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**World Service Business Meetings Minutes**

**General Business Meetings**

**Overeaters Anonymous, Inc.**

**58th Annual World Service Business Conference**

**May 9-11, 2019**

Embassy Suites
Albuquerque, New Mexico

**THURSDAY MORNING, MAY 9, 2019 – BUSINESS MEETING I**

Chair Cyndy L. called the 58th Annual World Service Business Conference to order at 8:35 a.m. Carmen D., Region Six, led the Serenity Prayer in French and in English.

Derita P., Region Five, read the Twelve Steps of Overeaters Anonymous; Andrea M., Region Three, read the Twelve Traditions of Overeaters Anonymous; Katy B., Region One, read the Twelve Concepts of OA Service.

The chair welcomed all attendees to the Conference.

The chair announced the Conference theme: Growing Our Membership Worldwide.

The chair introduced Conference Planning Chair Hanna S.

The chair introduced the Board of Trustees in order as seated on the dais: Region Three Trustee Neva S., Virtual Region Trustee Dora P., Region Six Trustee Beth B., General Service Trustee Joanne M., General Service Trustee and Second Vice Chair Lawrie C., Region Nine Trustee Bob F., General Service Trustee Ron P., Region Two Trustee Hanna S., General Service Trustee Judy H., Region Eight Trustee Linda H., Region Five Trustee Linda J., Region Ten Trustee Letitia M., Region One Trustee Pat O., General Service Trustee and Treasurer Bonnie L., General Service Trustee Steve M., Region Seven Trustee and First Vice Chair Karen B., and Region Four Trustee and Chair of the Board Cyndy L.

The chair introduced Parliamentarian Valoree Althoff and Board Administrator/Conference Secretary Rebbie Garza.

The chair introduced the region chairs: Region One Chair Beverly M., Region Two Chair Anne O., Region Three Vice Chair Elaine L., Region Four Chair Annette P., Region Five Chair CJ M., Region Six Chair Debbie H., Region Seven Chair Terry B., Region Eight Chair Katrina S., Region Nine Chair Francene A., Region Ten Chair Dinah W., and Virtual Region Chair Gerri H.

The chair introduced Managing Director/Corporate Secretary to OA, Inc. Sarah Armstrong, Publications Manager DeDe DeMoss, Associate
Director/Member Services Manager Sandy Zimmerman, and Center Microphone Monitor Margaret Ann B.

Hanna S. introduced Conference Support Committee Chair Karin H.

The Conference Support Committee chair announced the names of the volunteers serving as pages and timekeepers during Business Meeting I.

Hanna S. called attendance by region to acknowledge delegates present at WSBC.


Region Two – California, Hawaii, Reno/Tahoe area of Nevada, Mexico

Region Three – Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, Utah

Region Four – Illinois (except Greater Chicago area and Central Illinois Intergroup), Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Manitoba, Northwestern Ontario, Nunavut

Region Five – Greater Chicago area and Central Illinois Intergroup, Indiana, Kentucky, Michigan, Ohio, Wisconsin, Southwestern Ontario


Region Seven – Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, West Virginia

Region Eight – Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virgin Islands, Central and South America

Region Nine – Africa, Europe, Middle East, Western Asia

Region Ten – Australia, the Far East, New Zealand, Southeast Asia, the Western Pacific Basin

Virtual Region – The Non-Real-Time Virtual Intergroup in Social Media (NRTSM), 12 Steps 4 COEs Virtual Intergroup, OA HOW Two Hour Format Phone Meeting Virtual Intergroup, 712+ Telephone Virtual Intergroup of OA, and Ebony OA Virtual Intergroup

The chair appointed Vicki W., Region Three; Lee Ann Y., Region Four; and Atiya M., Region Eight, to serve as Minutes Approval Committee for the WSBC 2019 business meetings.
The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming that there were 187 eligible voters. By unanimous consent, the Credentials Report was adopted as presented.

The chair declared a quorum present.

**Conference Standing Rules**
The 2019 Conference Standing Rules were adopted as presented.

The chair reported service body voting results from the Agenda Questionnaire. New Business Motions that received approval and any newly submitted amendments to those motions were presented. Voting results of each New Business Motion were as follows:

Items A-a, A-b, and A-c were procedural motions and were not included on the Agenda Questionnaire. Per Conference policy, amendments to these motions are not in order.

**Item A** was submitted by the Board of Trustees and approved by 96 percent of the responding service bodies. **Item B** was submitted by the Board of Trustees and approved by 98 percent of the responding service bodies. **Item C** was submitted by the Board of Trustees and approved by 69 percent of the responding service bodies. **Item D** was submitted by the Board of Trustees and approved by 96 percent of the responding service bodies. **Item E** was submitted by the Board of Trustees and approved by 91 percent of the responding service bodies. **Item F** was submitted by the Board of Trustees and approved by 97 percent of the responding service bodies. **Item H** was submitted by the WSBC Bylaws Committee and approved by 98 percent of the responding service bodies. **Item I** was submitted by Los Angeles Intergroup and approved by 89 percent of the responding service bodies. **Item J** was submitted by the Virtual Region and approved by 98 percent of the responding service bodies. **Item K** was submitted by the Virtual Region and approved by 97 percent of the responding service bodies. **Item M** was submitted by the Virtual Region and approved by 86 percent of the responding service bodies. **Item O** was submitted by Utah Soaring Intergroup and approved by 60 percent of the responding service bodies. **Item P** was submitted by Central Colorado Intergroup and approved by 92 percent of the responding service bodies.

Voting results of each Bylaw Amendment motion were as follows:

Bylaws Amendment **Item 1** was submitted by the Board of Trustees and approved by 97 percent of the responding service bodies. **Item 2** was submitted by the Board of Trustees and approved by 88 percent of the responding service bodies. **Item 3** was submitted by the Board of Trustees and approved by 94 percent of the responding service bodies. **Item 4** was submitted by Region Nine and approved by 89 percent of the responding service bodies. **Item 5** was submitted by the WSBC Bylaws Committee and approved by 97 percent of the responding service bodies. **Item 6** was submitted by the WSBC Bylaws Committee and approved by 98 percent of
the responding service bodies. **Item 7** was submitted by the WSBC Bylaws Committee and approved by **97 percent** of the responding service bodies. **Item 8** was submitted by the WSBC Bylaws Committee and approved by **98 percent** of the responding service bodies. **Item 9** was submitted by the WSBC Bylaws Committee and approved by **98 percent** of the responding service bodies. **Item 10** was submitted by the WSBC Bylaws Committee and approved by **98 percent** of the responding service bodies. **Item 11** was submitted by the WSBC Bylaws Committee and approved by **98 percent** of the responding service bodies. **Item 12** was submitted by Dora P., Virtual Region trustee and Neva S., Region Three trustee and approved by **93 percent** of the responding service bodies. **Item 13** was submitted by Utah Soaring Intergroup and approved by **93%** of the responding service bodies.

The following items were placed on the Consent Agenda: New Business Motion **E** (WSBC Policy 2009d), New Business Motion **H** (WSBC Policy 1986a, 1992b, 2017c), Proposal Item **5** (Bylaws, Subpart B, Article VI, Section 3), Proposal Item **6** (Bylaws, Subpart B, Article VII, Section 4), Proposal Item **7** (Bylaws, Subpart B, Article VIII, Section 3), Proposal Item **8** (Bylaws, Subpart B, Article XI, Section 3), Proposal Item **9** (Bylaws, Subpart B, Article IX, Section 5), and Proposal Item **10** (Bylaws, Subpart B, Article X, Section 3).

Motion required 2/3 vote to adopt. The Consent Agenda was **adopted** as amended.

By unanimous consent, the 2019 World Service Business Conference agenda was **adopted**.

The chair referred the assembly to the officers’ reports presented in the Conference binder. The question/answer period was limited to seven minutes per report. Questions were asked and answered.

The chair referred the assembly to the region reports presented in the Conference binder. The question/answer period was limited to three minutes per report. Questions were asked and answered.

The chair referred the assembly to the committee reports presented in the Conference binder. The question/answer period was limited to three minutes per report. Questions were asked and answered.

Following announcements, the chair adjourned the meeting at 11:15 a.m. with I Put My Hand in Yours.

**THURSDAY AFTERNOON, MAY 9, 2019 – BUSINESS MEETING II**
Chair Cyndy L. called the second business meeting to order at 1:03 p.m. Sandra B., Region Nine, led the Serenity Prayer in Swedish and in English. The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming that there were 187 eligible voters. The Credentials Report was **adopted** without objection as presented.
The Conference Support Committee chair announced the names of the volunteers serving as pages and timekeepers during Business Meeting II.

The region trustee candidates were presented, and each addressed the assembly for five minutes, and then answered questions from the floor for ten minutes.

The region trustee candidates were:
Region Two  Hanna S.
Region Five  Barbara K.
Region Six   Beth B.
Region Eight Andrea S.
Region Nine  Jutta F. and Vasiliki T.
Region Ten   Letitia M.

The general service trustee candidate was presented and addressed the assembly for five minutes and then answered questions from the floor for ten minutes.

The general service trustee candidate was:
Tina C.

There was a presentation by the ad hoc Restructuring Committee.

Updated Credentials Report: 188 eligible voters.

**New Business Motion A-a**
Move to grant the Conference Seal of Approval to the manuscript *Body Image, Relationships, and Sexuality: Personal Journeys to Recovery in Overeaters Anonymous*.

**Proviso**
Include the statement on abstinence and recovery (or the new definition of abstinence and recovery, if passed) at the beginning of the book.

Motion required 2/3 vote to adopt. New Business Motion A-a **adopted with proviso**.

Following announcements, the chair adjourned the meeting at 4:57 p.m. with I Put My Hand in Yours.

**Friday Morning, May 10, 2019 – Business Meeting III**
Chair Cyndy L. called the third business meeting to order at 8:31 a.m. Jose Maria M., Region Nine, led the Serenity Prayer in Spanish and English.

Dorothy W., Region Seven, read from *For Today*.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming that there were 188 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.
The Conference Support Committee chair announced the names of the volunteers serving as pages and timekeepers during Business Meeting III.

The region trustee and general service trustee election ballots were distributed, cast, collected, and counted.

The chair announced the ballot results for the region trustee election.

Region Trustees
Region Two – Hanna S.  185 votes cast, 93 needed to elect  
177 yes votes
Region Five – Barbara K. 184 votes cast, 93 needed to elect  
178 yes votes
Region Six – Beth B. 185 votes cast, 93 needed to elect  
177 yes votes
Region Eight – Andrea S. 185 votes cast, 93 needed to elect  
179 yes votes
Region Nine – Jutta F. and Vasiliki T.  
183 votes cast, 92 needed to elect  
Jutta F. received 33 yes votes  
Vasiliki T. received 146 yes votes
Region Ten – Letitia M. 185 votes cast, 93 needed to elect  
177 yes votes

The chair declared Hanna S. as Region Two trustee, Barbara K. as Region Five trustee, Beth B. as Region Six trustee, Andrea S. as Region Eight trustee, Vasiliki T. as Region Nine trustee, and Letitia M. as Region Ten trustee.

The chair announced the ballot results for the general service trustee.

General Service Trustee
Total votes cast: 184  
Number of votes needed for election: 93
Tina C. 152 yes votes

The chair declared Tina C. as general service trustee.

The chair asked the managing director to destroy the ballots after the adjournment of Conference.

New Business Motion A-b
Move to grant the Conference Seal of Approval to the pamphlet *Dignity of Choice: Establishing a Plan of Eating*.

Motion required 2/3 vote to adopt. New Business Motion A-b failed.
New Business Motion A-c
Move to grant the Conference Seal of Approval to the pamphlet *Welcome Back: Suggestions for Members in Relapse and for Those Who Care.*

Proviso
Service bodies licensed to translate and publish *Welcome Back* and *Members in Relapse* shall be permitted to continue publication and sales until such time that *Welcome Back: Suggestions for Members in Relapse and for Those Who Care* is published.

Motion required 2/3 vote to adopt. New Business Motion A-c **adopted with proviso**.

New Business Items J and F were discussed and voted on.

The final text of all motions is listed alphabetically and numerically at the end of this document.

Following announcements, the chair adjourned the meeting at 11:32 a.m. with *I Put My Hand in Yours*.

**FRIDAY AFTERNOON, MAY 10, 2019 – BUSINESS MEETING IV**
Chair Cyndy L. called the fourth business meeting to order at 1:03 p.m. Emilia I., Region Nine, led the Serenity Prayer in Italian and English.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming that there were 188 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

The Conference Support Committee chair announced the names of the volunteers serving as pages and timekeepers during Business Meeting IV.

Seventh Tradition collected.

New Business Motions D, P, I, B, O, and Bylaw Amendments Eleven, Three, Twelve, and Thirteen were discussed and voted on.

The Seventh Tradition total was US$6,252.

Following announcements, the chair adjourned the meeting at 4:58 p.m. with *I Put My Hand in Yours* and the Third Step Prayer.

**SATURDAY MORNING, MAY 11, 2019 – BUSINESS MEETING V**
Chair Cyndy L. called the fifth business meeting to order at 8:35 a.m. Esti O., Region Nine, led the Serenity Prayer in Hebrew and English.

Ana Luisa M., Virtual Region, read from *Voices of Recovery*.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming that there were 184 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.
voters. By unanimous consent, the Credentials Report was **adopted** as presented.

The Conference Support Committee chair announced the names of the volunteers serving as pages and timekeepers during Business Meeting V.

New Business Motions A, C, M, and K, and Bylaw Amendments Four, One, and Two were discussed and voted on.

The chair asked all the new WSBC delegates to stand before the assembly for recital of the ceremonial Green Dot verse, followed by removal of the green dots from their delegate badges.

Collective thanks were expressed to the volunteers, staff, and outgoing trustees.

There being no further business to come before the assembly, the 58th Annual World Service Business Conference was adjourned at 11:10 a.m., with the Serenity Prayer and I Put My Hand in Yours.

Submitted by: [Signature on File]
Rebbie Garza
Board Administrator and Conference Secretary

Approved by: [Signature on File]
Sarah Armstrong
Managing Director and Corporate Secretary to OA, Inc.

[Signature on File]
Atiya M. – Minutes Approval Committee

[Signature on File]
Vicki W. – Minutes Approval Committee

[Signature on File]
Lee Ann Y. – Minutes Approval Committee

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**New Business Motion A**
The Reference Subcommittee recommended defeat of this motion.

Move that the Fellowship of Overeaters Anonymous respects that we are a worldwide fellowship. The WSBC 2019 delegates recommend that all OA members, groups, committees, and service bodies, and the WSO staff consider ease of translation when developing written material.

Members’ stories will not be subject to this statement.

