and teaching.

After completing both my bachelors and masters in Kinesiology in 1983, I was offered a position as health and wellness director at the Prescott YMCA. As administrator, I had oversight of the fitness center and its budget, which included a monthly income/loss report. I also taught fitness classes and did personal training.

In 1989, I moved from Prescott to San Diego and began work in a whole new capacity. Working for the Arthritis Foundation, I was director of professional education. One of my responsibilities was creating continuing medical education courses for physicians and other medical professionals working with people suffering from various types of arthritis. In 1991, I was offered an administrative position at the University of San Diego. My responsibility included organizing and executing sports camps for nine different Division I coaches with a budget close to $1M. Each summer I was responsible for that budget and in addition hiring and training a very large staff. The staff included 14 athletic trainers and another 18 residential counselors. The summer camps were very successful.

In 1999, I started a Master of Science in Executive Leadership in the school of business at the University of San Diego. This degree program included several courses in finance and financial management. I was able to incorporate much of what I learned into my administrative position such as budgeting, financial reporting, and reconciliation of the financial statements.

In 2001, I decided to go back to school and complete my doctorate, which I did in 2008. My dissertation for that doctorate became so impactful that it has now been published as a book, How Spirituality Impacts Ethical Leadership. Following graduation, I was offered a position as assistant professor and chair of the Kinesiology Department at San Diego Christian College. I taught a variety of courses including sports psychology, exercise physiology, anatomy and physiology, and health and wellness. I also was responsible for ensuring graduating seniors completed an extensive research project and paper, which they presented to all the faculty and student body as a requirement for graduation.

I consider the most important success in my career was the management of the college accreditation process. This required significant research, multiple surveys, data collection and evaluation across the entire college. This information was compiled into a final report to substantiate to the State of California that San Diego Christian College qualified for the Western Accreditation of Schools and Colleges (WASC) accreditation. This accreditation process led to SDCC’s initial accreditation.
I WOULD LIKE TO BE A REGION OR GENERAL SERVICE TRUSTEE FOR THE FOLLOWING REASONS:

OA saved my life! When I heard last year that the participation in OA was decreasing, I realized I had to do something. I could not just sit back and rest on my laurels. I want to serve to ensure that the Twelve Steps and Twelve Traditions remain true to the original conception and are not altered in any way, in order to help others as it has helped me.

Step Two is especially dear to my heart. There is a God who desperately wants to relieve us of the obsession and insanity around food and the bondage to self, selfishness and self-centeredness. We desperately need this relief! And the reason we need this is so that we can be of better service to others. Getting that message out is of the utmost importance.

God has blessed me with a wealth of education, experience, and recovery for which I am very grateful. I know that I cannot keep it if I do not share it. I also learned through the Responsibility Pledge that I have a serious responsibility to help others achieve what we cannot do alone.

I have spoken with other trustees to learn what it takes to be a successful trustee. I learned that this service position requires much time, devotion, and dedication. At this time in my life I have the gift of time and want to dedicate some of that time to the source that gave me hope 30+ years ago.

BRIEF ACCOUNT OF MY OA RECOVERY STORY – PHYSICAL, EMOTIONAL, AND SPIRITUAL:

I grew up in a loving home in Chicago. Both my parents had lived through the depression which created an obsession to have an over abundant supply of food in the house all the time. My dad’s brothers and sisters were either alcoholics or married to one. My dad said, “Not me!” So, he proceeded to stop on his way home from work each pay day and load up on sweets. I have no idea how much there was because by the time he got home it was melted into one huge chunk and we would sit watching TV, cutting slices, and eating until we were sick and unable to eat another bite.

Fortunately, I did not gain a lot of weight at that time because I was also very active. I had swimming lessons, dance classes, dance recitals and volleyball games at the local park district. I made sure I exercised or trained at least once a day.

When I was hired as the health and wellness director for the Prescott YMCA, I had a great deal of pressure and responsibility to exercise and have the perfect body. My disease escalated. I believed I had to have the perfect body and so I was exercising all the time. The body builders that were in training at the YMCA taught me about diuretics and laxatives. I learned you could drop 10 pounds in 48 hours with those pills. It soon became quite evident that I was a bulimic and a very sick one at that. So, I then accepted a position at Prescott Parks and Recreation, thinking that would change things and I would stop working out so much; I wouldn’t be around all those “crazy exercise addicts.” But each year as the Prescott Triathlon rolled around, I started training with others, morning, noon, and night.

Soon my son’s school referred him for counseling. In order to train that much, I was leaving my son alone much of the time or with neighbors. He was beginning to act out in school. When I took him to the counselor, he told me that my son didn’t have a problem, I did. I was the one who needed help; I was obsessive and compulsive, and I needed treatment and a twelve step program. A friend of mine had just returned from an eating disorder center in San Diego. It appeared she had changed significantly, and the program was instrumental in getting her rooted into OA and recovery. She suggested I look into it and I did.

Also, during that time in my life, my mother became very ill and nearly died. I had to go back to Illinois to help my brother transition my dad into a senior facility. Before we had time to move him into the new facility, he died. He was a severe diabetic and we believed he stopped taking insulin and began binging on sugar in an effort to end his life. At his funeral, everyone put chocolate in his casket, and I learned how addicted he really was. I started binging on sugar and drinking. Two months later, March 7, 1989, I checked into the eating disorder program in San Diego, CA.

In the Brown Book of Overeaters Anonymous (1980), there is an appendix entitled, “A Disease of the Mind” and it was written by Dr. Radar. I believe that Dr. Radar is to OA, as Dr. Silkworth is to AA. I am grateful I was referred to his treatment program. As a result of that program, and the way OA was integrated into every aspect of my life, I have been able to refrain from unhealthy eating behavior and maintain a healthy body weight for 30+ years. For this I am truly grateful, and I am anxious to share what I have been freely been given.
I am applying for a position on the Board of Trustees of Overeaters Anonymous, Inc. as:

☐ Trustee for Region
☐ General Service Trustee

Full Name Betty L. J.

Address On file Phone On file
City On file State/Prov CO Country USA Zip On file
E-mail Address On file

Years in OA Number of years of service beyond the group level

Date continuous abstinence began Date maintenance began

I have read the qualifications for Region/General Service Trustee, which are reproduced from the Overeaters Anonymous, Inc. Bylaws, Subpart B, on the last page of this form. As a candidate for a position on the Board of Trustees, my signature affirms adherence to those qualifications.

Signature of Candidate

On file 1/21/20

REQUIRED FOR REGION TRUSTEE NOMINEES:

Signature of Region Officer (Chair, Secretary, etc.) Title Date

REQUIRED FOR GENERAL SERVICE TRUSTEE NOMINEES ONLY: Per Article IX, Overeaters Anonymous, Inc. Bylaws, Subpart B, Section 5 – Nomination of Trustees, Part c) (1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee. (2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

Signature of Nominee’s Region or IG/SB Officer or Chair of the BOT (Verifies that candidate’s enclosed resume was affirmed by majority vote as explained in Section reproduced above.)

Signature of NCIOA, Chair Title Date

IMPORTANT

Type or print in black ink only. This application must be sent to the World Service Office by the deadline established by Conference or by the Board of Trustees in the case of trustee appointments. The application must have original signatures by the applicant and the appropriate officers.

You may send by certified mail, return receipt requested to:
Overeaters Anonymous WSO • 6075 Zenith Court NE • Rio Rancho, New Mexico 87144 USA.

You may also fax the form to 505-891-4320, or email it to info@oa.org. Receipt of electronic applications will be acknowledged by the WSO. Do not write beyond the margins. Enter all information on this form. Attachments will not be reproduced for circulation to the delegates.

Additional copies of this form may be requested from the World Service Office or downloaded from https://oa.org/groupsservice-bodies/world-service/board-of-trustees/.
SUMMARY OF MY OA SERVICE RESPONSIBILITIES:
WSBC delegate and R3 rep for Northern Colorado IG for 2017, 2018, 2019. Served on Virtual Services Committee 2018 and 2019. 2019 as subcommittee chair of e-workshops—helping to produce and record twelve monthly “Second Sunday of the Month” e-workshops to the virtualregion.org website. 2018 as subcommittee chair of region to region involvement—to help carry the message of the new virtual region to other regions. R3 TSW subcommittee chair for two years—helped send out bimonthly TSW e-blasts to intergroups within the region, helped maintain the unaffiliated meeting list by contacting each group to ask them to affiliate with their intergroup and the benefits of being affiliated to an intergroup. Helped maintain the R3 speaker list, helped with the development and creation of the R3 “turn on and turn off” trifold for newcomers. Helped with taking the above digital on the R3 TSW website. Served on the OA state convention for Colorado sponsored by NCIOA five times as registrar, treasurer, keynote speaker seeker and contact persons, programs committee, and programs chair.