The intent of this statement can be realized through:

- Using clear English expressions, avoiding slang or jargon.
• Being sensitive to the benefit of using common words, using simple sentences, and incorporating alternative formats, such as bullet points and headings where they add clarity.
• Reliance on the OA Glossary used for translation of OA literature.

By considering these matters at the beginning of a project, the Fellowship will make it easier to translate our literature and materials.

Motion required majority to adopt. New Business Motion A failed.

**New Business Motion B**
The Reference Subcommittee did not consider this motion.

Move to amend WSBC Policy 2008a to read as follows:

WSBC Policy 2008a
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.

Notification to the Fellowship shall be through appropriate WSO publications.
Motion required majority to adopt. New Business Motion B adopted.

**Substitute New Business Motion C**
The Reference Subcommittee recommended adoption of the substitute motion.

Move to amend WSBC Policy 1988b to read as follows:

WSBC Policy 1988b
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.

Motion required majority to adopt. Substitute New Business Motion C adopted.

**New Business Motion D**
The Reference Subcommittee did not consider this motion.

Move to adopt the following policy statement:
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.

Motion required majority to adopt. New Business Motion D adopted.

**New Business Motion E**
Move to rescind WSBC Policy 2009d.

WSBC Policy 2009d
It was adopted to:
Create a Web/Technology Conference Committee starting at WSBC 2010.

New Business Motion E adopted on the Consent Agenda.

**New Business Motion F**
The Reference Subcommittee did not consider this motion.

Move 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.

Motion required majority to adopt. New Business Motion F adopted.
**New Business Motion H**

WSBC Policy 2019
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.

New Business Motion H **adopted** on the Consent Agenda.

**New Business Motion I**
The Reference Subcommittee did not consider this motion.

Move that WSBC 2019 directs the Board of Trustees to make all Board of Trustees and all BOT committee meetings virtual meetings, with the exception of the meeting that takes place during the World Service Business Conference and those meetings that might require the physical presence of members of the Board of Trustees in exceptional and extenuating circumstances. This requires a change to OA, Inc. Bylaws, Subpart A, which can only be done by the Board of Trustees.

Motion required majority to adopt. New Business Motion I **failed**.

**New Business Motion J**
The Reference Subcommittee did not consider this motion.

Move to rescind WSBC Policy 2016.

WSBC Policy 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.

Motion required majority to adopt. New Business Motion J **adopted**.

**Substitute New Business Motion K**
The Reference Subcommittee combined NBM K and NBM M and recommended adoption of the substitute motion.
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 delegates 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.


Motion required majority to adopt. Substitute New Business Motion K **adopted**.

**New Business Motion M**
The Reference Subcommittee combined NBM K and NBM M.

New Business Motion M **withdrawn**.

**New Business Motion O**
The Reference Subcommittee did not consider this motion.

Move to amend WSBC Policy 1993a to read as follows:

**WSBC Policy 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*, or the Step Twelve Affirmation from *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*.

“We who began working the Steps in order to recover from compulsive eating now find that, through them, we have embarked on a lifelong journey of spiritual growth... 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.”
Motion required majority to adopt. New Business Motion O failed: 89 yes, 93 no.

New Business Motion P
New Business Motion P postponed indefinitely.

Bylaw Amendment Proposal Item One
Bylaw Amendment Proposal One referred to committee.

Bylaw Amendment Proposal Item Two
Bylaw Amendment Proposal Two withdrawn.

Bylaw Amendment Proposal Item Three
The Reference Subcommittee did not consider this item.

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 4 – Qualifications, to read as follows:

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 Conference; 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) If the trustee applicant has served as a delegate to only one World Service Business Conference at the time of application, that applicant must serve as a delegate to the World Service Business Conference at which they stand for election as trustee.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Three failed: 93 yes, 81 no.
**Bylaw Amendment Proposal Item Four**
The Reference Subcommittee did not consider this item.

Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Regions, Section 2 – Composition, to read as follows:

Article VII – Intergroups
Section 2 – Composition
d) Virtual intergroups may also participate in the activities (including voting) of another region with that region’s permission.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Four failed.

**Bylaw Amendment Proposal Item Five**
Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Intergroups, Section 3 – Registration, to read as follows:

Article VI – Intergroups
Section 3 – Registration
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.

Bylaw Amendment Proposal Five adopted on the Consent Agenda.

**Bylaw Amendment Proposal Item Six**
Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Regions, Section 4 – Registration, to read as follows:

Article VII – Regions
Section 4 – Registration
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.

Bylaw Amendment Proposal Six adopted on the Consent Agenda.

**Bylaw Amendment Proposal Item Seven**
Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Service Boards, Section 3 – Registration, to read as follows:
Article VIII – Service Boards
Section 3 – Registration

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.

Bylaw Amendment Proposal Seven adopted on the Consent Agenda.

**Bylaw Amendment Proposal Item Eight**
Move to amend OA, Inc. Bylaws, Subpart B, Article XI – Conference Committees, Section 3 – Region Chairs Committee, to read as follows:

Article XI – Conference Committees
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.

Bylaw Amendment Proposal Eight adopted on the Consent Agenda.

**Bylaw Amendment Proposal Item Nine**
Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 5 – Nomination of Trustees, to read as follows:

Article IX – Board of Trustees
Section 5 – Nomination of Trustees
  b) Regional Trustees for Newly Approved Regions Outside Regions One—Ten
  d) Virtual Services Trustee

Should a virtual region be created by a change to these bylaws, anyone serving as the virtual services trustee shall serve the remaining portion of their term as the trustee responsible for the new virtual region.

Bylaw Amendment Proposal Nine adopted on the Consent Agenda.

**Bylaw Amendment Proposal Item Ten**
Move to amend OA, Inc. Bylaws, Subpart B, Article X – Meetings of Delegates, Section 3 – Delegates, to read as follows:

Article X – Meetings of Delegates
Section 3 – Delegates
  b) Non-delegates 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.

Bylaw Amendment Proposal Ten **adopted** on the Consent Agenda.

**Bylaw Amendment Proposal Item Eleven**
Bylaw Amendment Proposal Eleven **withdrawn**.

**Bylaw Amendment Proposal Item Twelve**
The Reference Subcommittee did not consider this motion.

Move to amend OA, Inc. Bylaws, Subpart B, Article XI – Conference Committees, by inserting a new Section 5 and renumbering the subsequent sections.

**Article XI – Conference Committees**
**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 of WSBC for more than one year. A motion to disband the committee shall be placed on the agenda of the next World Service Business Conference for consideration.

**Section 6 – Conference Committee Chair**
...

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Twelve **adopted**.

**Bylaw Amendment Proposal Item Thirteen**
The Reference Subcommittee did not consider this motion.

Move to amend OA, Inc. Bylaws, Subpart B, Article III – Twelve Concepts, Concepts 2, 6, 7, 8, and 11 to read as follows:

**Article III – Twelve Concepts**
2) The OA groups have delegated to their local service bodies, regions, and ultimately to World Service Business Conference the active maintenance of our world services; thus, each level of service acts on behalf of members and groups at its level. The World Service Business Conference is the voice, authority, and effective conscience of OA as a whole.
6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous. Similar boards or officers are selected at the
local and region levels to manage any legal or financial responsibilities that are needed.

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. **Local service bodies and regions have similar bylaws and guidelines that are developed for their needs.**

8) The Board of Trustees had delegated to its Executive Committee the responsibility to administer the OA World Service Office. **Service bodies may delegate such responsibilities to their elected officers.**

11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants. **Local service bodies rely on their officers and committees to provide guidance and support for their activities.**

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Thirteen **failed.**
It is with much gratitude and excitement that I look back at the past year and forward to what will be accomplished in the next.

I’ve heard only enthusiasm for and good reviews of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*. Members are reading and discussing it in the meetings I go to and finding hope in the reminders of what the OA program of recovery is about. I also hear about the *Twelve Step Workshop and Study Guide*, and I know that many study groups have been formed over the past year using this valuable book. There are several pieces of literature in the process of being updated with page references and quotes from the new *Twelve and Twelve* to keep everything in sync. This work is expected to take until the end of next year before the repercussion of the new book release has settled down. There are also new combinations of several older pamphlets being worked on, which will bring some fresh life into our literature catalog. I hope that our members enjoy the updates as much as I have enjoyed reviewing them this past year. Having literature that is informative and compelling is a large portion of the work completed by committees and staff to help people understand the recovery available to them in our OA approved literature.

I want to thank everyone who contributed to the Annual Appeal; bought *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition* and the revised *Twelve Step Workbook of Overeaters Anonymous*; or just put an extra dollar or two in the collection at their meeting. These are all factors contributing to the best financial revenues OA has experienced in many years. While the Executive Committee (EC) still looked for ways to be conservative with the budget, they were also blessed with extra funds available to spend on projects that would otherwise not be possible.

In November, an unexpected, unbudgeted excess of US$100,000 set into motion four projects selected by the EC: improving the navigation and search function of oa.org; additional funding for the International Publications/Translations Committee; additional funding for the Public Awareness/Professional Tradeshows Committee; and the hiring of a professional worker to help accomplish the task of meeting the legal requirements of General Data Protection Regulation (GDPR), which impacts the exchange of data information between the WSO and Region Nine. There is an additional US$200,000 available to spend. The EC has not yet decided the best way to use this money, but it will be in ways that help carry the message, either inside or outside the rooms.

I want to take a moment to explain that this bountiful year is an anomaly and that it is not time to stop making every effort to continue to contribute what you can to Overeaters Anonymous. There is a trend that occurs when a new book is released: a sudden increase in income that allows for a special project to be considered. This increase is a short-term phenomenon and usually impacts the bottom line for about two years, after which the sale of the book drops off sharply. We see this trend when looking at the sales of the *Twelve Step Workshop and Study Guide*, which have been strong for the past two years. In 2018, the income from this book was only half that of 2017. While I believe this book will continue to be a strong seller, it will settle into a predictable annual amount when the market becomes new members rather than all members who use literature as a Tool for their recovery.

Our current literature-dependent business model requires that we continue to produce new literature every three to four years. This dependency means that our income is inconsistent and cannot always support the organization in a way that makes it possible to grow and expand awareness of OA in the world. The Board of Trustees (BOT) and the World Service Office (WSO) want to carry the message by providing public information and public awareness in ways that service bodies cannot. When working toward Growing OA Membership Worldwide, we need the means to get the word out. Our efforts to place ads on the internet,
or create translations for non-English speakers, or even update our website, require more than our income provides in an average year. We are always excited to invest in these and other methods that will attract new members to our Fellowship, but we must be able to cover the expense.

The BOT has made many efforts to maintain or cut costs when possible, but the real secret to having the ability to reach more potential members is funding from members who have experienced recovery. Members who experience recovery help other members recover, both by example and by their Twelfth Step work, thus adding to the growth of OA. Help us carry the message, our primary purpose, by demonstrating your gratitude and commitment by contributing more to OA and with more members in recovery, inspiring those members to contribute as well. An increase in contributions created by an increase in membership is a much better way for us to plan for the future. As we each increase our contributions to our groups, our local service bodies also benefit, and so the wisdom of the Seventh Tradition benefits the entire service structure.

With each decision the EC and BOT make, they are looking at the current facts and to the future of Overeaters Anonymous. This year’s income from the book sales gives us an opportunity to invest in that future. My hope for OA is that we will strengthen our resolve and reach out through whatever means available to others who suffer from this disease and that we will know the bounty of our efforts and participate in the rewards. I had a friend once tell me that “givers get.” What I get back from my full participation in the Seventh Tradition, contributing what I can when I can, both financially and physically through service, is more than anything I have ever gotten from any other plan or program that promised me relief from this malady. I hope each of us grows in all the ways HP intends and fully benefits from that growth. There is nothing sweeter than reaching out a hand and finding the recovery promised in OA.

Yours in service,
Cyndy L., BOT Chair
March 2019
Treasurer’s Report

2018 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 2019 by Jaramillo Accounting Group, LLC, certified public accountants and consultants. Our controller was very impressed with this firm, stating “This was one of the best, most professionally appropriate, and thorough audits I have ever experienced.” It’s good to know that we are in very capable hands, both at the office and throughout the audit.

Overeaters Anonymous’ fiscal year runs from January 1 through December 31 of each year. Our auditors find that we have strong internal financial controls and the books are clean. This year was no exception to the high quality of recordkeeping by our staff at the WSO. Our auditors were once again very pleased with our overall operation.

That being said, as with any corporation in the twenty-first century, OA is encouraged to look at its real profits.

- In 2015, we ended in the black, strictly due to sizable bequests.
- In 2016, despite a wonderful and financially strong world Convention, OA, Inc. ended in the red.
- In 2017, we ended US$36,508 in the red.
- In 2018, we ended up with a very positive cash flow of US$350,089.80.

That’s amazing, and you may wonder where did that come from? A large portion of that is from literature sales. We exceeded the combined sales budgeted for The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition; The Twelve Step Workbook of Overeaters Anonymous; and digital literature by about US$182,000. Tradition Seven contributions exceeded the budget by almost US$100,000. Last year we introduced our first Annual Appeal letter, and your member response added US$23,341.11.

For 2019, I am pleased to report that we again have projected a balanced budget. How the year ends, however, will depend on many things. Balanced budgets are determined by equal income versus expenditures. The Board of Trustees and the World Service Office staff continue to look for new ways to conduct business, reducing expenditures wherever possible.

Automatic Recurring Contributions (ARC)
ARC was established in 2012 to provide members with a method for regular, ongoing contributions toward OA’s Seventh Tradition.

This direct method of contribution to OA allows members to choose monthly or quarterly contributions. This program is not just for those attending virtual meetings! It is a convenient way for all OA members to support OA beyond their usual contributions in their meetings. No contribution is too small. Members may sign up for the ARC program by going to oa.org and clicking on “Contribute” in the Menu dropdown. To all current and future ARC participants, thank you. Hopefully we will see increases in the number of participants and the monthly total increase substantially in 2020.

Thank you to all who contribute their services and their funds to make OA thrive. Thanks also to Managing Director Sarah Armstrong, to the accounting department team, as well as the entire WSO staff for their ongoing guidance and support.

It is a tremendous honor and responsibility to serve OA in this capacity. Thank you for your trust in allowing me to serve these past two years as your 2017 - 2019 treasurer.
In service and recovery,
Bonnie L., Treasurer
February 2019
The big news of 2018 was the publication of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*. From its initial release in mid-March 2018, over 27,000 copies of the book were sold in all its available formats. This is two and a half times the sales volume of the first edition in the previous year.

Catastrophic thunderstorms swept through New Mexico during the summer of 2018, bringing plenty of hail with them. The World Service Office suffered significant hail damage to our roof, requiring replacement. We now have a brand-new roof with a twenty-year warranty, courtesy of our excellent physical property insurance coverage.

General Data Protection Regulation (GDPR) became the law throughout the European Union in May 2018. As an international organization doing business within the EU, Overeaters Anonymous must comply with this law. We are currently developing a privacy policy that will encompass all the website domains under our aegis.

In other legal news affecting Overeaters Anonymous, the Supreme Court of the United States has determined that online retailers are responsible for collecting and paying sales tax in any state in which they reach the sales threshold. As each jurisdiction has its own threshold, we are currently gathering information as to where we may be liable. Domestic buyers may soon be required to pay sales tax when ordering from the World Service Office, whether by mail, phone, or online. In addition, local service bodies selling merchandise should research their sales tax responsibilities in their jurisdiction.

### Groups and Service Bodies

In 2018, the number of OA meetings worldwide, including virtual meetings, averaged 6,209 in over eighty countries, with 338 service bodies (including region offices). Below is a five-year comparison.

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<tbody>
<tr>
<td>Groups</td>
<td>6,209</td>
<td>6,276</td>
<td>6,344</td>
<td>6,435</td>
<td>6,468</td>
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<tr>
<td>Service Bodies</td>
<td>338</td>
<td>337</td>
<td>337</td>
<td>337</td>
<td>339</td>
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</tbody>
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To ensure your meeting and service body information is current with the World Service Office, it is important to update that information at https://oa.org/find-a-meeting/.

Starting in January 2018, the service body quarterly mailings are being delivered via email only. Don’t miss out on important news and information about new literature, world service events, and other impactful announcements. Please make sure your service body email contacts are up to date.

### Find a Meeting

In 2018, the Find a Meeting page on oa.org was expanded to include Virtual Region, updates to the group cancellation form, and the addition of a non-real-time meetings page. Projects for 2019 include adding non-real-time meetings to the database, restructuring the special focuses and special topics lists, adding a hybrid meeting option, and expanding options on the backend of the database. We continue to listen to the Fellowship’s recommendations for improvements to Find a Meeting, and we appreciate your patience during the transitions.

### Lifeline

At the end of 2018, and for the first time in nine years, the Executive Committee of the Board of Trustees voted to raise subscriptions rates for *Lifeline* magazine. Effective January 1, 2019, one-year print
subscription prices increased to US$30 for subscribers in the US, US$36 for subscribers in Canada, and US$45 for all other subscribers. Similarly, a one-year subscription to oa.lifeline.org increased to US$30 for all subscribers. *Lifeline* also discontinued two-year print subscriptions, so only one-year subscriptions are available to both print and online subscribers.

![Subscribers at end of year](image)

**OA PUBLICATIONS 2018**

One new and two revised manuscripts are being presented this year to receive the Conference Seal of Approval:

- *Dignity of Choice: Establishing a Plan of Eating* (revised)
- *Welcome Back: Suggestions for Members in Relapse and for Those Who Care* (revised)

The revised manuscripts were developed through reviewing and combining OA-approved literature. *Dignity of Choice: Establishing a Plan of Eating* is revised by combining *Dignity of Choice* and *A Plan of Eating*. *Welcome Back: Suggestions for Members in Relapse and for Those Who Care* is revised by combining *Welcome Back* and *Members in Relapse*.

*To the Family of the Compulsive Eater* (#240), revised, was adopted at WSBC 2018 and is available at bookstore.oa.org.

The following board-approved resources were revised and/or newly approved for distribution:

- *Where Do I Start? Everything a Newcomer Needs to Know* (#705) new, bookstore.oa.org
- *The Twelve Step Workbook, Second Edition* (#992) new, bookstore.oa.org
- New Prospect Card (#450) revised and redesigned, bookstore.oa.org
- *Twelve Step Within: Fun and Fellowship*, new, oa.org/documents under “Twelfth Step Within”
- Update to *Twelve Step Workshop and Study Guide* reference chart, new, oa.org/documents under “Literature”
- *PI Resource List*, new, oa.org/documents under “Public Information Suggestions”
- *Guidelines for Small Meetings: Help and Hope*, new, oa.org/documents under “Group Support”
• “OA Translations Workshop,” new, oa.org/documents under “Translations”
• Guidelines for Translation of OA Literature and Materials, revised, oa.org/documents under “Translations”
• Translated OA Literature chart, revised, oa.org/documents under “Translations”
• OA-Approved Literature List, revised, oa.org/documents under “Literature”
• Treasurer Guidelines, revised, oa.org/documents under “Group Treasurer Materials”
• OA C.A.R.E.S. Inmate Correspondence Program Guidelines, revised, oa.org/documents under “Guidelines”
• “Amazing Recovery: Passport to Unity” workshop, new, oa.org/documents under “Workshops and Skits”
• “Recovery Roadmap Workshop,” new, oa.org/documents under “Workshops and Skits” (also in French and Spanish)
• “Unity Day” podcast and script, new, oa.org/podcasts under “Interviews, Readings, and Meetings”
• “What Is OA About?” web page, new, oa.org/what-is-oa-about

The following Conference-approved literature is now posted at oa.org/documents under “Discontinued Literature” and is available for download.

- The Twelve Traditions of Overeaters Anonymous pamphlet (#230)
- What If I Don’t Believe in God? pamphlet (#195)

OA e-books are distributed on three platforms: Amazon (Kindle), Barnes and Noble (Nook), and Apple (Apple Books). All OA books are available as e-books; our e-workbooks, including The Twelve Step Workbook, Second Edition, are available as PDFs only at bookstore.oa.org. One book, Lifeline Sampler, is available only as an e-book.

In 2018, sales of e-books increased, largely due to demand for the OA Twelve and Twelve, Second Edition. In total, 10,596 e-books were purchased, compared to 7,581 in 2017, a 39.77 percent increase.

Two books are now available in print exclusively via Amazon. To purchase, go to Amazon.com and click “Paperback.” OA receives a royalty for all print-on-demand purchases from this online retailer.

- OA Twelve and Twelve, Second Edition, Large Print
- A New Beginning: Stories of Recovery from Relapse

The WSO News Bulletin continues to be popular, and its reach grew again in 2018. There are now 95,800 subscribers, an increase of 42.85 percent. The average open rate is 19.5 percent and the average click rate is 2.7 percent. (The average open rate in the Health/Fitness category is 20.06 percent, and the average click rate is 2.18 percent.)

Since the March 2018 Bulletin, a translation feature (Google Translate) has been incorporated into the monthly e-newsletter. Readers can click one of more than forty-five languages to read the content in that language. To subscribe to the Bulletin, go to oa.org and click “News Bulletin Signup.”

The following OA resources were also published:

- A Step Ahead, quarterly newsletter (oa.org/documents under “A Step Ahead Newsletter”). With A Step Ahead, First Quarter 2019, the newsletter is now published as a web page on oa.org so that it may be translated using Google Translate. The black-and-white edition is also posted so that it may be downloaded and shared with members, groups, and service bodies.
- 2018 Ask-It Basket Q&A, new, and Archive, revised, oa.org/site-map under “Ask-It Basket”
• Professional Community Courier, Issue II, oa.org/documents under “Courier Newsletter.” This is the second of three Courier issues composed of timeless stories from the Courier archives. These “timeless Couriers” will rotate on oa.org annually.

INTERNATIONAL PUBLICATIONS/TRANSLATIONS
OA literature has been translated and is in the process of being translated into more than twenty-seven languages in forty countries.

More than 105 digital files of translated OA literature were added to the WSO archives in 2018, with the greatest number of contributions being in the Dutch, French (Québec), German, Italian, Polish, Portuguese (Brazil), and Spanish (Spain) languages. If your group or service body has translated OA literature, whether recently or in the past, please send a digital copy of the translation to the WSO.

OA’s newest pamphlet, Where Do I Start? Everything a Newcomer Needs to Know (#705), is available to be translated. Where Do I Start? is composed (mostly) of parts of the pamphlets within the Newcomer Packet. If your group or service body intends to translate this pamphlet, please ask for the annotated document showing where each part is taken from, as well as the manuscript and License 1.

In January, Licenses 1 and 2 were updated and marked with the revision date of January 2019. A key update is in response to a requirement from Alcoholics Anonymous World Services, Inc., that if, at some point, OA (group/service body) elects to translate an excerpt from an AA book included in an OA book into a particular language, that OA notifies AA of OA’s intent, in writing, and that OA use the existing AA translation of this material in that language as a guide in creating OA’s own translation. Find the exact passages in License 1, item 3 and License 2, item 5. The updated Licenses are posted at oa.org/documents under “Translations.”

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 2018, OA received US$8,434.81 in royalties from twelve countries. This is a 116.28 percent increase in royalty payments from 2017 (US$3,899.83). The following OA service bodies paid royalties in 2018: OA China, Comedores Compulsivos Anonimos de Espana (Spain), Costa Rica IG, OA Denmark, OA Great Britain NSB, NSB OA of Greece, OA Hungary, Israel NSB, OA Italy, IG OA Français de Montréal (Canada), Netherlands OA, and NSB of Poland.

If your group or service body translates and sells OA literature, remember to send royalties to the WSO annually.

In 2018, the International Publications and Translations Committee disbursed US$6,000 from the Translation Assistance Fund to three service bodies:
• NSB of Poland: US$2,000
• Junccab NSB (Brazil): US$2,000
• Gauteng IG (South Africa): US$2,000 (Afrikaans and Zulu)

The deadlines to submit an application for translation funds are February 1, June 1, and October 1, annually. Find the application at oa.org/documents under “Translations.”

PROFESSIONAL EXHIBITS FUND
The following service bodies received funding since May 2018.
<table>
<thead>
<tr>
<th>Service Body/Show</th>
<th>Conference Dates</th>
<th>Approved Funds</th>
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<tbody>
<tr>
<td>Central Office of Louisiana IG</td>
<td>September 24-27, 2018</td>
<td>US$2,769.76</td>
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<tr>
<td>(National WIC Association)</td>
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<tr>
<td>Northern Serenity IG</td>
<td>October 11-12, 2018</td>
<td>US$801.95</td>
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<tr>
<td>(St. Louis County Health &amp; Human Services)</td>
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<tr>
<td>San Diego County IG</td>
<td>November 17, 2018</td>
<td>US$639.93</td>
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<tr>
<td>(Taking Control of Your Diabetes)</td>
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Contributions are encouraged to help support this important fund, and the application for use of fund money is available at oa.org/documents under “Public Information Suggestions.”

**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. Each month we share lines from For Today, Voices of Recovery, and Lifeline magazine. We have 9,000 page followers. In February 2019, we started a new Instagram page at instagram.com/overeatersanonymous_official. We are working toward developing a visually interesting page while maintaining anonymity, and it is still a work in process. While we try different types of posts, we have not (as of this writing) officially announced the page, but still, we have attracted eight-two followers.

**STRATEGIC PLANNING**

The three-year focus for 2017 - 2019 is Keeping OA Strong Worldwide, with the goal for 2018 being to increase the Fellowship’s focus on actions required for Growing Recovery Worldwide. Tasks included creating a Statement of Recovery through the Twelve Steps and reviewing our Statement on Abstinence, both of which are being presented as New Business Motion C at this Conference and developing a new translatable page at oa.org/what-is-oa-about/, designed to help a newcomer get started in the program.

Our goal for 2019 is to increase the Fellowship’s focus on the necessity of Growing Membership Worldwide. We are currently reviewing our strategic planning process, as we realize that projects such as Growing Recovery and Growing Membership are part of our Steps and Traditions, and as such, are core values of our organization and should always be a focus of our strategic plan, rather than one-year projects.

**WEBSITE**

OA.org is a virtual representation of our Fellowship, constantly adapting to the needs of our members. In January 2019, there were 124,778 sessions with 62,937 different users making up 377,484 pageviews. This is an 8 percent increase over the same period in 2018. Our bounce rate is currently at 41 percent. Find a Meeting is always the most popular page on the site, accounting for 40 percent of the traffic. The United States remained the number one country for the site, with the United Kingdom, Canada, Australia, and New Zealand rounding out the top five.

**FINANCIAL**

We had another record year for contributions, with a 14 percent increase over 2017. Some of this increase can be attributed to an Annual Appeal letter which was instituted in 2018. The annual growth in our financial contributions can be seen in the graph below. Our 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 2018 with a surplus of US$350,000. Continued support from our members along with prudent budgeting of our resources enabled us to designate funds towards the following projects for 2019.

- Translation of *Where Do I Start?* into languages where a strong local translation committee is not currently present
- Redesign of oa.org to be more user-friendly
- Completing GDPR compliance
- Additional outreach resources

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 2019
The meeting was opened with the Serenity Prayer led by Neva S., Region Three trustee and trustee cochair. Cathy B. volunteered to be secretary. There were twenty-nine committee members present including Margie G., delegate cochair, who led the meeting. The delegate cochair read the committee’s statement of purpose.

Committee guidelines were reviewed, including the established norms and expectations of committee members, communication frequency, and methods of communication within subcommittees and between the subcommittees and the committee cochairs. Committee and subcommittee commitment are one year of service (to WSBC 2020) whether the delegate is attending WSBC 2020 or not. Phone and email contact information was collected.

The committee discussed and identified three subcommittees for 2019-2020.

- **Bylaws for Prospective and Current Service Bodies:** To identify all bylaw-related items on oa.org to identify ways to make bylaws documents more accessible to all members and service bodies, locate the current bylaws trustee checklist, and create a package of documents for use in developing intergroups and service boards.
- **Policy Pasters:** Make the policy manual more user friendly, create/obtain a format for use in grouping related policies under a single heading, and complete groupings of all policies.
- **Subpart B Reviewers:** Conduct a bylaws review, expand the Subpart B table of contents, submit any proposed bylaws amendments by the end of November 2019, and submit Glossary updates to Bylaws Committee delegate cochair.

**2019 – 2020 ELECTIONS**

- Delegate Cochair: Margie G. (reelected)
- Vice Chair: Faye C.
- Secretary: Cathy B. (reelected)

**REFERENCE SUBCOMMITTEE**

The Reference Subcommittee was composed of nineteen members representing ten of the eleven regions, including the trustee cochair who led the sessions and the delegate cochair who served as secretary. Neva S., trustee cochair, explained that the primary purpose of the committee is to provide problem-solving opportunities before the motion is brought or returned to the Conference floor. Procedures of how the subcommittee would operate were also explained.

The Reference Subcommittee considered four Bylaw Amendments and two New Business Motions. There were no Emergency Business Motions. The subcommittee made recommendations to the Conference on four of these motions. Two motions were combined, and one motion was withdrawn by the maker. It was exciting and a fulfilling service on behalf of the Fellowship.

Neva S. was appointed for a second year as the trustee cochair of the Bylaws Committee for 2019-2020. Margie G. was reelected as delegate cochair for another year. The committee looks forward to a productive year in service for Overeaters Anonymous.