I CAN BRING THE FOLLOWING BUSINESS, PROFESSIONAL OR OTHER EXPERIENCE, AND SKILL TO THE BOARD:
Served on a board for ten years for a thirty-day treatment facility for alcohol, drug addiction, and substance use disorder. Why do we serve? Because we are asked—my neighbor asked me to serve on this board. Why do we give? Because we are asked. We instituted a $10M capital improvement and started a fundraising department. I served on the Finance Committee, was finance chair, started fundraising department. Was a financial advisor for a global investment bank and financial services company for 15 years and had over 600 clients. Part-time ski instructor for a premier resort in Colorado since 2007. Past avid runner for 15 years completing two marathons, numerous half marathons and 10Ks. Past avid cyclist completing the Colorado “Trip Bi-Pass,” two seven-day “Ride the Rockies,” eleven three-day benefit rides for children’s hospital to name a few.
I would like to be a Region or General Service Trustee for the following reasons:
I would like to be a trustee to serve and represent OA as a whole. It is where my HP is guiding me. It has been a life-long goal since attending my first WSC in Philadelphia. To see members serving above the group level, and to produce such a great convention with 1200+ attendees. I have not missed a WSC since Philadelphia. It was only until I started to serve above the group level that I discovered the WSC was different than the WSBC. Then I really wanted to continue to serve above the group level. I became passionate about the benefits of carrying the message of recovery through the Twelve Steps of OA to the still suffering food addict in and out of the rooms through the aid of virtual services. About five years ago, I asked my intergroup to add a phone component to their monthly night meetings so I could attend and a year and a half ago to add a video conference component to their month meetings so we could all see each other. This allowed me to serve above the group level so I could qualify to apply to be a trustee. I’d like to carry the message of recovery through the benefits of adding virtual components to intergroup and meetings—to invite more members to attend meetings, strengthen their recovery/serve above the group level. The benefits of members being able to do their own workshops, record them on their own website—the possibilities are endless. My meeting home group is a hybrid meeting and I can attend every week regardless if I am in town or not. The virtual meetings have saved my life.

Brief Account of my OA Recovery Story – Physical, Emotional, and Spiritual:
I have had this disease since childhood. In sixth grade, I weighed 160 lbs. and was 4’7” tall. I saw a bullfight in Spain that summer and became a vegetarian and lost 50+ pounds and grew a foot. Beginning in seventh grade, I was 103 lbs. and 5’7” tall. I became bulimic at 15 years old when I went to experience schools in the US (born and raised in Guam). My bulimia lasted 12 years. Through the grace of HP, I entered OA in 1996 through the doors of AA (got sober in 1994), worked the program like my life depended on it (because it did) and never left. OA saved my life; it gave me life. I was able to put down sugar, sugar sweeteners, and anything with sugar/sweeteners in it through the grace of HP and this program and the Twelve Steps and not return to bulimia. I was able to maintain a healthy body weight. What I didn’t realize was my addiction to sugar-free products and volume. My HP directed me to a special focus of OA that weighed and measured their food. They saved my life. It took me a few years to figure it out (“sometimes quickly” – I’m the “sometimes slowly”), but I have been gratefully abstinent since 7/24/14. I have been given a new life and the keys to the kingdom (and I’m not giving them back)! A day at a time, a moment at a time, I pray for the willingness and ability to work all my program of recovery. I get a daily reprieve contingent on the maintenance and growth of my spiritual conditioning. Everyday is a day when I must carry God’s vision into all my activities. Thy will not mine be done.
TRUSTEE APPLICATION

Submitted for consideration at the Business Conference in 04 2020 month year

I am applying for a position on the Board of Trustees of Overeaters Anonymous, Inc. as:

☐ Trustee for Region ________  ☑ General Service Trustee

Full Name Ron P.

Address On file Phone On file

City On file State/Prov NL Country Canada Zip On file

E-mail Address On file

Years in OA 28 Number of years of service beyond the group level 12

Date continuous abstention began 1996 Date maintenance began 2008

I have read the qualifications for Region/General Service Trustee, which are reproduced from the Overeaters Anonymous, Inc. Bylaws, Subpart B, on the last page of this form. As a candidate for a position on the Board of Trustees, my signature affirms adherence to those qualifications.

On file 10/28/19

Signature of Candidate Date

REQUIRED FOR REGION TRUSTEE NOMINEES:

Signature of Region Officer Title Date

(Chair, Secretary, etc.)

REQUIRED FOR GENERAL SERVICE TRUSTEE NOMINEES ONLY: Per Article IX, Overeaters Anonymous, Inc. Bylaws, Subpart B, Section 5 – Nomination of Trustees, Part c) (1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant’s intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee. (2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees’ resumes, to all Conference delegates at least forty-five days prior to the Conference.

On file 11/23/19

Signature of Nominee’s Region or IG/SB Officer or Chair of the BOT Title Date

(Verifies that candidate’s enclosed resume was affirmed by majority vote as explained in Section reproduced above.)

IMPORTANT

Type or print in black ink only. This application must be sent to the World Service Office by the deadline established by Conference or by the Board of Trustees in the case of trustee appointments. The application must have original signatures by the applicant and the appropriate officers.

You may send by certified mail, return receipt requested to:
Overeaters Anonymous WSO • 6075 Zenith Court NE • Rio Rancho, New Mexico 87144 USA.

You may also fax the form to 505-891-4320, or email it to info@oa.org. Receipt of electronic applications will be acknowledged by the WSO. Do not write beyond the margins. Enter all information on this form. Attachments will not be reproduced for circulation to the delegates.

Additional copies of this form may be requested from the World Service Office or downloaded from https://oa.org/groupsservice-bodies/world-service/board-of-trustees/.
SUMMARY OF MY OA SERVICE RESPONSIBILITIES:
I have spent the past three years serving as general service trustee. This has meant working as part of the Executive Committee, helping oversee the business aspects of OA, including the budget process. Last year I was elected second vice chair of the Board of Trustees. Along with that, there have been tasks like cochairing the Unity with Diversity Committee and the BRM Review Committee. For the first two years of my term, I was trustee cochair of the Conference-Approved Literature Committee. As a committee member, I worked with the Website Review Committee.

Prior to being elected in 2017 as GST, I had been a delegate cochair of the Public Information Committee. Part of my duties at the intergroup level were chair and Public Information Committee member.

Facilitating workshops on spirituality and sessions on Step Eleven/meditation have been part of my activities over the years, along with sponsoring.

I CAN BRING THE FOLLOWING BUSINESS, PROFESSIONAL OR OTHER EXPERIENCE, AND SKILL TO THE BOARD:
The experiences I have had over the past three years have been an example of HP equipping the called. I have learned so much from my colleagues on the board, and from the WSO staff with whom I have worked on different projects. Whether I have learned enough is for someone else to decide, but I am grateful for the chance to do service like this.

Part of my training as an educator was to facilitate groups in articulating their goals and checking to see if those goals were a fit with the school/board/group objectives. Making a plan to check progress and evaluate whether or not the goals were being met was key. Whether it was a parent auxiliary, a school board of directors, or a team of teachers, I saw my role as one of ensuring that everyone reached consensus on the plan and maximized available resources in support of whomever was to benefit from the work. Most of the time, that was the students.

I have the capacity to remain calm in situations where emotions run high, as they often do when dedicated and focused people see things differently. This ability is a gift from my Higher Power. Practicing the Eleventh Step and sometimes breathing deeply and praying or meditating just before a potentially challenging meeting is something that has carried over from my work life in all kinds of good ways. I often talk too much, but I've been told that I'm also a good listener. Affirming people without seeking approval or patronizing is something I do naturally, thanks to HP and program.

Being a former English teacher, I still love to correct people’s grammar. Just ask my daughters :-) But seriously, my ability to collaborate with others in crafting clear messages that adhere to OA Principles is something I bring to the role of GST.

Working on budgetary issues with the Executive Committee has been an education, sometimes challenging for me, but it has made me aware of a lot of new concepts.

If all or any of these experiences and skill sets can be useful to OA, I am ready to continue doing my best, with the help of my Higher Power and the support of the Fellowship.
I WOULD LIKE TO BE A REGION OR GENERAL SERVICE TRUSTEE FOR THE FOLLOWING REASONS:
It has been a privilege, an honour (That’s the “correct” (Canadian) spelling,) to serve as GST. I was asked if I was really ready for the job of GST when I first applied three years ago. My honest answer was, “I don’t know.” The delegates at WSBC 2017 saw fit to elect me and what I needed to do my work was given to me as I went along. A patient mentor, a motivated team of fellow trustees and the constant presence of my Higher Power allowed me to do my best at the tasks required. Whether my best was good enough is up to others, including delegates to WSBC 2020, to decide.

The level of recovery and dedication to service that I have experienced all around me through these past years allows me to put aside my tendency to doubt my suitability and just get over myself enough to focus on the work at hand.

Working with people on the different committees as a GST has helped me to learn to trust. I know my fellow trustees’ hearts are in the right place. I am certain that there is enough skill among us to do what needs to be done for OA to grow whether that includes me or not. I know my Higher Power will provide what is needed. All this, along with the contagious enthusiasm that thrills me when we stand together to say the Serenity Prayer, is why I am applying to be a general service trustee.

BRIEF ACCOUNT OF MY OA RECOVERY STORY – PHYSICAL, EMOTIONAL, AND SPIRITUAL:
My peak weight was between ninety and a hundred pounds more than I weigh today. I have been within what I (and my doctor) consider a healthy weight range for a few years. I recall being the fat kid in my teens with occasional lapses into normalcy. In my early twenties, I could take off weight with the best of them. There was one summer when I found another magical diet and lost over forty pounds in just six weeks. I’m sure you’ve heard the sequel.

What motivated me to look at my eating was a thought out of the blue that I might not live to see my daughters grow up if I kept on the way I was going. I honestly did not realize that my eating was out of control. There was plenty of evidence, but I had ignored it for years.

I’ve learned since that I owe amends to myself and to my physical body for the harm I inflicted on myself, some of it possibly irreparable, over those bad old times. I am even more remorseful over my failure to be as present as I might have been to my children while they were very young, and I was in the grip of my disease. Step meetings around Step Nine are helping me to realize that I can make amends to my family by working the program to the best of my ability each day. Everything gets better, including my willingness and ability to be for others, with the help of my Higher Power.

I recall my superior attitude when I first went to OA meetings. Inwardly I belittled people who admitted consuming large amounts of food, especially desserts, in a short time. Now I can chuckle at my old self and ask gently, "If you're were so ___ smart, what were you doing almost a hundred pounds overweight for over twenty years, Einstein?"

From skipping breakfast (coffee and a cigarette maybe,) a light lunch and then full-on grazing, including fast food stops on the way home from school, from four o'clock until midnight most days, I have come to a point where I have three meals (reasonable portions) a day (no seconds), with fruit in between if a snack is wanted/needed. I leave refined sugar alone and it leaves me alone.

Daily prayer and meditation have brought me to a point where I can accept that I am loved, and that I’m lovable. My Higher Power’s grace and the unconditional love I have experienced in OA allow me to take a chance on living fully.

When someone remarks on my “willpower,” I respond with the only double positive that is a negative in the English language: “Yeah, Right.” (Told you us old English teachers never give up :) 

I have committed to my sponsor and my sponsees to share my written Tenth Step at least twice a week (I complete it mentally each night). The last two items are things for which I am grateful and at least one thing about myself that I appreciate (whether I mean it or not).

I am alive today thanks to OA and to my Higher Power. You saved me, and if there is anything I can do to help anyone who still suffers or who is recovering and working the program, I promise to do what I can.
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<td>Statements of Cash Flows</td>
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<td>Statements of Functional Expenses</td>
<td>6</td>
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<tr>
<td>Notes to Financial Statements</td>
<td>8</td>
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</tbody>
</table>
INDEPENDENT AUDITOR’S REPORT

Board of Trustees and Management
Overeaters Anonymous, Inc.
Rio Rancho, New Mexico

Report on the Financial Statements

We have audited the accompanying financial statements of Overeaters Anonymous, Inc. (OA) (a not-for-profit corporation) which comprise the statement of financial position as of December 31, 2019 and 2018, and the related statements of activities and changes in net assets, cash flows, and functional expenses for the years then ended and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.
Board of Trustees and Management
Overeaters Anonymous, Inc.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Overeaters Anonymous, Inc. as of December 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Jaramillo Accounting Group LLC (JAG)
Albuquerque, New Mexico
February 21, 2020
OVEREATERS ANONYMOUS, INC.  
STATEMENTS OF FINANCIAL POSITION  
DECEMBER 31, 2019 AND 2018

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
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<tr>
<td><strong>Current Assets</strong></td>
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<tr>
<td>Cash and cash equivalents</td>
<td>$478,009</td>
<td>$600,809</td>
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<tr>
<td>Cash - restricted</td>
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<td>39,014</td>
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<td>Accounts receivable</td>
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<td>-</td>
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<td>Inventories</td>
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<td>170,221</td>
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<td>Prepaid expenses</td>
<td>30,184</td>
<td>48,835</td>
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<tr>
<td><strong>Total current assets</strong></td>
<td><strong>722,547</strong></td>
<td><strong>858,879</strong></td>
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<tr>
<td><strong>Property and equipment, net</strong></td>
<td><strong>721,796</strong></td>
<td><strong>785,996</strong></td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
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<td></td>
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<tr>
<td>Investments</td>
<td>857,087</td>
<td>727,510</td>
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<tr>
<td>Intangible assets, net</td>
<td>42,512</td>
<td>48,312</td>
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<tr>
<td><strong>Total other assets</strong></td>
<td><strong>899,599</strong></td>
<td><strong>775,822</strong></td>
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<tr>
<td><strong>Total assets</strong></td>
<td><strong>$2,343,942</strong></td>
<td><strong>$2,420,697</strong></td>
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<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
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<tr>
<td><strong>Current Liabilities</strong></td>
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<td></td>
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<tr>
<td>Accounts payable</td>
<td>$31,365</td>
<td>$266,123</td>
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<tr>
<td>Accrued expenses and other liabilities</td>
<td>43,032</td>
<td>36,372</td>
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<tr>
<td>Unearned subscription revenue</td>
<td>84,460</td>
<td>119,171</td>
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<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>158,857</strong></td>
<td><strong>421,666</strong></td>
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<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td><strong>2,137,398</strong></td>
<td><strong>1,960,017</strong></td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>47,687</td>
<td>39,014</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>2,185,085</strong></td>
<td><strong>1,999,031</strong></td>
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<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$2,343,942</strong></td>
<td><strong>$2,420,697</strong></td>
</tr>
</tbody>
</table>

See Accompanying Notes.
OVEREATERS ANONYMOUS, INC.
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
YEARS ENDED DECEMBER 31, 2019 AND 2018

CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS

<table>
<thead>
<tr>
<th>REVENUES AND OTHER SUPPORT</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales of literature</td>
<td>$ 913,963</td>
<td>$ 1,106,324</td>
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<tr>
<td>Sales of magazines</td>
<td>127,331</td>
<td>110,149</td>
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<tr>
<td>Contributions</td>
<td>708,184</td>
<td>671,628</td>
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<tr>
<td>Conference registration fees</td>
<td>24,972</td>
<td>23,490</td>
</tr>
<tr>
<td>Insurance recovery</td>
<td>39,892</td>
<td>183,418</td>
</tr>
<tr>
<td><strong>Total revenues</strong></td>
<td>1,814,342</td>
<td>2,095,009</td>
</tr>
<tr>
<td><strong>Other Support</strong></td>
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<td></td>
</tr>
<tr>
<td>Investment income (loss), net</td>
<td>129,817</td>
<td>(23,295)</td>
</tr>
<tr>
<td>Interest income</td>
<td>278</td>
<td>65</td>
</tr>
<tr>
<td>Other</td>
<td>12,990</td>
<td>10,723</td>
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<tr>
<td><strong>Total other support</strong></td>
<td>143,085</td>
<td>(12,507)</td>
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<tr>
<td><strong>Total revenues and other support</strong></td>
<td>1,957,427</td>
<td>2,082,502</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>25,759</td>
<td>35,615</td>
</tr>
<tr>
<td><strong>Total revenues and other support after release</strong></td>
<td>1,983,186</td>
<td>2,118,117</td>
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</tbody>
</table>

EXPENSES

<table>
<thead>
<tr>
<th>Program Expenses</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Literature production and distribution</td>
<td>605,685</td>
<td>666,379</td>
</tr>
<tr>
<td>Magazine production and distribution</td>
<td>191,786</td>
<td>204,865</td>
</tr>
<tr>
<td>Group support and referral services</td>
<td>500,417</td>
<td>464,774</td>
</tr>
<tr>
<td><strong>Total program expenses</strong></td>
<td>1,297,888</td>
<td>1,336,018</td>
</tr>
<tr>
<td><strong>Supporting Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General and administrative</td>
<td>507,916</td>
<td>432,009</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>1,805,804</td>
<td>1,768,027</td>
</tr>
</tbody>
</table>

Change in net assets without donor restrictions

<table>
<thead>
<tr>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>177,382</td>
<td>350,090</td>
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</tbody>
</table>

Net assets without donor restrictions, beginning of year

<table>
<thead>
<tr>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,960,017</td>
<td>1,609,927</td>
</tr>
</tbody>
</table>

Net assets without donor restrictions, end of year

<table>
<thead>
<tr>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,137,398</td>
<td>$1,960,017</td>
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</table>

CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS

<table>
<thead>
<tr>
<th>Contributions</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>$34,432</td>
<td>$25,208</td>
<td></td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>(25,759)</td>
<td>(35,615)</td>
</tr>
<tr>
<td><strong>Total changes in net assets with donor restrictions</strong></td>
<td>8,673</td>
<td>(10,407)</td>
</tr>
</tbody>
</table>

Net assets with donor restrictions, beginning of year

<table>
<thead>
<tr>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>39,014</td>
<td>49,421</td>
</tr>
</tbody>
</table>

Net assets with donor restrictions, end of year

<table>
<thead>
<tr>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>$47,687</td>
<td>$39,014</td>
</tr>
</tbody>
</table>

See Accompanying Notes.
OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2019 AND 2018