In love and service,
Margie G., Delegate Cochair
Neva S., Trustee Cochair
May 2019
ISSUES DISCUSSED AT THE MEETING

- Committee procedures, committee members’ roles, literature approval process and timelines.
- Status of projects from last year’s committee, specifically the literature motions for WSBC 2019.
  - Dignity of Choice and A Plan of Eating
  - Welcome Back and Members in Relapse
- Discussion about temporary suspension of new literature proposals.
- Committee officer roles.
- What subcommittees do at this meeting, emphasizing that they will work throughout the year on their projects as well as reviewing and voting on all CLC literature projects.

SUBCOMMITTEES ESTABLISHED

- Continue the project, First Twelve Days of OA.
- Continue revising and combining A Program of Recovery, Questions and Answers, and Compulsive Eating: An Inside View: continuing project.
- Continue the project, To the Young Person and review new story submissions.
- Review and revise Dignity of Choice, Plan of Eating that was defeated at WSBC and review questionnaire comments.
- Revise and combine A Commitment to Abstinence, Before You Take that First Bite, and Maintaining a Healthy Body Weight pamphlets.

GOALS/ACTIONS
Our goal is to get all projects to the BOT at the November 2019 or February 2020 meetings so they may be considered by the 2020 WSBC delegates.

ASSIGNMENTS AND DEADLINES
This was done on a subcommittee basis.

2019-2020 OFFICERS

- Delegate Cochair: Sue B.
- Trustee Cochair: Judy H.
- Vice Chair: Jan E.
- Secretary: Cindy C.

INFORMATION ABOUT COMMUNICATIONS/FOLLOW UP
This is also determined by the individual subcommittee: conference calls, email, group “tech” applications, emails from delegate cochair to solicit feedback and votes.

Respectfully submitted by,
Sue B., Delegate Cochair
Ron P., Trustee Cochair
May 2019
The PI/PO Committee met during the WSBC and decided upon three goals for the coming year.

- The first goal is to carry over the idea of each member doing “One Brave Thing” during the coming year at their intergroup level. Various ideas were discussed and below are some highlights.
  - Encourage intergroups to participate in a professional tradeshow (perhaps dietitians).
  - Prepare packets for churches where local meetings are held thanking them and including the flyer To the Clergy. Request that OA meeting notifications be posted in their weekly bulletins.
  - Explore the possibility of posting OA information flyers on busses.
  - Reach out to Veterans Administration (VA) medical centers to support veteran recovery from compulsive overeating.
  - Reach out to medical students through colleges.
  - Participate in local health fairs.
  - Encourage OA members who are experiencing recovery to share OA information with their own medical professionals.
  - Reach out to young people through college health centers.
  - Keep reaching out to bariatric surgery centers. We are an important after-care resource, not trying to take away patients.

- The second goal is to learn about and use more technology within the PI/PO Committee for the more immediate sharing of ideas and resources such as displaying of posters. A subcommittee was formed to research better methods of communication ideas within the committee (Dropbox, Google Docs). Particularly exciting is the idea of Zoom conferences to share “know how” throughout the year among and between committee members.

- The third goal is to support the sharing of member stories on a variety of electronic platforms to replace Lifeline. A subcommittee has been formed to help review member content prior to publication. Some suggestions are shared below.
  - Work with the Twelfth Step Within Committee and other interested committees to develop a method of sharing existing Lifeline stories online. Look into the possibility of creating podcasts of Lifeline stories. Tag podcasts. Links to the Courier and other podcasts.
  - Support staff with repurposing and modifying existing content focusing on correct formatting and suitability for each communication platform. Later establish a mechanism for the ongoing review of new content to continue to share member stories going forward.
  - Have consistent and related story threads across all platforms (Twitter, Instagram, Facebook, Reddit, YouTube). Employ greater volunteer resources along the lines of the CLC model to review new member submissions of their story. It will be important to develop a system that is fast paced with rapid turnaround.

We are so very proud to be of service on this very active and exciting PI/PO Committee.

Yours in service,
Susan B., Delegate Cochair
Pat O., Trustee Cochair
May 2019
Region Chairs Committee Report

The Region Chairs Committee had a busy week filled with discussions, goal setting, electing officers, and presenting the 2019 Forum. We tried something new this year—a new chair orientation. It appeared to be helpful, and the plan is to continue this activity next year.

Each year we meet jointly with the Board of Trustees to discuss topics of interest to all of us. For example, we discussed how the board restructuring, if passed, might affect the role of the region chairs and how to find ways to keep communication going within this new structure. All topics generated good discussions.

Since we had a Virtual Region chair with us at Conference, we spent a significant amount of time learning about the challenges of that region and how we can help one another. One of our goals came from that discussion.

The Forum was well received and generated a lot of discussion. Table responses were collected and are included at the end of this report. This year, we decided to create buttons to go along with our theme, “Each One, Reach One, Every Day – Carrying the Message of Hope.” Each participant received a button and the remaining were sold in the Boutique with proceeds going to the Translation Fund. We raised US$83 for the fund.

We reviewed last year’s goals and set our 2019-2020 goals. We completed six goals, two of which are ongoing goals; carried over one from last year; and discontinued work on two of them. The 2019-2020 goals are:

- Create a non-English language podcast along with a document on how to do a podcast.
- Create the 2019 Forum downloadable workshop.
- Present the Forum in 2020, if the new Conference schedule allows for it.
- Create podcasts of people reading Lifeline articles which inspire hope.
- Create a virtual exchange with the general goal of mutual support for land-based and virtual regions and the specific subgoals of:
  - Encouraging members to get involved in service for the Virtual Region.
  - Developing an informational workshop about virtual meetings.
  - Providing education within our regions by presenting this workshop or doing some kind of presentation about virtual meetings at a region assembly or convention.

Ongoing goals include sharing resources and experiences with one another and providing mentorship for new region chairs.

2019-2020 Officers

- Delegate Cochair: Annette P.
- Vice Chair: CJ M.
- Secretary: Terri B.
- Trustee Cochair: Beth B.

Annette P., Delegate Cochair
Linda H., Trustee Cochair
May 2019
**CARrying the Message to Potential Members**

1) What got me in the door of OA?
   - Recommended by another person, healthcare professional, friend in program, friend in another program, found OA out of desperation
   - Food and exercise, therapist, accompanied friend to AA and identified, Dear Abby, looked for help, virtual meetings
   - Came to a meeting by mistake, nursing class, treatment center, desire to lose weight, self-help book, flyer on a bus
   - Internet, doctor, newspaper, desperation
   - Coworker, job, relative in OA, other Twelve Step group, HP, doctor, therapy group
   - Desire to see children grow up, welcoming smile, courage, magazine article
   - “Mr. Eskimo,” family member, read in a book, visitor, counselor, sober husband, newspaper
   - Health lecturer, took the Fifteen Questions, TV ad, physical pain, OA visitor in hospital, dorm mate, Al-Anon sponsor, God
   - Liver failure, unable to maintain a healthy weight, parents, fear, contemplating surgery, gain after bariatric surgery
   - Diets not working, cardiologist, a stranger
   - New boyfriend, sister tricked her, researched on internet, Google search
   - Lonely, to shut husband up, sign in the grocery store, Ann Landers
   - Supersize Me, OA meeting required in medical school, TV PSA, fear of losing spouse
   - Marriage counselor, journalist research, phone book/yellow pages

2) What is your favorite one-on-one encounter you’ve had introducing someone to OA?
   - Speaking to optometrist, doctor, psychiatrist, immigration officer, health fair attendees
   - Doctor has pictures in his office
   - Met someone like self, patient in bed asked if I ever had a weight problem, France, received phone call, church telling people how she met husband, therapist told how she worked Steps and referred others, airline flight, gave fellow passenger number, leading a BSF group, paid job for weight loss program and talked afterwards
   - Health fair service work, shared with worshippers, not oversharing at first to scare someone away, personal trainer, calling people who drop out
   - Newcomers, coworkers
   - Social encounter with pastor’s wife, answering hotline, medical professionals at tradeshows, border guard, doctor aghast at weight loss and maintenance
   - Neighbor who’d just had surgery/gaining it back, reading OA 12x12 on the bus and ended up giving away the book
   - Uber/Lyft driver, random stranger
   - Bank manager kept inquiring and noticing changes, virtual meetings, newcomers first time in meeting
   - Larger size on driver’s license
   - Airplane flight to WSBC, neurologist, giving someone a Lifeline on the plane, invited sister to OA meeting, car break down mechanic, Facebook
   - Conflict in grocery store, newcomers at first meeting, passing comment lead to later encounter
   - Breakfast at WSBC, sat with two ladies who didn’t have badges
   - Person noticed looser clothes, relative
   - Brought friend to meeting, example to family members
3) What is a simple, easy idea I have heard for carrying the message?
   - Invite minister to coffee, keep ‘before’ picture handy, increase literature order, get hand out materials
   - A miracle to you, then OA is a place for you, sharing depths of despair, giving phone number, business cards
   - Fifteen-second elevator speech
   - Giving *Lifeline* to others, handing out prospect cards, slip into books at library, bookstores, mirrors in rest stops
   - Tell a bit of your story, carry food on airplane, jewelry
   - OA stickie on back of Dunkin’ Donuts
   - Get abstinent, stay abstinent, get to healthy body weight, look nice at meetings, maybe ‘sparkle.’ I can’t have that, I break out in fat.
   - People wearing ‘before picture’ buttons, be an example, if someone asks, I answer, three phone calls a day, sponsoring
   - Set good example, being the message
   - Don’t be secretive, be open, share your story
   - Role model for newcomers, every day we live well, we are well
   - Facebook group, come to WSBC, everyone asks why you’re here, solution to diets, lost 125 lbs
   - Stop sign poster in the post office, write an information article for local newspaper, OA buttons, bumper stickers, OA business
   - Old Lifelines, OA post-it notes, recover myself
   - Contact details on back of *Lifeline*, elevator pitch, post-it notes in restrooms, photo on cell phone face
   - Attraction rather than promotion, keep it simple with newcomers, call newcomers
   - Talk to person next to you on public transportation, focus on disease aspect

4) Describe a successful public information/professional outreach project your intergroup has put on.
   - Bring packet to doctor’s office, bring to appointments, start OA meeting at treatment center, join community outreach event, hospital PR person, make presentation to staff, billboards, busses, Kiwanis, church presentations
   - Diner placemats, billboard at grocery store and parking garage, Facebook groups and ads, Google ads, health fairs, professional conferences with table
   - Ads in ‘Coffee News,’ address student nursing program
   - Public service announcements, OA logo pens
   - Tradeshow for American Dietetic Association, pen in shape of a fork, OA group sign for road cleaning, interview by BBC (mock OA meeting) not aired yet
   - Be healthier, DC-NBC health fair
   - Medical class presentations, rent outdoor billboard, OA poster in grocery store, presentations at public library
   - Signs on busses (expensive, but WOW!), talk to healthcare professionals, local radio shows, people called in and asked questions, church bulletins, post it notes in magazines in offices, libraries
   - State fairs
   - Table at Native American Day, health fair in Denver channel 9 news (TV station), ad poster in movie theater, bus stop benches
   - Applied for WSO funding, WINK program 100+ people spot
   - Letters to veterans, contact police/fire departments, theater slide, intergroup table at health fairs, R7 PowerPoint geared toward professionals
• Hand out Courier to own doctor, coffee cups
• Health fair at addictions clinic, college counselors, leave Lifelines around

**Talking to Newcomers and Member Retention**

5) What is a great way to greet newcomers?
- Listen to them, give hugs, KISS (keep it simple, salesman), exchange contact info, mentorship, let them know they are the most important person in the room, at end of meeting, walk up and give them opportunities to ask questions
- Go through newcomer packet with them, put meeting list in the packet, two greeters at the door, call them, ask if they would like a hug, share personal stories, give them new newcomer pamphlet, sign pamphlet with contact information
- Smile, plus info, get their number, ask how they heard about us, let us love you until you can love yourself
- Ask if they can stay after meeting
- Outreach calls, newcomer greeter at meeting
- Give a serenity (welcome) coin, ask and remember their name, don’t overwhelm them, call a few days later
- Give out card with contact info
- Welcome with qualification
- Listen, answer questions, make a list of ‘do’s and don’ts’ for a greeter, have newcomer meetings
- Ask if they want information and if they want to tell their story, hospitality
- Stay after meeting to talk to newcomer
- Newcomer packet electronically, not available in virtual meetings otherwise
- Ask if it’s their first meeting
- Greeter follow up, get there early
- Catch them coming in the door, share ESH, ask for their name, newcomer greeter sits next to the newcomer and explains

6) How can I help and encourage a newcomer in OA?
- Ask if they would like a call, follow up, be the message
- If they live close, ask if they would like a ride to meeting
- Encourage them to attend several meetings before deciding it’s not for them, follow up in noninvasive way
- Call and give a little of your story, newcomer’s meeting once a month, text and ask if they have any questions, explain/show literature
- Encourage them to service, ask “do you have a minute?” when making follow up calls
- Give phone numbers, help them with meeting list, tell them which meetings you attend, offer to take them
- Invite out to coffee, assign a temporary sponsor, positive pitches for OA
- Ask permission to call, suggest six meetings, I’ll be there on this day, will you join me?, ask if they want to talk after meeting
- Remind just for today, get them a sponsor
- Sponsor/sponsee coordination, sponsor bank, buddy program
- Ask how you can help, be available, act warm and welcoming
- Share simple ideas
- Understand newcomer is confused, reassure
- Stay abstinent yourself, demonstrate recovery
- Don’t ask for number if you don’t intend to follow up
7) What keeps me in OA?
- Emotional and spiritual recovery, feeling loved, happy for connection, I know stuff will happen, I know I need OA, instructions on how to live life on life’s terms
- No place else to go, still have disease, Step work, happy, joyous and free, fear, carrying message, fellowship, feeling of belonging, place I am understood, fitting in, it works
- Sanity, fear of no return, family of choice, works when nothing else did, it’s either OA or food, it’s OA or death
- Service, peace, abstinence, the reality of my life, relationships
- Spiritual growth, give back what was given to me, sponsorship, best friends are here, heavy heart without it
- Changed thinking, continued growth, experienced relapse, gratitude and fear
- Recovery, what’s the first thing to go before a slip?, carrying the message, healthy fear, only guarantee is to pass it on
- HP, fellowship, don’t want to die, having sponsees, common disease, common solution, Twelve Steps daily, continued self-analysis
- Nowhere else to go, feeling useful, testimonies of fellow members
- Made a commitment, spiritual growth, avoid relapse
- Not wanting to return to miserable past, continued growth, fearful of suicide, it works, diets don’t, not listening to disease
- The solution is here
- Knowledge of disease, remembering where I came from
- Sanity, food is a liar, feel understood, being able to say I have xx years (ego)
- Cannot do it alone
- Faith, fear of gaining back what I lost
- My Higher Power, transformation, meeting attendance, hate paying consequences, tools to be an adult, chronic illness, chronic recovery
- Friendships, returning members, hearing recovery in meetings, ‘before’ pictures