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash Flows From Operating Activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash received from</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Literature and magazine sales</td>
<td>$1,003,793</td>
<td>$1,241,516</td>
</tr>
<tr>
<td>Contributions</td>
<td>742,616</td>
<td>696,836</td>
</tr>
<tr>
<td>Conference and convention registration fees</td>
<td>24,972</td>
<td>23,490</td>
</tr>
<tr>
<td>Other sources</td>
<td>52,882</td>
<td>194,141</td>
</tr>
<tr>
<td>Interest income</td>
<td>278</td>
<td>65</td>
</tr>
<tr>
<td>Cash paid to employees and suppliers</td>
<td>(1,933,322)</td>
<td>(1,418,230)</td>
</tr>
<tr>
<td><strong>Net cash flows (used in) provided by operating activities</strong></td>
<td>(108,781)</td>
<td>737,818</td>
</tr>
</tbody>
</table>

| **Cash Flows From Investing Activities** |            |            |
| Purchase of property and equipment | (5,346)    | (239,087)  |
| Investment in intangible assets    | -          | (8,867)    |
| **Net cash flows used in investing activities** | (5,346) | (247,954) |

Net (decrease) increase in cash, restricted cash and, cash equivalents  
(114,127)  
489,864

Cash, restricted cash, and cash equivalents, beginning of year  
639,823  
149,959

Cash, restricted cash, and cash equivalents, end of year  
$525,696  
$639,823

See Accompanying Notes.
OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2019

<table>
<thead>
<tr>
<th>Program Services</th>
<th>Literature Distribution</th>
<th>Magazine Distribution</th>
<th>Group Support &amp; Referral Services</th>
<th>Total Program Services</th>
<th>General Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SALARY AND RELATED EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>$158,189</td>
<td>$75,664</td>
<td>$174,510</td>
<td>$408,363</td>
<td>$253,387</td>
<td>$661,750</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>32,415</td>
<td>15,835</td>
<td>32,364</td>
<td>80,614</td>
<td>48,402</td>
<td>129,016</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>13,416</td>
<td>6,428</td>
<td>13,396</td>
<td>33,240</td>
<td>18,031</td>
<td>51,271</td>
</tr>
<tr>
<td><strong>Total salary and related expenses</strong></td>
<td>204,020</td>
<td>97,927</td>
<td>220,270</td>
<td>522,217</td>
<td>319,820</td>
<td>842,037</td>
</tr>
<tr>
<td><strong>OTHER EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Banquet and entertainment</td>
<td>-</td>
<td>-</td>
<td>15,011</td>
<td>15,011</td>
<td>-</td>
<td>15,011</td>
</tr>
<tr>
<td>Delegate support payments</td>
<td>-</td>
<td>-</td>
<td>12,172</td>
<td>12,172</td>
<td>-</td>
<td>12,172</td>
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<tr>
<td>Equipment maintenance and repairs</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,704</td>
<td>1,704</td>
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<tr>
<td>Equipment rental</td>
<td>-</td>
<td>-</td>
<td>17,318</td>
<td>17,318</td>
<td>10,099</td>
<td>27,417</td>
</tr>
<tr>
<td>Insurance</td>
<td>-</td>
<td>-</td>
<td>1,156</td>
<td>1,156</td>
<td>20,649</td>
<td>21,805</td>
</tr>
<tr>
<td>Literature development</td>
<td>5,964</td>
<td>-</td>
<td>95,314</td>
<td>97,163</td>
<td>-</td>
<td>102,468</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>15,094</td>
<td>9,057</td>
<td>15,094</td>
<td>39,245</td>
<td>21,132</td>
<td>60,377</td>
</tr>
<tr>
<td>Outside services</td>
<td>8,475</td>
<td>-</td>
<td>17,318</td>
<td>25,793</td>
<td>-</td>
<td>34,475</td>
</tr>
<tr>
<td>Parliamentarian</td>
<td>-</td>
<td>-</td>
<td>6,158</td>
<td>6,158</td>
<td>-</td>
<td>6,158</td>
</tr>
<tr>
<td>Postage and shipping</td>
<td>148,033</td>
<td>19,178</td>
<td>15,011</td>
<td>167,222</td>
<td>1,704</td>
<td>169,926</td>
</tr>
<tr>
<td>Printing and duplicating</td>
<td>166,804</td>
<td>41,575</td>
<td>16,112</td>
<td>224,491</td>
<td>-</td>
<td>224,491</td>
</tr>
<tr>
<td>Professional exhibits</td>
<td>-</td>
<td>-</td>
<td>7,587</td>
<td>7,587</td>
<td>-</td>
<td>7,587</td>
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<tr>
<td>Promotions and attractions</td>
<td>-</td>
<td>-</td>
<td>90</td>
<td>90</td>
<td>22,313</td>
<td>22,403</td>
</tr>
<tr>
<td>Supplies</td>
<td>11,446</td>
<td>1,769</td>
<td>1,260</td>
<td>14,475</td>
<td>-</td>
<td>14,475</td>
</tr>
<tr>
<td>Taxes - other than payroll</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>547</td>
<td>547</td>
</tr>
<tr>
<td>Telephone</td>
<td>-</td>
<td>-</td>
<td>109</td>
<td>109</td>
<td>-</td>
<td>109</td>
</tr>
<tr>
<td>Translation fund</td>
<td>6,000</td>
<td>-</td>
<td>6,000</td>
<td>-</td>
<td>-</td>
<td>6,000</td>
</tr>
<tr>
<td>Travel, lodging, and meals</td>
<td>-</td>
<td>-</td>
<td>58,480</td>
<td>58,480</td>
<td>329</td>
<td>58,809</td>
</tr>
<tr>
<td>Utilities</td>
<td>4,506</td>
<td>2,704</td>
<td>4,506</td>
<td>11,716</td>
<td>-</td>
<td>16,222</td>
</tr>
<tr>
<td>Website maintenance</td>
<td>12,097</td>
<td>7,259</td>
<td>12,097</td>
<td>31,454</td>
<td>-</td>
<td>43,951</td>
</tr>
<tr>
<td><strong>Total other expenses</strong></td>
<td>378,419</td>
<td>83,391</td>
<td>262,701</td>
<td>724,511</td>
<td>163,671</td>
<td>888,182</td>
</tr>
<tr>
<td><strong>Total salary and other expenses before non-cash expenses</strong></td>
<td>582,439</td>
<td>181,318</td>
<td>482,971</td>
<td>1,246,728</td>
<td>483,491</td>
<td>1,730,219</td>
</tr>
<tr>
<td><strong>NON-CASH EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>17,446</td>
<td>10,468</td>
<td>17,446</td>
<td>45,360</td>
<td>24,425</td>
<td>69,785</td>
</tr>
<tr>
<td>Amortization expense</td>
<td>5,800</td>
<td>-</td>
<td>-</td>
<td>5,800</td>
<td>-</td>
<td>5,800</td>
</tr>
<tr>
<td><strong>Total non-cash expenses</strong></td>
<td>23,246</td>
<td>10,468</td>
<td>17,446</td>
<td>51,160</td>
<td>24,425</td>
<td>75,585</td>
</tr>
<tr>
<td><strong>Total functional expenses</strong></td>
<td>$605,685</td>
<td>$191,786</td>
<td>$500,417</td>
<td>$1,297,888</td>
<td>$507,916</td>
<td>$1,805,804</td>
</tr>
</tbody>
</table>

See Accompanying Notes.
OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2018