8) How do I carry the message of HOPE in my meetings?
- Share changes that have happened to me, physically, emotionally, thinking, especially how I can now deal with life
- Share solution, the hope I saw in my first meeting, qualify, say how Steps help with weight loss, not necessary to believe in God when you first come to program, tell how you have recovered, validate I came to lose weight and live without overeating, tell how you are actively working program
- Before and after qualifying, came in feeling helpless and hopeless, no longer feel that way
- Stress to share experience, strength, and hope topic
- Show up, make connections, pass a calendar with numbers and call one person daily
- Carry before and after pictures
- Spend more time on solution than problem, elevator pitch, leave problems outside meeting, conduct self with Principles, active listening
- Change from hopeless to hopeful, 12-stepping a problem
- Say how program helps, one minute on problem, two minutes on solution, with HP’s help, grateful for what I have
- Emphasize why I’m happy in OA, emphasize change from inside, attitude of gratitude, positive pitches, support fellows in meetings
- Spiritual life, know peace and serenity, do not demonstrate anger, H.O.P.E. (hang on pain ends), we’re still human
- Newcomer focus, newcomer packet
• Tell story, reach out, positive message, ask them to do service
• Leader qualifies in every meeting
• Step studies, confirm what works when you work it, how you can use program
• Stay abstinent, emphasis on the Steps
• Qualify, length and weight loss

9) What is a good way to make coming back an attraction?
• Keep meetings strong
• Nonjudgmental, welcome everyone, strong meeting checklist
• Phone call, reach out, hugs, calls between meetings, be an example
• Unconditional acceptance, embrace everyone
• Loving, supporting, humor
• There is a solution, qualify, carry before pictures
• Spend more time on solution, not the problem
• Not dropping sponsees, live in the program, keep coming back, fellowship after meeting
• Share weight loss and length of abstinence, recovery chips, candles and card signed by members
• Call members we’ve not seen for a while, invite new-comers to fellowship after meeting, support fellows in the meetings
• Share long term recovery is possible by example, deepen relationships, show participation in life, share fun and laughter
• Share your recovery from relapse, keep working the program, don’t tell people what to do
• Stay in recovery, ask what step they’re working on, keep calling (even if no call back) encourage to use virtual meetings, be the message
• Remind this is a disease, not a failure
• Humor, socialize, speakers at meetings, don’t leave before the miracle happens
• Make coming back an attraction
• Say “keep coming back,” truth that there isn’t an easier softer way, keep coming back ourselves

10) How can I help and encourage a member who is struggling?
• Speak gently but honestly, stress patience, start them on service right away, show acceptance, reiterate it works, keep coming back
• Never give up on a member, share we’ve all struggled, just for today, invite them to help, get involved in service
• Gently confront disease, keep eating, you’ll get to the end of your eating eventually
• Showing up in service
• Connect
• Sympathy, don’t be afraid of someone else struggling
• Have recovered relapse speakers at meeting, call them
• Temporary sponsor, encourage one small commitment
• Stay humble, don’t shame, ask what is the one thing you are willing to do today?
• Call someone, get a sponsor, don’t preach
• Share success after struggles
• Listen, ask what Step they’re working, encourage to use virtual meetings, be the message
• Offer free download, ‘slipping and sliding’
11) How can I understand the challenges of OA in countries other than my own, how can I be of service to these members?
- Join UWD Committee, use simple English for translations, don’t use slang, use virtual meetings, visit countries and start meetings, get volunteers from other countries to participate virtually, use translation option on the Virtual Region website
- Open minded, attend meetings when visiting other countries, let local intergroup know you’re visiting, donate to Translation Fund, open OA meetings, hand out cards
- Participate in virtual meetings, if speaking another language, find a meeting you can support
- Men’s movement internationally
- OA is US-centric, greet those from other countries at WSBC, ask people what their challenges are
- WSBC, be aware of challenges of other languages and countries, sponsor virtually, learn Serenity Prayer in other languages and say at your local meeting
- Expand own recovery through virtual meetings, non-English speaker liaison in meeting, be aware of cultural differences
- Region Nine has thirty-two different languages, be understanding, help foreign visitors at your meeting, speak slowly on virtual meetings so non-English speakers can hear and understand
- Have English books on hand if tourist comes to meeting, visit neighboring countries to support their meetings, be willing to travel and participate as a speaker
- Invite them to go to assemblies, workshops
- Focus on multiple languages on sponsor list
- Do service on intergroup/region speaker lists, learn/practice other languages
- Have literature in other languages
- Encourage conversation, take it to intergroup level, keep it simple
- More literature translations, promote virtual meetings, assist people from other regions, be willing to do research on how you can help
- Practice good listening, translator app on phone, email
- Be aware of different time zones, email loops (non-real-time meetings), encourage podcasts, offer to be a speaker

12) How might I expand my OA circle by attending virtual meetings?
- Ability to meet and listen to diverse groups/beliefs/recovery, never know when HP is going to teach me
- Combine both land and virtual meetings, use tech to expand meetings, attend hybrid meetings, be part of one virtual meeting, different countries that have different meetings in your language, Region Nine WhatsApp meeting opened up China
- Share PI/PO experiences, Skype into F2F meetings, explore technology
- When traveling out of country, when housebound, monthly speaker meetings, Zoom Big Book workshop
- Getting to know people in other cultures
- Fear of lack of anonymity, disruptive behaviors, practice Principles
- International outreach
- Sponsor people in other parts of the world
- Do outreach with virtual members, looking at text from other languages to better understand meaning
- Flyers at f2f meetings
- Technology session/workshop, how to attend/access, publish info in newsletters, ask someone for help
- A Vision 4 U, Reddit.com, OA non-real-time meetings
• Conference calls to organize, send literature to towns and cities, advertise region workshops
• Question answers itself
• New ways of communication, call people from virtual meetings, hybrid meetings, call into f2f meetings

13) How can f2f and virtual meetings help one another?
• It’s evolving over time, has proven to be more help than I originally thought, meetings/texts through WhatsApp, all over the world
• Announce virtual meetings at f2f meetings, training handout, step by step, teaching, simple handouts/instructions
• F2f has pitch via virtual once a month
• Do both, add virtual to f2f, need to grow virtually
• Virtual encourage f2f and vice versa
• Translation Fund, do service if you are bilingual
• Get rid of exclusivity, cover a greater geographic area
• Region Nine has many web meetings, connected to local meetings, no fear, people in US see some fear in combining the two, misunderstanding, make more info available f2f
• Have marathons
• Talk about your recovery, read unity with diversity policy
• Practice session in a f2f meeting, allow call ins to intergroup
• Cross language barriers, helps international OA to feel less isolated from USA
• When traveling, hook up with virtual friends, reach out to different cultures, have a ‘how to table’ at a regional convention to teach members how to use virtual tools
• Virtual is a great example how phone calls help, encourage f2f attendance, explain and describe positive experience, get speakers for conventions or events from virtual community

14) How can I help OA members who do not have literature in their own language?
• Suggest translations main points if not the whole book, use your contacts who may know a different language, ask them to help
• Donate to Translation Fund, oa.org translation on website (tell people/share), serve as a sponsor in another language on virtual meetings
• Locally produced literature, pass on second-hand literature
• Do service if you are bilingual
• Make a yearly contribution to Translation Fund
• Contribute to Delegate Support Fund
• Form a translation committee, work on worldwide fellowship
• Contact WSO for available resources
• Start text messages in other languages
• Buy literature when visiting other countries, adopt an intergroup through trustee/chair/another member
• Convert local shares to other languages, start an international newsletter, website translatable to other languages, translate glossaries to other languages
• Encourage other language countries to request funds
• Have a translator at meetings/health fair booths, direct to oa.org for what is available and recommend AA literature
15) How can I reach beyond my own meeting and service body to find ways to help those in OA in other areas?

- Facebook page can answer lots of questions, AV4U trudges Facebook path, can answer lots of questions, OA on the go
- Attend a virtual meeting, attend assemblies/conventions, attend a new meeting, connect to others, announce struggling meetings
- Intergroup adopt international intergroup
- Men’s movement, be active in intergroups
- Go to meetings when traveling
- Send literature, road trip to remote meetings, encourage them to come to intergroup/ask for help
- May be on vacation, but disease is not, call ahead, ask for rides
- Contribute to Delegate Support/Translations funds
- Move out of comfort zone, participate in support groups
- OA workshops
- Donate a scholarship to other intergroups/regions
- Service on local/region/WS levels
- Move to another country for express purpose of starting a meeting, ship small meetings literature (new or used), adopt a meeting, donate translated literature
- YouTube readers of Big Book and OA 12x12, serve on committees at Regions Nine and Ten
- Be a speaker, contact region trustees, visit groups in area, offer help with sponsorship

16) How can I support members and meetings with have different ways of approaching the program than I do?

- Accepting them, help them find what they need, solution is the Steps, meet them where they are, keep an open mind
- Tradition Three, work program in meeting, love and tolerance, principles before personalities, look for similarities vs. differences
- Don’t write them off
- What do we have in common, don’t criticize
- Be nonjudgmental, let go of control, attraction rather than emotion
- Leave ego and agenda at the door, go with intent to support, when intergroup planning an event, assign them a task, then maybe their members will come
- Pray, don’t be critical
- All meetings are equal, what is best fit for the member I’m talking to, 90/90
- Refer to person with similar situation, freedom of choice in making my program hybrid meetings
- Money, unity with diversity, be quiet, it’s not my meeting, the good will succeed, the failures will fail, what works for me might not work for you
- Attitude, acceptance, communicate
- Share my ESH, educate myself
- Stay humble, listen
- Focus on Twelve Steps and Traditions
- Participate with an open mind

**Action Plan: Each One, Reach One, Every Day**

17) What actions can I take to help grow OA membership?

- Reach out to more professionals, hand out information pamphlets, reach out more to newcomers, reach out to younger/older generations, ask others to help
• Reach out to one person every day, PI/PO grow awareness, be a good example, when asked
tell them we’re in OA, encourage service within membership, enthusiasm, break our anonymity
with people we know
• Keep recovering, be the message, live the Steps, everyone takes on another sponsee, ask
sponsees cosponsor, work Steps quickly (thirty days), people are qualified to sponsor
• Recovery through the Twelve Steps, emphasize the Twelve Steps, stay abstinent, be an example
of HP
• Program of attraction, public notice with phone numbers, newsletter
• Get to and maintain healthy body weight, set up ARC Seventh Tradition, sponsor all who ask,
study Traditions, make calls, speak when requested, practice rotation of service, put OA cards
in books at library/book stores
• You are responsible for all Twelve Steps once you state you are a COE
• Tell story, qualify at meetings, individual contact, talk about how we are shrinking
• Each one/reach one, invite someone to a meeting, 12 days in OA
• Be less private about my OA membership, serve as an example, work on member retention,
what I say matters
• Bring ideas to intergroup, YMCA website
• If someone comments on cart in grocery store, put up Is Food a Problem for You? sticky notes
in grocery stores/restrooms
• Hand out cards, something concrete, don’t be anonymous on one-on-one contact
• Increase Seventh Tradition for PI/PO, action plan to increase giving
• Come out of the closet, advertise in newspaper
• Give service at every level, work your own program, stay abstinent, sponsor, take pamphlets
to health fairs
• Listen to cues in the real world, carry before picture, strike up conversation on planes, speak at
schools/treatment centers
• Get contact info at meetings

18) What actions can I ask OA friends/sponsees to take with me?
• Delegate service, reach out to newcomers, have relationships with others
• Write for Lifeline, put blurb on church bulletin board, attend larger events, posters at
churches/libraries/hospitals where we hold meetings
• Public information, open meetings for outsiders to attend, ask friends to use you as a referral,
invite sponsee to attend intergroup
• Raise your hand as a sponsor at meetings, work the Steps, attend intergroup/region,
acknowledge problems, action plan w/health care professionals
• Keep meeting on track
• Health fairs attend with me, sponsees attend intergroup, attend conventions together, Unity
Day, invite others to attend
• Email sponsees and friends, ask sponsees to create their own network, text buddies/groups
• Call members, thirty HOW questions, remind to keep and give away
• Visit shut-in members, take someone to a meeting, road trips
• Service is the connection, asked friends to pray and support while a delegate
• Be specific with sponsees not vague
• Visit meetings that need support, unity train, visit hospitals, car pool to recovery events
• Don’t ask someone to do something I’ve not done, group Step studies
• Workshops and small service actions
• Traveling hopefuls travel by carload, start new meetings where there aren’t any, Twelfth Step
Within through Zoom
• Step up sponsees, make commitments to one another

19) What actions can I ask my meeting to take?
• Put PI pamphlet directly in their hand to put on a bulletin board, outreach calls to missing members and newcomers, commit to get involved, get members to be active in service, workshop on service
• Send reps to intergroup, give time to share what they’ve learned, form outreach committees
• Open meetings, take about topic of growing Fellowship, encourage group to hang a poster/participate in health fair, old Lifelines and literature to doctor’s office
• Sponsor a PI/PO action plan, emphasize the Steps, Step-focused meetings, stress action vs. emoting, create service position of calling newcomers and absent members
• Follow meeting guidelines, take a group inventory
• Send in Seventh Tradition, use OA Conference literature, meeting outreach to other meetings, set up sister meetings, attend each other’s meetings
• Flyer days, put flyers out after meeting, PI/PO blitz, Traditions meeting once a month, beginner’s meetings
• Newcomer greeter, intergroup repair specialist
• Have a greeter service position, strong meeting checklist, service positions, show physical recovery, more speaker meetings
• Step back and let it die, sit on my hands maybe someone will step up, advertise in local newspaper, blog, Facebook ads to connect people to the blog, get one person involved, even new people
• Day of OA, sponsor an event, business meetings, have a secretary and sign up calendar
• Notice in church bulletin at meeting location, newspaper and online ads, mingle with members you don’t know, group conscience to do study guide instead of regular meeting for four weeks and advertise at other meetings
• Monthly speaker meeting, print out Courier and give to local doctors/nutritionist
• Traveling group w/strong recovery, go to smaller meetings, maintain flyers somewhere with permission
• Sponsor annual event, larger meetings support smaller ones, candlelight meeting, New Beginnings first of January, health care professional packets handed out at meetings, ask sponsors to have an action plan around giving support to small meetings
• Offer temporary sponsors, reports from business meetings in middle rather than end of a regular meeting
• Clear signage at f2f meetings, tell story on local radio
• Group inventory, regular group conscience only twenty minutes, change meeting format to be more inclusive

20) What actions can I help my intergroup/service body take?
• Presentation at intergroup/local eating disorder clinics/dieticians/schools/healthcare counselors, ask members if they have a personal contact with specific health care professional
• Volunteer for service, Fourth Step inventory for intergroup, survey that comes out of this will be helpful, tighten up our mission
• Support PI/PO, sponsorship training, sponsors thirty days abstinent, Step sponsoring Ninth Step
• Involve more people in jobs, share all ideas at intergroup/region, delegate things like IDEA to meetings, allow meetings to host workshops
• Get a service position on the board, step up and attend, Seventh Tradition for intergroup, share notes from WSBC, bulk literature orders for groups, workshops after intergroups
• Carry the message workshops (Region Six), delegation to virtual service positions, plant seeds
• Website, conventions, health fairs, make intergroup easier, Zoom give presents, Ask-It Basket, bring someone with you, give specific service jobs
• Intergroup renewal after a survey to members, send an intergroup ambassador to meetings
• Mailers out to members from intergroup
• Send reps and delegates
• Bring back ideas from WSBC and region assemblies, bring sponsor/sponsees to intergroup
• Shorter intergroup meetings, do a recovery meeting at the end, rotate the region convention, make intergroup/service board meetings a pleasant experience
• Provide free books to drop show are committed to do the Step study workbook
• Donate Lifeline subscriptions to medical centers, sponsor workshops, cooperate on outreach projects
• Roving monthly meetings to take intergroup to them
• Newsletter articles, donate literature from intergroup to new meetings, pick up literature in thrift stores
• Group inventory one question at a time within the meeting, do second half inventory (your part) with your sponsor
• Invite specific members one-on-one to do specific tasks or projects, go to professional conventions, give out professional pamphlets, databases non-profit organizations make contacts
• Create easy to post OA info with local contact in public places, target young people by creating a secret Facebook page which helps with anonymity, Facebook and Google ads (not necessarily free) to help direct traffic to website, TSW always some activity or correspondence goes out on the twelfth of every month, create hybrid meeting for intergroup

21) How can we make taking action to grow OA membership an ongoing, daily recovery action for every OA member?