<table>
<thead>
<tr>
<th>Program Services</th>
<th>Literature Production and Distribution</th>
<th>Magazine Production and Distribution</th>
<th>Group Support &amp; Referral Services</th>
<th>Total Program Services</th>
<th>General Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SALARY AND RELATED EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>$142,368</td>
<td>$83,190</td>
<td>$175,679</td>
<td>$401,237</td>
<td>$233,416</td>
<td>$634,653</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>37,429</td>
<td>22,923</td>
<td>42,165</td>
<td>102,517</td>
<td>35,549</td>
<td>138,066</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>12,661</td>
<td>7,753</td>
<td>14,260</td>
<td>34,674</td>
<td>7,716</td>
<td>42,390</td>
</tr>
<tr>
<td><strong>Total salary and related expenses</strong></td>
<td>192,458</td>
<td>113,866</td>
<td>232,104</td>
<td>538,428</td>
<td>276,681</td>
<td>815,109</td>
</tr>
<tr>
<td><strong>OTHER EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Banquet and entertainment</td>
<td>-</td>
<td>-</td>
<td>13,224</td>
<td>-</td>
<td>13,224</td>
<td>13,224</td>
</tr>
<tr>
<td>Delegate support payments</td>
<td>-</td>
<td>-</td>
<td>21,596</td>
<td>-</td>
<td>21,596</td>
<td>21,596</td>
</tr>
<tr>
<td>Equipment maintenance and repairs</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,229</td>
<td>1,229</td>
<td>1,229</td>
</tr>
<tr>
<td>Equipment rental</td>
<td>-</td>
<td>-</td>
<td>20,672</td>
<td>9,730</td>
<td>30,402</td>
<td>30,402</td>
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<tr>
<td>Insurance</td>
<td>-</td>
<td>1,076</td>
<td>1,076</td>
<td>18,764</td>
<td>19,840</td>
<td>19,840</td>
</tr>
<tr>
<td>Literature development</td>
<td>6,854</td>
<td>-</td>
<td>-</td>
<td>6,854</td>
<td>-</td>
<td>6,854</td>
</tr>
<tr>
<td>Miscellaneous</td>
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<td>2,329</td>
<td>28,569</td>
<td>-</td>
<td>30,898</td>
<td>36,768</td>
</tr>
<tr>
<td>Occupancy</td>
<td>6,855</td>
<td>4,113</td>
<td>6,855</td>
<td>17,823</td>
<td>27,421</td>
<td>27,421</td>
</tr>
<tr>
<td>Outside services</td>
<td>24,220</td>
<td>-</td>
<td>-</td>
<td>24,220</td>
<td>26,236</td>
<td>50,456</td>
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<td>6,097</td>
<td>-</td>
<td>6,097</td>
<td>6,097</td>
</tr>
<tr>
<td>Postage and shipping</td>
<td>167,303</td>
<td>19,266</td>
<td>580</td>
<td>187,149</td>
<td>2,220</td>
<td>189,369</td>
</tr>
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<td>Printing and duplicating</td>
<td>216,031</td>
<td>40,505</td>
<td>16,546</td>
<td>273,082</td>
<td>-</td>
<td>273,082</td>
</tr>
<tr>
<td>Professional exhibits</td>
<td>-</td>
<td>8</td>
<td>84</td>
<td>8,019</td>
<td>-</td>
<td>8,019</td>
</tr>
<tr>
<td>Promotions and attractions</td>
<td>-</td>
<td>8</td>
<td>84</td>
<td>92</td>
<td>11,238</td>
<td>11,330</td>
</tr>
<tr>
<td>Supplies</td>
<td>8,272</td>
<td>4,955</td>
<td>1,229</td>
<td>14,456</td>
<td>14,824</td>
<td>29,280</td>
</tr>
<tr>
<td>Taxes - other than payroll</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>546</td>
<td>546</td>
<td>546</td>
</tr>
<tr>
<td>Telephone</td>
<td>-</td>
<td>195</td>
<td>195</td>
<td>8,282</td>
<td>8,477</td>
<td>8,477</td>
</tr>
<tr>
<td>Translation fund</td>
<td>6,000</td>
<td>-</td>
<td>6,000</td>
<td>-</td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>Travel, lodging, and meals</td>
<td>-</td>
<td>74,888</td>
<td>74,888</td>
<td>423</td>
<td>75,311</td>
<td>75,311</td>
</tr>
<tr>
<td>Utilities</td>
<td>5,293</td>
<td>3,175</td>
<td>5,293</td>
<td>13,761</td>
<td>21,171</td>
<td>21,171</td>
</tr>
<tr>
<td>Website maintenance</td>
<td>11,281</td>
<td>6,769</td>
<td>11,281</td>
<td>29,331</td>
<td>45,125</td>
<td>45,125</td>
</tr>
<tr>
<td><strong>Total other expenses</strong></td>
<td>452,109</td>
<td>81,120</td>
<td>216,204</td>
<td>749,433</td>
<td>132,164</td>
<td>881,597</td>
</tr>
<tr>
<td><strong>Total salary and other expenses before non-cash expenses</strong></td>
<td>644,567</td>
<td>194,986</td>
<td>448,308</td>
<td>1,287,861</td>
<td>408,845</td>
<td>1,696,706</td>
</tr>
<tr>
<td><strong>NON-CASH EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>16,465</td>
<td>9,879</td>
<td>16,466</td>
<td>42,810</td>
<td>23,164</td>
<td>65,974</td>
</tr>
<tr>
<td>Amortization expense</td>
<td>5,347</td>
<td>-</td>
<td>5,347</td>
<td>-</td>
<td>5,347</td>
<td>5,347</td>
</tr>
<tr>
<td><strong>Total non-cash expenses</strong></td>
<td>21,812</td>
<td>9,879</td>
<td>16,466</td>
<td>48,157</td>
<td>28,511</td>
<td>71,321</td>
</tr>
<tr>
<td><strong>Total functional expenses</strong></td>
<td>$666,379</td>
<td>$204,865</td>
<td>$464,774</td>
<td>$1,336,018</td>
<td>$432,009</td>
<td>$1,768,027</td>
</tr>
</tbody>
</table>

See Accompanying Notes.
NOTE 1. ORGANIZATION

Nature of Organization. Overeaters Anonymous, Inc. (OA) was formed as a California not-for-profit corporation on May 16, 1969. The Internal Revenue Service issued a ruling stating that OA qualifies as a public charity and is exempt from federal income tax under Section 501(c)(3). In November 2007, OA filed Articles of Merger with the New Mexico Corporation Commission. The Articles merged the California Corporation into a newly formed New Mexico not-for-profit Corporation. The California Corporation was dissolved and, in June 2008, OA filed Restated Articles of Incorporation, becoming a New Mexico not-for-profit corporation.

The specific and primary purpose of OA is to aid those with the problem of compulsive overeating to overcome that problem through a 12-Step program of recovery.

The OA program is carried out primarily through local groups in which recovering compulsive overeaters share their experience, strength, and hope. OA is defined by the organization’s charter as the Board of Trustees, the World Service Office, and the annual meeting of delegates at the World Service Business Conference. OA administers the World Service Office as the international headquarters of Overeaters Anonymous and provides services to local groups and regional service bodies through three major activities: maintaining an international directory so that inquirers can be referred to meetings, publishing literature that augments the help provided by the local groups, and publishing two periodicals, one of which is distributed as free literature to members. OA is supported primarily by voluntary contributions from members and from sales of literature. OA charges no dues or fees.

The accompanying financial statements do not include the operations of the local groups or service bodies, which are autonomous.

The following is a brief description of the program service activities provided by OA:

- **Literature Production and Distribution**
  This service provides information about the programs of recovery from compulsive overeating and suggestions for implementing the 12 Steps and 12 Traditions of OA, and suggested guidelines for group activities.

- **Magazine Production and Distribution**
  This service provides a forum for sharing experiences about the OA recovery program and current information about OA and its activities.

- **Group Support and Referral Services**
  This service provides activities, including the annual World Service Business Conference, directed toward growth and successful functioning of groups in accordance with the 12 Traditions of OA.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Allowance for Uncollectible Accounts.** Accounts receivable are stated at unpaid balances, less an allowance for doubtful accounts. Management feels that accounts receivable is fully collectible and, accordingly, no allowance for uncollectible accounts is considered necessary.
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Basis of Accounting. The financial statements of OA are prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables, and other liabilities.

Basis of Presentation. OA’s financial statements are presented in accordance with the Financial Accounting Standards Board Accounting Standards Codification (ASC) 958-205, Not-for-Profit Entities, Presenting Financial Statements. Under ASC 958-205, OA is required to report information regarding its financial position and activities according to two classes of net assets; net assets without donor restrictions and net assets with donor restrictions.

Cash Flow Information. OA considers all cash, money market, and short-term investments with an original maturity of three months or less to be cash equivalents.

Concentrations of Risk. OA maintains cash and cash equivalents with financial institutions. At times, such amounts may exceed FDIC limits. OA limits the amount of credit exposure with any one financial institution and believes that no significant credit risk exists with respect to cash. OA’s cash balances were not in excess of FDIC insurance at December 31, 2019 and 2018.

Contributions. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for specific purpose are reported as net assets with donor restrictions. However, if a restriction is fulfilled in the same time period in which the contribution is received, OA reports the support as without donor restrictions.

Donated Goods and Services. Generally accepted accounting principles requires that professional service hours (attorney, accountants, doctors, etc.) be recorded in the financial statements, but not volunteer hours. Volunteers and board members have donated significant amounts of their time in OA’s programs. The value of these hours is not recorded in the financial statements. There was no in-kind expense or revenue for the years ending December 31, 2019 or 2018.

Functional Expense Allocation. The Statement of Functional Expenses report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include depreciation, interest, and office and occupancy, which are allocated on a square footage basis, as well as salaries and benefits, which are allocated on the basis of estimates of time and effort.

Income Taxes. OA is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code and the Statutes of New Mexico. OA’s open audit periods are fiscal years 2016 through 2019 (generally three years after filing). In addition, OA has been classified as other than a private foundation.

The Financial Accounting Standards Board has issued ASC 740-10 which prescribes a comprehensive model for how an organization should measure, recognize, present, and disclose in its financial statements uncertain tax positions that an organization has taken or expects to take on a tax return. OA has no uncertain tax positions.

Intangible Assets. Under ASC 350-30-25, Intangibles - Goodwill and Other, costs of internally developing, maintaining, or restoring intangible assets that are not specifically identifiable, that have indeterminate lives, or that are inherent in a continuing business or nonprofit activity and related to an entity as a whole, shall be
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

recognized as an expense when incurred. Because costs of renewing and maintaining trademarks and foreign registrations have specifically identifiable costs with determinate useful lives they have been capitalized. Trademark and foreign registration costs are being amortized using the straight-line method over the following renewal or extension terms:

<table>
<thead>
<tr>
<th>Trademark</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Union Registration</td>
<td>10 years</td>
</tr>
<tr>
<td>Australian Trademark</td>
<td>10 years</td>
</tr>
<tr>
<td>Canadian Trademark</td>
<td>15 years</td>
</tr>
</tbody>
</table>

Inventories. Inventories, consisting primarily of books and pamphlets held for resale, are stated at the lower of cost (first-in, first-out method) or market. Due to the unique nature of OA’s mission, a large number of items are included in inventory. For some of these items, more than a one-year supply is on hand.