• Twelfth day of every month send a newsletter to all members, call members who’ve not been attending, phone calls on the twelfth, share our membership in OA with those we come in contact with, only protect anonymity at public level
• Talk about it at local meetings, share WSBC reports, ask local members some of these questions, younger demographic has different needs, we need to encourage them, get younger members to come to WSBC to help older members understand
• Get the word out on billboards, mailings
• Live recovery every day, share my Steps and Traditions with others every day, practice makes permanent, Principles
• Model recovery
• Join committees, wear button with before picture, bring something to doctor’s office, one member one action, give out OA cards, talk about recovery, have members share what they are doing today, remind us all at each level that carrying the message is an individual’s responsibility
• Action plan for reaching out every day, add to meeting format, carry info pocket cards to give out such as Just for Today, use as a meeting topic on regular basis
• Be the message, add a PI action to action plan, Tradition Seventh
• Encourage sponsees to participate in events, focus on each one reach one, make daily contact outside your regular circle
• Unity, fellowship activities, game night or karaoke, Twelfth Step Within, each member falls someone who hasn’t been for a while, I’m thinking about you
• Post its, OA pens
• Daily prayer, be open to HP’s guidance, do this workshop in our intergroups
• Twelfth of month each one reach one, phone/email/text, ask self if you carried the message today, be open to God’s will, He will bring the opportunities
• Don’t fear anonymity when helping someone, sponsors encourage sponsees to do Step Twelve
• Put a reminder on your calendar for twelfth of every month to do an OA thing
Twelfth Step Within Committee Report

The TSW Committee met and discussed many topics including the purpose of TSW. We discussed the efficacy of the TSW Committee continuing at the world service level. The consensus is there may be some need for creating new content, however there is also a need to make the current materials accessible and useful to the membership. This year’s goals reflect this interest. We discussed and are open to the possible merging of TSW and Unity with Diversity. Anything that promotes the abstinence and recovery of OA members as a whole must respect the needs of unity with diversity. We completed a visioning exercise connecting with our respective Higher Powers to create a vision for the TSW Committee and future goals. Members also wrote themselves a letter as a reminder as to why it is important for each person to continue to take action and give service all throughout the year.

The following decision was made to continue the work of two of last year’s current goals: What Recovery Looks Like and Spiritual Awakening Through the Twelve Steps. New subcommittees include OA Holiday Event Kits, Strengthening TSW Intergroup Committees, Inventory and Share TSW Resources, and “Red Button” Recommendation.

2019-2020 Officers
- Delegate Cochair: JC D.
- Secretary: Kimberly C.
- Trustee Cochair: Dora P.

Goals/Actions
- Strengthen TSW IG Committees Subcommittee: To identify and compile a list of TSW Committee chair mentors and connect them with intergroups with absent or inactive or struggling TSW Committees. The deadline is May 2020.
- OA Holiday Events Kits Subcommittee: To assemble a resources kit to put on the five OA holiday events. The deadline is December 2019.
- Inventory and Share TSW Resources Subcommittee: To identify, categorize, and share TSW existing resources “bridges” with OA members. The deadline is May 2020.
- What Recovery Looks like Subcommittee: To follow up on workshop which has been sent to MAC two months ago. The deadline was May 11, 2019.
- Spiritual Awakening Through the Twelve Steps Subcommittee: To submit workshop to BOT/MAC for approval. The deadline is September 2019.

We also discussed concerns of working over different time zones, countries, languages, different group needs, relapse, and maintaining perseverance to take action throughout the year. We also discussed the ways we may each carry the message of TSW worldwide.

We are looking forward to a purpose filled year of service to our fellow OA members.

Thank you.

JC D., Delegate Cochair
Dora P., Trustee Cochair
May 2019
Unity with Diversity Committee Report

The Unity with Diversity Committee met May 8, 2019 for two sessions during the World Service Business Conference (WSBC). We started the meeting with introductions including why we wanted to be on this committee and what we hoped to accomplish.

Joanne M. gave an overview of the expectations of committee members and officers. She said there was a possibility that the Unity with Diversity Committee may be combined with the Twelfth Step Within Committee to support the goal of fewer committees at Conference.

The committee voted to retain the same three subcommittees from last year: Inreach with Inclusivity, Outreach with Inclusivity, and Translation.

**LAST YEAR’S PROJECT HIGHLIGHTS**

- Near completion of the three-minute video explaining how to apply for Translation Funds and how to donate directly to the Translation Fund.
- Near completion of a PowerPoint presentation called “Let’s Not Close the Door.”
- A motion was put forth for the World Service Office to consider ease of translation in creation of OA publications (not including personal stories).

Before dividing into subcommittees, the committee as a whole participated in a brainstorming session of UWD projects, goals, and ideas to accomplish in the upcoming year. Each subcommittee then selected one or two goals to work on, either from the list of brainstorming ideas or from new ideas brought to the subcommittee. The committee chose goals that are actionable and achievable within a year’s time frame.

Before adjourning, the committee planned a follow-up via monthly conference calls throughout the year on a platform that is acceptable to most members, if not all. Emphasis was placed on checking OA resources to make sure your subcommittee’s goal isn’t already in the works.

**2019-2020 OFFICERS**

- Delegate Cochair: Pauline E.
- Vice Chair: Derita P.
- Secretary: Laura M.
- Alternate Secretary: Luisa B.

On Saturday morning, May 11, the Translation Subcommittee met over breakfast to share additional information and redefine goals.

**GOALS**

- Translation: Laura M., chair; Jill S., secretary
  - Make the worldwide OA button on the main oa.org page a visual picture of a globe with different flags sticking out of it for non-English speakers.
- Sample:
- Record podcast stories in many other languages.

* Inreach with Inclusivity: Luisa B., chair; Anne F., secretary
  - Remove the Unity with Diversity statement from the *Suggested Meeting Format* and replace it with Tradition Five language.
  - Focus on use of inclusive language to include the full spectrum of this disease

* Outreach with Inclusivity: Dorothy W. and April H., cochairs; Francoise C., secretary
  - Design a survey for underrepresented people, such as men, people of color, differently abled and young persons, in order to find out how to attract and better serve them.

Pauline E., Delegate Cochair
Joanne M., Trustee Cochair
May 2019
Young Persons’ Committee Report

2018-2019 ACCOMPLISHMENTS

• The YP Committee completed and distributed an introductory letter to the Fellowship that details the resources available to groups in supporting young people in the Fellowship.
• The YP Committee established a weekly young people phone meeting, and at Conference identified a fellow who will serve as host for the meeting in the 2019-2020 year since the fellow who started it would like to rotate out of the service position and is no longer a WSBC delegate or on the Young Persons’ Committee.
• The YP Committee updated the *Suggested Young Person’s Meeting Format*. It has been published on oa.org.
• The Overeaters Anonymous YP Facebook page is a resource for young people. We identified two fellows to rotate into service as site monitors for 2019-2020 since the previous fellows are no longer WSBC delegates or on the Young Persons’ Committee. These service positions are responsible for moderating any content that violates OA Traditions and answering any questions that are sent via Facebook. If the question is regarding persons under 18 or difficult to answer, it is forwarded to the trustee cochair to respond.
• The YP Committee crafted and distributed a survey to the Fellowship with the goal of identifying abstinent members of OA that came in between 18 and 30 years of age. During our meeting at WSBC we reviewed the responses received by April and identified abstinent members that met these criteria and are currently under 30 with at least two years abstinence. We established a screening methodology, action plan, and timeline for the 2019-2020 year which includes recording twelve podcasts and posting them to oa.org.

2019-2020 GOALS

• Continue support of Overeaters Anonymous YP Facebook page with two current YP Committee members as monitors and the trustee cochair to respond as needed.
• Continue support of the weekly young people phone meeting.
• Continue reviewing the survey and proceed with the next steps to record twelve podcasts of fellows under 30 that have at least two years of abstinence and post to oa.org by WSBC 2020.
• Engage universities and colleges in carrying the OA message to young people.
• Craft presentation to share internally with the Fellowship on what we can do to attract young people to OA.
• Put in a motion to change the committee name to Young People instead of Young Persons’ to be voted on at WSBC 2020.

2019-2020 OFFICERS

• Delegate Cochair: Sarah C.
• Vice Chair: Jessica H.
• Secretary: Nathan O.
• Trustee Cochair: Barb K.

In addition to the delegate members, we have four nondelegate members that wish to be part of the committee this year, two continuing from last year and two new ones.

Yours in OA service and recovery,
Stacy Alyse S., Delegate Cochair
Beth B., Trustee Cochair
May 2019
All About Conference Workshop

**Leaders**
- Margaret Ann B., Center Microphone Monitor
- Karin H., Conference Support Committee Chair
- Neva S., Bylaws Committee Trustee Cochair
- Hanna S., Conference Planning Committee Chair

All About Conference is designed to prepare new and returning delegates for what they may expect to experience over their upcoming Conference week. Hanna gave an overview of the week’s activities and emphasized the importance of attending all the business sessions as well as making a one-year commitment to committee work. She also encouraged new delegates to take advantage of their Mentors, find time for OA meetings, as well as some fun and downtime for themselves! Karin discussed the role of the Conference Support Committee (CSC) and how the committee and all its volunteers were available to help the delegates complete their work in the upcoming week. She emphasized the need for the delegates to wear their badges at all Conference meetings and reinforced the need to make use of their Mentors throughout the week. She also explained the seating rotation for the business meetings, reviewed the committee sign-up, and, explained the use of the bulletin board and Boutique room. Any issues regarding hotel services, with the exception of the delegate rooms, was to be processed through the CSC chair, Karin H., or Sandy Zimmerman, associate director/member services manager and Conference meeting planner. Neva S. discussed how we conduct the business of Conference and gave an overview and a PowerPoint presentation of parliamentary procedure. These procedures help the business meetings function more smoothly. Documents were available at oa.org/documents under “World Service Business Conference All About Conference Workshop” prior to WSBC so delegates could review the information in advance. The delegates were encouraged to ask any questions that had not been answered during the session. Margaret Ann B. explained the role of the center microphone monitor within the process of Conference business sessions. She did a brief overview of center mic etiquette and answered questions. We encouraged delegates to approach us with any questions throughout the week.
Attraction Rather Than Promotion
Multiplying Recovery – Virtual and Face-to-Face Workshop

LEADERS
• Stephanie D., Virtual Region
• Gerri H., Virtual Region Chair

DISCUSSION QUESTIONS
1) What’s your preference?
2) Do you see both venues as recovery tools?

PURPOSE
The purpose of this workshop was to discuss and discover the many ways you can find recovery virtually and face-to-face.

The presenters started off by sharing their personal stories on how their recovery was enhanced by f2f and virtual meetings. Having presented many worships together over the years, Stephanie and Gerri shared information in an interesting and playful way. Cues, printed on large global posters kept the audience engaged, as did the small globe balls inscribed with the web link for the new Virtual Region, which were tossed to participants brave enough to approach the microphone.

After the presentation, there was a lively discussion and questions regarding preference (f2f/virtual), and how both venues had been helpful recovery tools.

The following evening, Stephanie and Gerri invited delegates to an open house on how to use the Find a Meeting page, access the Virtual Region website, and how to use many applications for hybrid recovery meetings, intergroup and committee meetings, both real and non-real-time. It was a great accompaniment to the previous evening’s workshop.
Attraction Rather Than Promotion
What Up? Attracting Young Persons Workshop

Leaders
- Mary Rose J., Region Three
- Nathan O., Region Six

Discussion Questions
1) How to reach and relate to young members.
2) Have your meetings implemented any initiatives to attract young persons? If so, what worked?

Purpose
The purpose was to discuss and brainstorm both time-tested and innovative methods for carrying and strengthening the message to those under 30.

We opened with a moment of silence and the Serenity Prayer. Nate from Cambridge, MA, Region Six, read the questions for discussion, and then shared for ten minutes. He focused mainly on sharing about the common problem and common solution (Big Book, p. 17) and suggested that people consider their audience when sharing their story in meetings and focus on the internal states of active addiction and recovery (obsession, compulsion, shame, body image, and now freedom and joy and connection). He also shared some experience with a strong young person’s AA meeting, such as the importance of fellowship (e.g., going out to eat before/after the meeting) and of laughter.

Jessica from San Diego, Region Two, also shared for ten minutes. She explained how all people can be welcomed at young persons’ meetings, especially if they came into the Fellowship in the age range of 18-30 even if they aren’t that age anymore. She shared about her experience with starting young persons’ meetings and how these struggled/closed, as well as the young person’s position on her local service board. She also talked about her experience sponsoring many young people, literally all over the world.

We then opened the floor for sharing ideas about what has worked for attracting and retaining young people. Some suggestions and comments offered by delegates included:
- Try doing fun outings, like going skiing.
- Try meetings at non-church location, like Natural Grocers in Colorado.
- Try getting together a young persons’ speakers list.
- Try pop-up meetings (e.g., as people have done for anorexics/bulimics, these are hard to maintain on a weekly basis but monthly or one-off could work).
- Speak to young people as peers and equals, not as an adult or parent talking down to a younger person.
- There’s a special focus young person’s phone meeting on Thursdays at 10 p.m. eastern (605-472-5395 ID#378978).

We closed with the Serenity Prayer and continued the conversation afterward.
Carrying the Message:
See a Health Fair/Professional Tradeshow Booth in Action
Workshop

LEADERS
- Gerri M., Region Five
- Letitia M., Region Ten Trustee
- Pat O., Region One Trustee

DISCUSSION QUESTIONS
1) What do I get out of participating in such an event?
2) How can I stress the importance of OA at events?
3) How can I tell people that OA will better their lives?

PURPOSE
The purpose of this workshop was to get members interested in presenting OA at public events.

Each speaker presented overview information on how to setup, recruit help for, and participate at a health fair or professional tradeshow. Additionally, Ross, a delegate from Central New Jersey IG, brought their OA table cover. The new Where Do I Start pamphlet, the Fifteen Questions, Region One OA pens, and retractable banner were displayed at our table and our mock booth.

Participants were invited to roleplay as community members or professionals and ask questions of our booth staff. It seemed the whole audience took part acting out things many had experienced for themselves in this setting including shy people, an exercise bulimic who couldn’t stand still, and a bellicose physician. Letitia was particularly effective as she purposely demonstrated what to do. When the panel answered a question, we threw it open to the whole group for additional ways to answer it. This proved a helpful exercise.

Participants were also asked to think about and write down their “15-second elevator pitch” about OA as homework.
**Forum**  
*Each One, Reach One, Every Day: Carrying the Message*

**Leaders**
- Francene A., Region Nine Chair
- Terri B., Region Seven Chair
- Debbie H., Region Six Chair
- Gerri H., Virtual Region Chair
- Beverly M., Region One Chair
- CJ M., Region Five Chair
- Anne O., Region Two Chair
- Annette P., Region Four Chair
- Brenda Q., Region Three Chair
- Katrina S., Region Eight Chair
- Dinah W., Region Ten Chair

In keeping with OA’s three-year Strategic Plan, the region chairs presented the third year of the Strategic Plan in “Growing Membership Worldwide.” Our theme was “Each One, Reach One Every Day.” If each person here would reach out and help someone today, our Fellowship would grow.

Delegates each received a color-coded program with four sections of questions to be discussed. The questions were designed to encourage discussion, reflection, and thought as to what each individual delegate could do to encourage, attract, and keep new members. They discussed the first set of questions. At the end of the first time-limit, two delegates moved to another table. After each segment of questions were completed, at least two delegates moved to different tables. By the end of the Forum each delegate had spoken with sixteen people. There were 162 delegates that participated.

The questions that were discussed were:
- **Carrying the Message to Potential Members**
  - What got me “in the door” of OA?
  - What is the best one-on-one encounter you’ve had introducing someone to OA?
  - What is the most simple, easy idea I have heard for carrying the message of OA?
  - What is the best public information/professional outreach project your intergroup or group has ever put on?
- **Talking to Newcomers and Member Retention**
  - What is the best way to greet a newcomer?
  - How can I help and encourage a newcomer in OA?
  - What keeps me in OA?
  - How do I carry the message of HOPE in my meeting?
  - What is the best way to make coming back an attraction?
  - How can I help and encourage a member who is struggling?
- **Unity: Our Common Welfare with Worldwide OA**
  - How can I understand the challenges of OA in countries other than my own, and how can I be of service to these members?
  - How might I expand my OA circle by attending virtual meetings?
  - How can face-to-face and virtual meetings help on language?
  - How can I help OA members who do not have literature in their own different way of approaching?
  - How can I reach beyond my own meeting and service body to find ways to help those in OA?
in other areas?
- How can I support meetings which have another program than I do?

- **Action Plan: Each One, Reach One, Every Day**
  - What actions can I take to help grow OA membership?
  - What actions can I ask OA friends and sponsees to take with me?
  - What actions can I ask my meeting to take?
  - What actions can I help my service body take?
  - How can we make taking action to grow OA membership an ongoing, daily recovery action for every OA member?

Feedback was positive and we believe we achieved our goal and provided the delegates with new ways to reach out, attract, promote, and keep our members.
How Do We Grow?
How Attractive Are We to New Members? Workshop

Leaders
- Barbara M., Region Two
- Evangelyn R., Region Six

Discussion Questions
1) What can I do to attract new members?
2) What seems to attract new members: f2f or virtual meetings? How can I explain the importance of both?
3) What can I do to suggest the right meeting for new members?

Purpose
The purpose of this workshop was to discuss attracting members to f2f meetings and to explain how many different virtual meetings there are and the attraction for younger members to attend those meetings.

This workshop was on Tuesday, May 7, at 2 p.m. Between fifty and sixty people attended the workshop.

Evangelyn spoke first about her experience, strength, and hope on attending both face-to-face meetings and virtual meetings. After many years in recovery, both types of meetings are very important to her recovery. She shared her experience of passing along a Lifeline magazine to a fellow passenger on an airplane on the way to the Conference. He commented that Evangelyn didn’t look like she needed to be in OA, and she responded and “that is why I am in OA.”

Barbara M. was the second speaker. She shared about her experience both coming into the rooms twenty-three years ago and what her meetings do now regarding newcomers. Barbara shared that currently when a new person arrives at her home group, a regular member brings a book to the newcomer (12&12 study) and introduces themselves. The meeting also reserves five minutes at the end of the meeting for the newcomer to share what brought them to the meeting or anything else they’d like to share. At the end of the meeting, there is a raise of hands for those available to sponsor and for anyone available to talk after the meeting with anyone new or returning or didn’t get a chance to share.

Members from the audience shared how important OA is in their life and the meetings are vital. Some shared that visible physical recovery is so very important when the newcomer arrives at the meeting. Others shared that laughter and humor are also an important part of successful meetings and makes them attractive.

The meeting started and ended on time.

The questions for this workshop seemed to have a challenging relationship to the title of the workshop.
How Do We Grow?  
Keeping Members Engaged Workshop

**Leaders**
- Sue H., Region Three
- Esti O., Region Nine

**Discussion Questions**
1) Have your meetings implemented any initiatives to keep members engaged and meetings healthy? If so, what worked?
2) How important is giving service to keeping members engaged? Are there other factors that keep you coming back?

**Purpose**
The purpose of this workshop was to discuss and brainstorm both time-tested and innovative methods for keeping members engaged.

This workshop was well attended and the topic motivated exuberant and abundant sharing and feedback from the participants. Following are some common messages from the group.

- Be the message of recovery by example.
  - **Strong Meetings:** share the solution; practice the Twelve Steps, Twelve Traditions, and Twelve Principles; emphasize anonymity; have a meeting after the meeting; OAers find love and acceptance in meetings which helps them return; identify available sponsors; offer Q&A time for newcomers; start and end meetings on time; hold regular group conscience meetings; healthy body weight and healthy behaviors; practice inclusivity, be a mentor, a friend.
- Meet OAers where they are, a personal touch goes a long way.
- Use and educate others about virtual meetings.
- Develop outreach plans during emergencies like inclement weather, holidays, housebound fellows.
  - Call those fellows who have stopped showing up; develop a calling tree during the holidays, those that want calls/texts and those that can make those calls/texts; organize local ad hoc phone meetings when meetings get canceled, like during hurricane, snow storms, flooding; during a meeting pass a basket around twice, first for anyone needing an outreach call to leave their contact information on a piece of paper, and secondly those who are available to make those outreach calls would pick up that information.
- Service, Tools, and benefits
  - Connect one on one by personally asking someone to do service and then be a mentor; learn the difference between people pleasing and OA service, which over time becomes service with humility and gratitude; helps with self-esteem and a sense of contributing; make life-long friends; helps fellows to show up and keep coming back; offer to be a temporary or starter sponsor, help others get a sponsor; rotation of service promotes healthy meetings; gather a list of talents/passions of OAers in your area and create a service coordinator position to enlist their assistance in those areas when needed; set an alarm on your phone on the twelfth of every month and call someone; carry your before/after picture for a visual of physical transformation/recovery; create personal contact cards to hand out; seek out those who are quiet, perhaps stay in the background and start a conversation, make a coffee date; break down big jobs into smaller ones, creating service that anyone can do; learn/use the Tools (a song was sung about the Tools).
- **Workshops**
  - Offer engaging and creative workshops, make them a different format than just a meeting; offer the 15-week Step Study during the summer months in a hybrid format.

Keep reiterating the message of hope in OA; it’s a disease and not anyone’s fault; it’s not about willpower. Leave supportive messages on the help line.
How Do We Grow?
Social Media – KISS (Keep It Super Simple) Workshop

**LEADERS**
- Carolyn F., Virtual Region
- Melinda H., Region Two

**DISCUSSION QUESTIONS**
1) How do you keep your anonymity in the virtual world?
2) How do you stay focused on the topic?

**PURPOSE**
The purpose of this workshop was to discuss the many ways you can find recovery in OA using social media. Literature used was *A Step Ahead*, First Quarter 2019, article “Virtual OA’s Growing Pains” and *Guidelines for Anonymity in the Digital World*.

Both speakers spoke for ten minutes each. Carolyn greeted the membership and introduced both of us. She gave a brief qualification noting she had been in program for eighteen years. She spoke on the need for anonymity in the virtual world and the seriousness of this topic. She shared suggestions around using different names, changing emails, making sure your personal information is not attached to Facebook or Instagram pages, along with the guidelines from the World Service Office regarding anonymity. She noted that there are loops and other virtual meetings that many members use. Her preference is online meetings which she has been a part of for many years and she closed by reminding all members of the importance of anonymity at all meetings—virtual and face-to-face.

Mindy gave her qualification and noted that there were 6,400 meetings in over eighty countries using some type of virtual or face-to-face meetings. There are at least 600 virtual meetings including telephone, online, and non-real-time, such as loops, social media, and mobile apps, in addition to hybrid meetings. It is estimated that between eighty to 100,000 members are using our meetings. She shared her experience with both phone and online meetings, which led into her discussion of staying on topic when you are not face-to-face with people. Her emphasis was to be sure to remember we are there to carry the message, and that is the most important way to stay on track. Additionally, it was noted that methods of electronic communication in any form helps our members avoid isolation and get needed support when they cannot get to a meeting in person for whatever reason adding that virtual and face-to-face meetings are a connection for all fellows to obtain an opportunity for their recovery and to allow OA to grow throughout the world.

Mindy then asked if the members were ready to share on the two questions presented by Carolyn at the opening. Twenty-five minutes of sharing took place with many great suggestions and shares including these topics: Zoom meetings, bariatric support through virtual meetings where a person doesn’t have to hide to be a part, suggestion for setting up new email addresses to use on all social media, be aware that anything put on social media is out there, Facebook chat in secret meetings, must keep personal and professional virtual separate, use love in any meeting, phone and hybrid meetings can help smaller meetings, new Ebony phone meetings with specified agenda, opens up OA to the world, allows those who cannot physically get to a face-to-face meeting or who do not have any face-to-face meetings available to have a meeting. Each person shared for three minutes on these and a variety of topics.
World Service Attending Delegates

For Use Within OA Only
*To preserve privacy and anonymity, this section is not included in the online report.

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<th>Region</th>
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<td><strong>TOTAL</strong></td>
<td><strong>188</strong></td>
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The total number includes Board of Trustees, region chairs, and delegates.
A Summary of Continuing Effects Motions
1962-2019

Adopted by the World Service Business Conference of Overeaters Anonymous, Inc.
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 this 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.


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.

1993c Amended 1994, 2001, 2002, 2012, and 2014. It was adopted that: 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 that:
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 Review 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 WSC 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.

Notification to the Fellowship shall be through appropriate WSO publications.

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.

2010e  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.

2011a  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 delegates 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.


2011b  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.

2011c It was adopted that:
Overeaters Anonymous Fellowship bestow the title of founder to Rozanne S.

2012a 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.

2012b 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 non-profit 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 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.

To designate the third weekend of January as the annual celebration of the January 19, 1960
founding of Overeaters Anonymous. (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 copyrighted 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)

2008 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 to:
Create a Web/Technology Conference Committee starting at WSBC 2010. (Rescinded 2019)
2010b It was adopted to:
   Add a ninth Tool: “Action Plan.” (Rescinded 2014)

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 2019b)
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**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, or any general service trustee who is absent from three Executive Committee meetings in a twelve-month period, beginning with the first such meeting following the adjournment (sine die) of the annual World Service Business Conference. Absences during 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. Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, a meeting of the Executive Committee, and/or an Executive Committee teleconference be approved for good cause. 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. 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.

d) 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.

e) 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.

f) 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.

g) 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.
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.
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 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.

**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.

**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.

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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
Regions Two, Five, Eight, and Ten

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 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.

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.

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.

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.
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Auditor’s Report</td>
<td>1</td>
</tr>
<tr>
<td>Statements of Financial Position</td>
<td>3</td>
</tr>
<tr>
<td>Statements of Activities and Changes in Net Assets</td>
<td>4</td>
</tr>
<tr>
<td>Statements of Cash Flows</td>
<td>5</td>
</tr>
<tr>
<td>Statements of Functional Expenses</td>
<td>6</td>
</tr>
<tr>
<td>Notes to Financial Statements</td>
<td>8</td>
</tr>
</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, 2018 and 2017, 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.
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, 2018 and 2017, 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
March 11, 2019
# Overeaters Anonymous, Inc.