Inventories. Inventories, consisting primarily of books and pamphlets held for resale, are stated at the lower of cost (first-in, first-out method) or market. Due to the unique nature of OA’s mission, a large number of items are included in inventory. For some of these items, more than a one-year supply is on hand.

Investments. Investments consist of mutual funds and money market funds. Investments are carried at fair market value or appraised value, and realized and unrealized gains and losses and investment income are reported in the statements of activities as increases or decreases in net assets without donor restrictions unless a donor or law temporarily or permanently restricts their use. Investment income consists of interest, dividends, and unrealized and realized gains and losses, net of related fees.

OA’s future cash flows are not materially impacted by its ability to extend or renew agreements related to its amortizable intangible assets.

Magazine Subscription Revenue. OA publishes and distributes a periodical called Lifeline Magazine, which describes the experiences and opinions of various individuals as they relate to recovery from compulsive overeating. Subscriptions are received on a prepaid basis and are recognized as revenue over the subscription period.

Net Assets. Net assets are composed of the following:

Without Donor Restrictions. Net assets that are not subject to restrictions imposed by donors. Contributions without donor restrictions are recorded as income when constructively received.

With Donor Restrictions. Net assets that are subject to restrictions imposed by donors that may or will be met by the occurrence of a specific event or the passage of time. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and are reported in the Statement of Activities as net assets released from restrictions.

The governing board has designated, from net assets without donor restrictions of $2,137,398, net assets for the following purposes as of December 31, 2019. An operating reserve in the amount of $423,050, a building and capital reserve in the amount of $7,435, a reserve for the purpose of updating oa.org including the FAM database in the amount of $52,784, a reserve for the purpose of hiring professional translators in the amount of $59,782, a reserve for the purpose of completing the GDPR project in the amount of $8,058, a reserve for the purpose of developing a platform to replace the Lifeline magazine in the amount of $60,000, and a reserve for the purpose of increasing OA’s Public Information/Public Outreach in the amount of $60,000.
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

*Promises to Give.* Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. There were no unconditional promises to give at year-end.

*Property and Equipment, Net.* OA capitalizes expenditures over $1,000 with a useful life greater than one year. Property and equipment is recorded at cost if purchased or fair value if donated. If donors stipulate how long the assets must be used, the contributions are recorded as restricted support. In the absence of such stipulations, contributions of property and equipment are recorded as unrestricted support. Depreciation is provided for using the straight-line method over the following estimated useful lives:

- Land improvements: 15 years
- Building and improvements: 5 to 40 years
- Furniture and fixtures: 5 to 10 years
- Equipment: 3 to 5 years

*Related Party Transactions.* Certain sales of literature and donations are made to and received from member’s groups, intergroups, and National/Language Service Boards or Regions registered with OA. The groups and service bodies are legally separate from OA.

*Shipping and Handling Costs.* Freight billed to customers is considered sales revenue and the related freight costs is expensed in postage and shipping.

*Subsequent Events.* Subsequent events are events or transactions that occur after the balance sheet date but before the financial statements are issued or are available to be issued. OA recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the balance sheet, including the estimates inherent in the process of preparing the financial statements. OA’s financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the balance sheet, but arose after the balance sheet date and before financial statements are available to be issued.

OA has evaluated subsequent events through February 21, 2020, which is the date the financial statements are available to be issued, and does not believe that any events occurring during this period require either recognition or disclosure in the accompanying financial statements.

*Use of Estimates.* The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual events and results could differ from those assumptions and estimates.

NOTE 3. RESTRICTED CASH

Restricted cash consists of donor-restricted contributions. OA had $26,837 and $20,102 restricted for travel assistance for conference delegates, $6,765 and $7,141 for translation assistance, and $14,085 and $11,771 restricted for professional exhibit assistance at December 31, 2019 and 2018, respectively.
NOTE 4. INVESTMENTS

OA had the following investments at December 31:

<table>
<thead>
<tr>
<th></th>
<th>At December 31, 2019</th>
<th>Gross Unrealized Gain (Loss)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Fair Value</td>
</tr>
<tr>
<td>Individual stocks</td>
<td>$ 76,486</td>
<td>$ 100,909</td>
</tr>
<tr>
<td>Mutual funds</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>337,464</td>
<td>370,470</td>
</tr>
<tr>
<td>Fixed income</td>
<td>388,121</td>
<td>385,708</td>
</tr>
<tr>
<td>Total investments</td>
<td>$ 802,071</td>
<td>$ 857,087</td>
</tr>
</tbody>
</table>

At December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
<th>Fair Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual stocks</td>
<td>$ 89,953</td>
<td>$ 93,377</td>
</tr>
<tr>
<td>Mutual funds</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>301,472</td>
<td>311,486</td>
</tr>
<tr>
<td>Fixed income</td>
<td>321,715</td>
<td>322,647</td>
</tr>
<tr>
<td>Total investments</td>
<td>$ 713,140</td>
<td>$ 727,510</td>
</tr>
</tbody>
</table>

NOTE 5. FAIR VALUE OF ASSETS AND LIABILITIES

OA applies ASC 820-10 for fair value measurements of financial assets that are recognized or disclosed at fair value in the financial statements on a recurring basis. ASC 820-10 established a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value: the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to measurements involving significant unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

- **Level 1**: Quoted prices in active markets for identical assets or liabilities.
- **Level 2**: Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.
- **Level 3**: Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.
NOTE 5. FAIR VALUE OF ASSETS AND LIABILITIES (CONTINUED)

The following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There have been no changes in the methodologies used at December 31, 2019 and 2018:

Individual Stocks – valued at quoted prices on active markets.
Equity & Fixed Income Mutual Funds – valued at quoted prices on active markets.

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying Statement of Financial Position measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31:

<table>
<thead>
<tr>
<th></th>
<th>Active Markets for Identical Assets</th>
<th>Other Observable Inputs</th>
<th>Significant Unobservable Inputs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Level 1</td>
<td>Level 2</td>
</tr>
<tr>
<td><strong>2019</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual stocks</td>
<td>$100,909</td>
<td>$100,909</td>
<td>-</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>756,178</td>
<td>756,178</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$857,087</td>
<td>$857,087</td>
<td>-</td>
</tr>
</tbody>
</table>

| **2018**             |       |         |         |         |       |         |         |         |       |         |         |         |
| Individual stocks    | $93,377 | $93,377 | - | - | $93,377 | $93,377 | - | - | $93,377 | $93,377 | - | - |
| Mutual funds         | 634,133 | 634,133 | - | - | 634,133 | 634,133 | - | - | 634,133 | 634,133 | - | - |
| **Total**            | $727,510 | $727,510 | - | - | $727,510 | $727,510 | - | - | $727,510 | $727,510 | - | - |

NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment, net, consists of the following:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>Additions</th>
<th>Deletions</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property and equipment not depreciated</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td>$200,208</td>
<td>$-</td>
<td>$-</td>
<td>$200,208</td>
</tr>
<tr>
<td>Work in progress</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Property and equipment depreciated</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land improvements</td>
<td>175,016</td>
<td>-</td>
<td>-</td>
<td>175,016</td>
</tr>
<tr>
<td>Building and improvements</td>
<td>928,055</td>
<td>4,575</td>
<td>-</td>
<td>932,630</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>133,256</td>
<td>-</td>
<td>-</td>
<td>133,256</td>
</tr>
<tr>
<td>Equipment</td>
<td>193,277</td>
<td>1,011</td>
<td>-</td>
<td>194,288</td>
</tr>
<tr>
<td>Total</td>
<td>1,629,812</td>
<td>5,586</td>
<td>-</td>
<td>1,635,398</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(843,816)</td>
<td>(69,786)</td>
<td>-</td>
<td>(913,602)</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>$785,996</td>
<td>(64,200)</td>
<td>$-</td>
<td>$721,796</td>
</tr>
</tbody>
</table>
NOTE 6. PROPERTY AND EQUIPMENT, NET (CONTINUED)

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>Additions</th>
<th>Deletions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property and equipment not depreciated</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td>$200,208</td>
<td>-</td>
<td>-</td>
<td>$200,208</td>
</tr>
<tr>
<td>Work in progress</td>
<td>21,577</td>
<td>3,607</td>
<td>(25,184)</td>
<td>-</td>
</tr>
<tr>
<td>Property and equipment depreciated</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land improvements</td>
<td>175,016</td>
<td>-</td>
<td>-</td>
<td>175,016</td>
</tr>
<tr>
<td>Building and improvements</td>
<td>761,465</td>
<td>235,480</td>
<td>(68,890)</td>
<td>928,055</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>133,256</td>
<td>-</td>
<td>-</td>
<td>133,256</td>
</tr>
<tr>
<td>Equipment</td>
<td>193,277</td>
<td>-</td>
<td>-</td>
<td>193,277</td>
</tr>
<tr>
<td>Total</td>
<td>1,484,799</td>
<td>239,087</td>
<td>(94,074)</td>
<td>1,629,812</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(842,140)</td>
<td>(65,974)</td>
<td>64,298</td>
<td>(843,816)</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>$642,659</td>
<td>$173,113</td>
<td>$(29,776)</td>
<td>$785,996</td>
</tr>
</tbody>
</table>

Depreciation expense was $69,786 and $65,974 for the years ended December 31, 2019 and 2018, respectively.

NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets, net, consists of the following:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>Additions</th>
<th>Deletions</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Union registration</td>
<td>$12,845</td>
<td>-</td>
<td>-</td>
<td>$12,845</td>
</tr>
<tr>
<td>Australian trademark</td>
<td>2,328</td>
<td>-</td>
<td>-</td>
<td>2,328</td>
</tr>
<tr>
<td>Canadian trademark</td>
<td>13,119</td>
<td>-</td>
<td>-</td>
<td>13,119</td>
</tr>
<tr>
<td>United States trademark</td>
<td>12,490</td>
<td>-</td>
<td>-</td>
<td>12,490</td>
</tr>
<tr>
<td>World Intellectual Property</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organization (WIPO) foreign filing</td>
<td>17,207</td>
<td>-</td>
<td>-</td>
<td>17,207</td>
</tr>
<tr>
<td>Other trademarks</td>
<td>10,596</td>
<td>-</td>
<td>-</td>
<td>10,596</td>
</tr>
<tr>
<td>BENELUX trademark</td>
<td>1,936</td>
<td>-</td>
<td>-</td>
<td>1,936</td>
</tr>
<tr>
<td>Total</td>
<td>70,521</td>
<td>-</td>
<td>-</td>
<td>70,521</td>
</tr>
<tr>
<td>Accumulated amortization</td>
<td>(22,209)</td>
<td>(5,800)</td>
<td>-</td>
<td>(28,009)</td>
</tr>
<tr>
<td>Intangible assets, net</td>
<td>$48,312</td>
<td>$(5,800)</td>
<td>-</td>
<td>$42,512</td>
</tr>
</tbody>
</table>
NOTE 7. INTANGIBLE ASSETS, NET (CONTINUED)

<table>
<thead>
<tr>
<th>Intangible Asset</th>
<th>2017</th>
<th>Additions</th>
<th>Deletions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Union registration</td>
<td>$12,845</td>
<td>$</td>
<td>$</td>
<td>$12,845</td>
</tr>
<tr>
<td>Australian trademark</td>
<td>2,328</td>
<td>$</td>
<td>$</td>
<td>2,328</td>
</tr>
<tr>
<td>Canadian trademark</td>
<td>8,252</td>
<td>4,867</td>
<td>$</td>
<td>13,119</td>
</tr>
<tr>
<td>United States trademark</td>
<td>12,490</td>
<td></td>
<td></td>
<td>12,490</td>
</tr>
<tr>
<td>World Intellectual Property</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organization (WIPO) foreign filing</td>
<td>13,207</td>
<td>4,000</td>
<td>$</td>
<td>17,207</td>
</tr>
<tr>
<td>Other trademarks</td>
<td>10,596</td>
<td></td>
<td></td>
<td>10,596</td>
</tr>
<tr>
<td>BENELUX trademark</td>
<td>1,936</td>
<td></td>
<td></td>
<td>1,936</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>61,654</td>
<td>8,867</td>
<td>$</td>
<td>70,521</td>
</tr>
<tr>
<td><strong>Accumulated amortization</strong></td>
<td>(16,862)</td>
<td>(5,347)</td>
<td>$</td>
<td>(22,209)</td>
</tr>
<tr>
<td><strong>Intangible assets, net</strong></td>
<td>$44,792</td>
<td>$3,520</td>
<td>$</td>
<td>$48,312</td>
</tr>
</tbody>
</table>

Amortization expense was $5,800 and $5,347 for the years ended December 31, 2019 and 2018, respectively.

NOTE 8. OPERATING LEASES

In September 2015, OA entered into a 63-month operating lease for the lease of a postage meter. The monthly payments are $321 plus taxes.

In July 2019, OA entered into a three-year operating lease to replace the lease of a copier. The new payments are $277 monthly for 36 payments. The agreement also consists of free 6 months for a total of $1,662.

The lease obligations outstanding at year end is as follows:

<table>
<thead>
<tr>
<th>Year Ending December 31,</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$3,851</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>3,325</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2022</td>
<td>3,325</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>3,325</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$13,826</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Rental expense for the above operating leases was $10,099 and $9,730 for the years ended December 31, 2019 and 2018, respectively.
NOTE 9. LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

The following reflects OA’s financial assets as of the Statement of Financial Position date, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the Statement of Financial Position date. Donor-restricted amounts that are available for use within one year for general purposes include the travel assistance for conference delegates in the amounts of $26,837 and $20,102, the amounts for translation assistance of $6,765 and $7,141, and amounts for professional exhibit assistance of $14,085 and $11,771 at December 31, 2019 and 2018, respectively.

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial assets at year end</td>
<td>$1,385,573</td>
<td>$1,367,333</td>
</tr>
<tr>
<td>Less those unavailable for general expenditures within one year, due to:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donor-restricted for purposes greater than one year</td>
<td>(47,687)</td>
<td>(39,014)</td>
</tr>
<tr>
<td>Financial assets available to meet cash needs for general expenditure within one year</td>
<td>$1,337,886</td>
<td>$1,328,319</td>
</tr>
</tbody>
</table>

NOTE 10. CONFERENCE AND CONVENTION INCOME

OA holds conferences every year and conventions periodically. No conventions were held in 2019 and 2018. The financial results of the conferences are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2019 Conference</th>
<th>2018 Conference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fees and miscellaneous income</td>
<td>$24,972</td>
<td>$23,490</td>
</tr>
<tr>
<td>Expenses</td>
<td>(53,399)</td>
<td>(51,129)</td>
</tr>
<tr>
<td>Expenses over revenue</td>
<td>$28,427</td>
<td>$27,639</td>
</tr>
</tbody>
</table>

OA does not allocate salaries and related costs to conferences and conventions as no salaries are incurred for the primary purpose of supporting conferences and conventions.

NOTE 11. EMPLOYEE BENEFITS

Retirement. OA has a defined contribution retirement plan in which all employees meeting certain eligibility requirements are able to participate. The plan enables all eligible employees to defer a portion of their salaries to a tax-sheltered annuity. OA matches employees’ contributions each year up to a maximum of five percent of their salaries. OA’s matching contribution was $24,991 and $25,379 in 2019 and 2018, respectively.

Compensated Absences. Employees of OA are entitled to paid absence time (PAT) depending on job classification and length of service. Earned PAT accrues to a maximum of one hundred fifty hours and accumulated balances will be paid to employees upon termination. The estimated liability for compensated absences was $22,956 and $22,260 as of December 31, 2019 and 2018, respectively.
NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2020. As part of these agreements, there are cancellation fees per event ranging from $3,544 to $219,098 depending on the timing of the cancellation.

Economic Dependency. OA receives a significant portion of its support and revenues from its donor base and is, therefore, subject to possible loss of funding due to changes in general economic conditions and donor discretion. OA received approximately 37% and 32% of its revenues from their donor base for the years ended December 31, 2019 and 2018, respectively.

In addition, OA receives a significant portion of its revenues from the sale of literature and magazines and is, therefore, subject to possible loss of revenue due to changes in general economic conditions. OA received approximately 52% and 58% of its revenues from the sale of literature and magazines for the years ended December 31, 2019 and 2018, respectively.

Risk Management. OA is exposed to various risks of loss from torts; theft of, damage to, and destruction of assets; business interruption; errors and omissions; employee injuries and illnesses; natural disasters; and employee health, dental, and accident benefits. OA has obtained commercial insurance coverage to mitigate such losses.
Appendix D – FY 2019/FY2020 Budget Comparison
## RECEIPTS

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>12/31/2019</th>
<th>Budget</th>
</tr>
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<tbody>
<tr>
<td>Funds from prior year reserves</td>
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<td>WSO Restricted Fund-Delegate Support</td>
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<td>WSO Restricted Fund-Professional Exhibits</td>
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<td>$10,000</td>
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<td>$50,000</td>
<td>$54,885</td>
<td>$55,000</td>
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<tr>
<td>For Today</td>
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<td>$70,000</td>
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<td>Voices of Recovery</td>
<td>$53,000</td>
<td>$55,260</td>
<td>$55,000</td>
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<tr>
<td>Taste of Lifeline</td>
<td>$5,700</td>
<td>$7,250</td>
<td>$6,000</td>
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<tr>
<td>The Twelve Steps &amp; Twelve Traditions</td>
<td>$200,000</td>
<td>$203,691</td>
<td>$180,000</td>
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<tr>
<td>of OA</td>
<td></td>
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<tr>
<td>Abstinence</td>
<td>$16,500</td>
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<td>$18,000</td>
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<td>Twelve Step Workbook</td>
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<td>$85,000</td>
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<tr>
<td>Beyond our Wildest Dreams</td>
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<td>$1,686</td>
<td>$1,200</td>
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<td>$34,450</td>
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<td>A A Big Book</td>
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<td>$5,700</td>
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<td>Body Image, Relationships, and Sexuality</td>
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<td>Digital Literature</td>
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<td>CD Sales - OA3</td>
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<td>$740</td>
<td>$750</td>
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<tr>
<td>Lifeline Magazine (Subs. Filled + Single Copies)</td>
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<td>International Royalties</td>
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<td>Shipping &amp; Handling</td>
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<td>Investment Gain/Loss</td>
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<td>World Service Convention</td>
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<td>Miscellaneous</td>
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<td><strong>Total Receipts</strong></td>
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<td>$1,991,859</td>
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## EXPENDITURES

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<th>Department</th>
<th>2019</th>
<th>12/31/2019</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Service Office</td>
<td>$587,400</td>
<td>$587,128</td>
<td>$582,550</td>
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<tr>
<td>Lifeline Magazine</td>
<td>$172,100</td>
<td>$162,298</td>
<td>$138,300</td>
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<tr>
<td>Member Services</td>
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<td>$220,544</td>
<td>$227,500</td>
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<td>Publications</td>
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<td>Cost of Goods Sold</td>
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<td><strong>Total Expenditures</strong></td>
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<td>$1,805,805</td>
<td>$1,937,500</td>
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**Increase/(Decrease) in Reserves:**

- ($59,900) $186,054 $0
## OVEREATERS ANONYMOUS, INC.

### World Service Office:

<table>
<thead>
<tr>
<th>Line Item</th>
<th>Budget 2019</th>
<th>Actuals 12/31/2019</th>
<th>FINAL 2020 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank &amp; Other Svc Fees</td>
<td>$5,200</td>
<td>$4,946</td>
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<td>Depreciation</td>
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<td>Equipment Repair</td>
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<td>Group Insurance-Benefits</td>
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<tr>
<td>Miscellaneous</td>
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<td>Payroll Taxes Allocated</td>
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<td>Postage</td>
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<td>Professional Services - Acctg/Audit</td>
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<tr>
<td>Professional Services - Archive</td>
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<td>$0</td>
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<td>Professional Services - Computer</td>
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<td>Professional Services - Legal</td>
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<td>Professional Services - Payroll Service</td>
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<td>Professional Services - Public Relations</td>
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<td>Staff Expenses-BOT Meetings</td>
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<td>$400</td>
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<td>Subscriptions/Dues</td>
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<td>$550</td>
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<td>Tuition Reimbursement Benefit</td>
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<td><strong>Total World Service Office:</strong></td>
<td><strong>$587,400</strong></td>
<td><strong>$587,128</strong></td>
<td><strong>$582,550</strong></td>
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</tbody>
</table>
### OVEREATERS ANONYMOUS, INC.

#### Lifeline Magazine:

<table>
<thead>
<tr>
<th>Line Item</th>
<th>Budget</th>
<th>Actuals</th>
<th>FINAL 2020</th>
</tr>
</thead>
<tbody>
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<td>Budget</td>
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<td>Artwork</td>
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<td>Mailing - Envelopes</td>
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<tr>
<td>- International</td>
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<td>$8,103</td>
<td>$5,000</td>
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<tr>
<td>- Meter</td>
<td>$1,050</td>
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<tr>
<td>- Non Profit</td>
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<tr>
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<tr>
<td>Total Lifeline Expenditures:</td>
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<td>$162,298</td>
<td>$138,300</td>
</tr>
<tr>
<td>Lifeline Net Income (Expense):</td>
<td>($38,350)</td>
<td>($34,967)</td>
<td>($89,550)</td>
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#### OVEREATERS ANONYMOUS, INC.

#### Member Services:

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<th>Budget</th>
<th>Actuals</th>
<th>FINAL 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>12/31/2019</td>
<td>Budget</td>
</tr>
<tr>
<td>Employee Benefits</td>
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<td>$32,364</td>
<td>$34,350</td>
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<td>Literature @ Cost</td>
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<td>$75</td>
<td>$150</td>
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<td>Public Information Response</td>
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<td>Total Member Services Expenditures:</td>
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## Publications

<table>
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<th>Line Item</th>
<th>Budget 2019</th>
<th>12/31/2019 Actuals</th>
<th>Budget 2020</th>
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</thead>
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<td>($478)</td>
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<td>Postage/UPS (Cost of Shipping Literature)</td>
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<tr>
<td>Shipping Supplies</td>
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<td>$16,550</td>
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<td><strong>Total Publications Expenditures:</strong></td>
<td><strong>$441,450</strong></td>
<td><strong>$468,168</strong></td>
<td><strong>$502,600</strong></td>
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## Board of Trustees

<table>
<thead>
<tr>
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<th>Budget 2019</th>
<th>12/31/2019 Actuals</th>
<th>Budget 2020</th>
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<tr>
<td>Twelve Step Joint Meeting</td>
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<tr>
<td>Board Designated Funds</td>
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<tr>
<td>Delegate Support Fund</td>
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### Region and Virtual Trustees:

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**Total Region and Virtual Services Trustees Expenditures:** $29,350 $19,589 $32,500

### Board & Conference Committees:

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**Total Board Standing & Ad Hoc Committees:** $13,700 $12,111 $600
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<td>Registration &amp; Literature Materials</td>
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Appendix E – FY2019 Annual Contributions Report

Group and service body contributions can be reviewed and downloaded on the OA website, Conference Web page.

1) Go to www.oa.org.
2) Click on Menu, News and Events, World Service Business Conference.
The Twelve Steps

The Twelve Steps suggested for recovery in the Fellowship of Overeaters Anonymous are as follows:

1) We admitted we were powerless over food—that our lives had become unmanageable.

2) Came to believe that a Power greater than ourselves could restore us to sanity.

3) Made a decision to turn our will and our lives over to the care of God as we understood Him.

4) Made a searching and fearless moral inventory of ourselves.

5) Admitted to God, to ourselves and to another human being the exact nature of our wrongs.

6) Were entirely ready to have God remove all these defects of character.

7) Humbly asked Him to remove our shortcomings.

8) Made a list of all persons we had harmed, and became willing to make amends to them all.

9) Made direct amends to such people wherever possible, except when to do so would injure them or others.

10) Continued to take personal inventory and when we were wrong, promptly admitted it.

11) Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.

12) Having had a spiritual awakening as the results of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.
The Twelve Traditions of Overeaters Anonymous are:

1) Our common welfare should come first; personal recovery depends upon OA unity.

2) For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.

3) The only requirement for OA membership is a desire to stop eating compulsively.

4) Each group should be autonomous except in matters affecting other groups or OA as a whole.

5) Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.

6) An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.

7) Every OA group ought to be fully self-supporting, declining outside contributions.

8) Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.

9) OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.

10) Overeaters Anonymous has no opinion on outside issues; hence, the OA name ought never be drawn into public controversy.

11) Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television and other public media of communication.

12) Anonymity is the spiritual foundation of all these Traditions, ever reminding us to place principles before personalities.
The Twelve Concepts of OA Service

The Twelve Concepts of OA Service are:

1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.

2) The OA groups have delegated to World Service Business Conference the active maintenance of our world services; thus, World Service Business Conference is the voice, authority and effective conscience of OA as a whole.

3) The right of decision, based on trust, makes effective leadership possible.

4) The right of participation ensures equality of opportunity for all in the decision-making process.

5) Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.

6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.

7) The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws, Subpart A; the rights and responsibilities of the World Service Business Conference are accorded to it by Tradition and by OA Bylaws, Subpart B.

8) The Board of Trustees has delegated to its Executive Committee the responsibility to administer the OA World Service Office.

9) Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.

10) Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.

11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants.

12) The spiritual foundation for OA service ensures that:

   a) no OA committee or service body shall ever become the seat of perilous wealth or power;
   b) sufficient operating funds, plus an ample reserve, shall be OA’s prudent financial principle;
   c) no OA member shall ever be placed in a position of unqualified authority;
   d) all important decisions shall be reached by discussion, vote and whenever possible, by substantial unanimity;
   e) no service action shall ever be personally punitive or an incitement to public controversy; and
   f) no OA service committee or service board shall ever perform any acts of government, and each shall always remain democratic in thought and action.
**OA Promise**
I PUT MY HAND IN YOURS … and together we can do what we could never do alone! No longer is there a sense of hopelessness, no longer must we each depend upon our own unsteady willpower. We are all together now, reaching out our hands for power and strength greater than ours, and as we join hands, we find love and understanding beyond our wildest dreams.

**Responsibility Pledge**
Always to extend the hand and heart of OA to all who share my compulsion; for this, I am responsible.

**Serenity Prayer**
God, grant me the serenity to accept the things I cannot change; courage to change the things I can; and wisdom to know the difference.

**Seventh Step Prayer**
My Creator, I am now willing that you should have all of me, good and bad. I pray that you now remove from me every single defect of character which stands in the way of my usefulness to you and my fellows. Grant me strength, as I go out from here, to do your bidding. Amen.

**Third Step Prayer**
God, I offer myself to Thee—to build with me and to do with me as Thou wilt. Relieve me of the bondage of self, that I may better do Thy will. Take away my difficulties, that victory over them may bear witness to those I would help of Thy Power, Thy Love, and Thy Way of life. May I do Thy will always!