## Statements of Financial Position

**December 31, 2018 and 2017**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$600,809</td>
<td>$100,538</td>
</tr>
<tr>
<td>Cash - restricted</td>
<td>$39,014</td>
<td>49,421</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>-</td>
<td>4,470</td>
</tr>
<tr>
<td>Inventories</td>
<td>$170,221</td>
<td>219,149</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$48,835</td>
<td>35,640</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>$858,879</td>
<td>409,218</td>
</tr>
<tr>
<td><strong>Property and equipment, net</strong></td>
<td>$785,996</td>
<td>642,659</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>$727,510</td>
<td>721,029</td>
</tr>
<tr>
<td>Intangible assets, net</td>
<td>$48,312</td>
<td>44,792</td>
</tr>
<tr>
<td><strong>Total other assets</strong></td>
<td>$775,822</td>
<td>765,821</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$2,420,697</td>
<td>$1,817,698</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$266,123</td>
<td>$24,717</td>
</tr>
<tr>
<td>Accrued expenses and other liabilities</td>
<td>36,372</td>
<td>35,035</td>
</tr>
<tr>
<td>Unearned subscription revenue</td>
<td>$119,171</td>
<td>98,598</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>$421,666</td>
<td>158,350</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td>$1,960,017</td>
<td>1,609,927</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>$39,014</td>
<td>49,421</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>$1,999,031</td>
<td>1,659,348</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td>$2,420,697</td>
<td>$1,817,698</td>
</tr>
</tbody>
</table>

*See Accompanying Notes.*
## Changes in Net Assets Without Donor Restrictions

### Revenues and Other Support

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales of literature</td>
<td>$1,106,324</td>
<td>$870,957</td>
</tr>
<tr>
<td>Sales of magazines</td>
<td>$110,149</td>
<td>$137,619</td>
</tr>
<tr>
<td>Contributions</td>
<td>$671,628</td>
<td>$570,272</td>
</tr>
<tr>
<td>Conference registration fees</td>
<td>$23,490</td>
<td>$21,513</td>
</tr>
<tr>
<td>Insurance recovery</td>
<td>$183,418</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total revenues</strong></td>
<td><strong>2,095,009</strong></td>
<td><strong>1,600,361</strong></td>
</tr>
<tr>
<td>Other Support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income, net</td>
<td>$(23,295)</td>
<td>$48,954</td>
</tr>
<tr>
<td>Interest income</td>
<td>$65</td>
<td>$28</td>
</tr>
<tr>
<td>Other</td>
<td>$10,723</td>
<td>$6,299</td>
</tr>
<tr>
<td><strong>Total other support</strong></td>
<td><strong>(12,507)</strong></td>
<td><strong>55,281</strong></td>
</tr>
<tr>
<td><strong>Total revenues and other support</strong></td>
<td><strong>2,082,502</strong></td>
<td><strong>1,655,642</strong></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Literature production and distribution</td>
<td>$666,379</td>
<td>$581,083</td>
</tr>
<tr>
<td>Magazine production and distribution</td>
<td>$204,865</td>
<td>$200,828</td>
</tr>
<tr>
<td>Group support and referral services</td>
<td>$464,774</td>
<td>$460,674</td>
</tr>
<tr>
<td><strong>Total program expenses</strong></td>
<td><strong>1,336,018</strong></td>
<td><strong>1,242,585</strong></td>
</tr>
<tr>
<td>Supporting Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General and administrative</td>
<td>$432,009</td>
<td>$469,270</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>1,768,027</strong></td>
<td><strong>1,711,855</strong></td>
</tr>
</tbody>
</table>

### Change in net assets without donor restrictions

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net assets without donor restrictions, beginning of year</td>
<td>$1,609,927</td>
<td>$1,645,517</td>
</tr>
</tbody>
</table>

### Net assets without donor restrictions, end of year

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets without donor restrictions, end of year</td>
<td>$1,960,017</td>
<td>$1,609,927</td>
</tr>
</tbody>
</table>

## Changes in Net Assets With Donor Restrictions

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$25,208</td>
<td>$34,377</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>$(35,615)</td>
<td>$(20,623)</td>
</tr>
<tr>
<td><strong>Total changes in net assets with donor restrictions</strong></td>
<td><strong>(10,407)</strong></td>
<td><strong>13,754</strong></td>
</tr>
</tbody>
</table>

### Net assets with donor restrictions, beginning of year

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets with donor restrictions, beginning of year</td>
<td>$49,421</td>
<td>$35,667</td>
</tr>
</tbody>
</table>

### Net assets with donor restrictions, end of year

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets with donor restrictions, end of year</td>
<td>$39,014</td>
<td>$49,421</td>
</tr>
</tbody>
</table>

*See Accompanying Notes.*
OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2018 AND 2017

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</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>$1,241,516</td>
<td>$991,226</td>
</tr>
<tr>
<td>Contributions</td>
<td>696,836</td>
<td>604,649</td>
</tr>
<tr>
<td>Conference and convention registration fees</td>
<td>23,490</td>
<td>21,513</td>
</tr>
<tr>
<td>Other sources</td>
<td>194,141</td>
<td>6,299</td>
</tr>
<tr>
<td>Interest income</td>
<td>65</td>
<td>28</td>
</tr>
<tr>
<td>Cash paid to employees and suppliers</td>
<td>(1,418,230)</td>
<td>(1,607,818)</td>
</tr>
<tr>
<td><strong>Net cash flows provided by operating activities</strong></td>
<td><strong>737,818</strong></td>
<td><strong>15,897</strong></td>
</tr>
</tbody>
</table>

| **Cash Flows From Investing Activities** |            |            |
| Purchase of property and equipment | (239,087)  | (20,291)   |
| Reinvestment of interest and dividends | -         | (18,563)   |
| Proceeds from the sale of investments | -         | 742,465    |
| Purchase of investments            | -          | (788,342)  |
| Investment in intangible assets    | (8,867)    | (16,162)   |
| **Net cash flows used in investing activities** | **(247,954)** | **(100,893)** |

**Net increase (decrease) in cash and cash equivalents** 489,864 (84,996)

Cash and cash equivalents, beginning of year 149,959 234,955

Cash and cash equivalents, end of year $639,823 $149,959

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>$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>Salaries</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>Employee benefits</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>Payroll taxes</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</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>6,854</td>
<td>2,329</td>
<td>28,569</td>
<td>30,898</td>
<td>5,870</td>
<td>36,768</td>
</tr>
<tr>
<td>Banquet and entertainment</td>
<td>-</td>
<td>-</td>
<td>13,224</td>
<td>13,224</td>
<td>-</td>
<td>13,224</td>
</tr>
<tr>
<td>Delegate support payments</td>
<td>-</td>
<td>-</td>
<td>21,596</td>
<td>21,596</td>
<td>-</td>
<td>21,596</td>
</tr>
<tr>
<td>Equipment maintenance and repairs</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,229</td>
<td>1,229</td>
</tr>
<tr>
<td>Equipment rental</td>
<td>-</td>
<td>-</td>
<td>20,672</td>
<td>20,672</td>
<td>9,730</td>
<td>30,402</td>
</tr>
<tr>
<td>Insurance</td>
<td>-</td>
<td>-</td>
<td>1,076</td>
<td>1,076</td>
<td>18,764</td>
<td>19,840</td>
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<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>
<td>-</td>
<td>2,329</td>
<td>28,569</td>
<td>30,898</td>
<td>5,870</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>9,598</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>
</tr>
<tr>
<td>Parliamentarian</td>
<td>-</td>
<td>-</td>
<td>6,097</td>
<td>6,097</td>
<td>-</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>
<tr>
<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>-</td>
<td>8,019</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>-</td>
<td>546</td>
<td>546</td>
</tr>
<tr>
<td>Telephone</td>
<td>-</td>
<td>-</td>
<td>195</td>
<td>195</td>
<td>8,282</td>
<td>8,477</td>
</tr>
<tr>
<td>Translation fund</td>
<td>6,000</td>
<td>-</td>
<td>-</td>
<td>6,000</td>
<td>-</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></td>
</tr>
<tr>
<td>Utilities</td>
<td>5,293</td>
<td>3,175</td>
<td>5,293</td>
<td>13,761</td>
<td>7,410</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>15,794</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>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>Depreciation expense</td>
<td>5,347</td>
<td>-</td>
<td>5,347</td>
<td>-</td>
<td>5,347</td>
<td>-</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>23,164</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.
OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2017

| Literature Magazine Group & Referral Services Total General Administrative Total |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Production Distribution | Production Distribution | Support Services | Program Services | Administrative | Total |
| SALARY AND RELATED EXPENSES | | | | | |
| Salaries | $ 145,429 | $ 81,914 | $ 170,633 | $ 397,976 | $ 236,283 | $ 634,259 |
| Employee benefits | 33,734 | 20,859 | 37,975 | 92,568 | 49,069 | 141,637 |
| Payroll taxes | 8,954 | 5,529 | 10,095 | 24,578 | 11,871 | 36,449 |
| **Total salary and related expenses** | 188,117 | 108,302 | 218,703 | 515,122 | 297,223 | 812,345 |

| OTHER EXPENSES | | | | | |
| Banquet and entertainment | - | - | 14,296 | 14,296 | - | 14,296 |
| Delegate support payments | - | - | 19,094 | 19,094 | - | 19,094 |
| Equipment maintenance and repairs | - | - | - | - | 1,342 | 1,342 |
| Equipment rental | - | - | 18,481 | 18,481 | 11,428 | 29,909 |
| Insurance | - | - | 1,156 | 1,156 | 18,807 | 19,963 |
| Literature development | 4,072 | - | - | 4,072 | - | 4,072 |
| Miscellaneous | - | 3,264 | 44,025 | 47,290 | 6,091 | 53,380 |
| Occupancy | 5,485 | 3,291 | 5,485 | 14,284 | 21,940 |
| Outside services | (3,893) | - | - | (3,893) | 18,759 | 14,866 |
| Parliamentarian | - | - | 4,780 | 4,780 | - | 4,780 |
| Postage and shipping | 134,564 | 21,267 | 1,333 | 157,164 | 2,888 | 160,052 |
| Printing and duplicating | 207,290 | 40,550 | 17,479 | 265,319 | - | 265,319 |
| Professional exhibits | - | - | 2,574 | 2,574 | - | 2,574 |
| Promotions and attractions | - | 20 | 61 | 81 | 26,585 | 26,666 |
| Supplies | 8,167 | 3,978 | 1,478 | 13,623 | 21,659 | 35,282 |
| Taxes - other than payroll | - | - | - | - | 535 | 535 |
| Telephone | - | - | 39 | 39 | 8,243 | 8,282 |
| Travel, lodging, and meals | - | - | 78,096 | 78,096 | 999 | 79,095 |
| Utilities | 5,494 | 3,296 | 5,494 | 14,284 | 7,692 | 21,976 |
| Website maintenance | 10,753 | 6,452 | 10,753 | 27,958 | 15,054 | 43,012 |
| **Total other expenses** | 371,932 | 82,118 | 224,624 | 678,674 | 147,761 | 826,435 |
| **Total salary and other expenses before non-cash expenses** | 560,049 | 190,420 | 443,327 | 1,193,795 | 444,984 | 1,638,780 |

| NON-CASH EXPENSES | | | | | |
| Depreciation expense | 17,347 | 10,408 | 17,347 | 45,102 | 24,286 | 69,388 |
| Amortization expense | 3,687 | - | - | 3,687 | - | 3,687 |
| **Total non-cash expenses** | 21,034 | 10,408 | 17,347 | 48,789 | 24,286 | 73,075 |
| **Total functional expenses** | $ 581,083 | $ 200,828 | $ 460,674 | $ 1,242,585 | $ 469,270 | $ 1,711,855 |

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, 2018 and 2017.

*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, 2018 or 2017.

*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 2015 through 2018 (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:

- European Union Registration: 10 years
- Australian Trademark: 10 years
- Canadian Trademark: 15 years

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 $1,960,017, net assets for the following purposes as of December 31, 2018. An operating reserve in the amount of $373,887, a building and capital reserve in the amount of $6,830, a reserve for the purpose of updating oa.org including the FAM database in the amount of $60,000, a reserve for the purpose of hiring professional translators in the amount of $20,000, a reserve for the purpose of completing the GDPR project in the amount of $10,000, and a reserve for the purpose of increasing OA’s Public Information/Public Outreach in the amount of $10,000.
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 28, 2019, 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 $20,102 and $25,493 restricted for travel assistance for conference delegates, $7,141 and $9,423 for translation assistance, and $11,771 and $14,505 restricted for professional exhibit assistance at December 31, 2018 and 2017, respectively.

NOTE 4.  INVESTMENTS

OA had the following investments at December 31, 2018 and 2017:

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
<th>Fair Value</th>
<th>Unrealized Gain (Loss)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2018</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mutual funds</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>$429,090</td>
<td>$404,863</td>
<td>$(24,227)</td>
</tr>
<tr>
<td>Fixed income</td>
<td>321,715</td>
<td>322,647</td>
<td>932</td>
</tr>
<tr>
<td><strong>Total investments</strong></td>
<td>$750,805</td>
<td>$727,510</td>
<td>$(23,295)</td>
</tr>
<tr>
<td><strong>2017</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mutual funds</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>$363,737</td>
<td>$385,630</td>
<td>$21,893</td>
</tr>
<tr>
<td>Fixed income</td>
<td>336,242</td>
<td>335,399</td>
<td>$(843)</td>
</tr>
<tr>
<td><strong>Total investments</strong></td>
<td>$699,979</td>
<td>$721,029</td>
<td>$21,050</td>
</tr>
</tbody>
</table>

Return on investments consisted of the following at year-end:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest and dividends</td>
<td>$-</td>
<td>$18,563</td>
</tr>
<tr>
<td>Unrealized (loss) gain</td>
<td>(23,295)</td>
<td>21,050</td>
</tr>
<tr>
<td>Realized gain</td>
<td>-</td>
<td>25,660</td>
</tr>
<tr>
<td>Fees</td>
<td>-</td>
<td>(16,319)</td>
</tr>
<tr>
<td><strong>Total investment return</strong></td>
<td>$ (23,295)</td>
<td>$48,954</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:
NOTE 5.  FAIR VALUE OF ASSETS AND LIABILITIES (CONTINUED)

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.

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, 2018:

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, 2018 and 2017:

<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>2018</td>
<td>$727,510</td>
<td>$727,510</td>
<td>$</td>
</tr>
<tr>
<td>Mutual funds</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>$721,029</td>
<td>$721,029</td>
<td>$</td>
</tr>
<tr>
<td>Mutual funds</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment, net, consists of the following:

<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 $65,974 and $69,388 for the years ended December 31, 2018 and 2017, respectively.

NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets, net, consists of the following:

<table>
<thead>
<tr>
<th></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>Total</td>
<td>61,654</td>
<td>8,867</td>
<td>-</td>
<td>70,521</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(16,862)</td>
<td>(5,347)</td>
<td>-</td>
<td>(22,209)</td>
</tr>
<tr>
<td>Intangible assets, net</td>
<td>$44,792</td>
<td>$3,520</td>
<td>-</td>
<td>$48,312</td>
</tr>
</tbody>
</table>

Amortization expense was $5,347 and $3,687 for the years ended December 31, 2018 and 2017, 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 January 2016, OA entered into a four-year operating lease for the lease of a copier. The payments are $375 monthly for 48 payments. The lease also has an excess copy charge of $.0084 in excess of 35,000 per quarter.

The lease obligations outstanding at year-end is as follows:

<table>
<thead>
<tr>
<th>Year Ending December 31,</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$ 8,354</td>
</tr>
<tr>
<td>2020</td>
<td>4,226</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 12,580</strong></td>
</tr>
</tbody>
</table>

Rental expense for the above operating leases was $9,730 and $11,428 for the years ended December 31, 2018 and 2017, 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 $20,102 and $25,493, the amounts for translation assistance of $7,141 and $9,423, and amounts for professional exhibit assistance of $11,771 and $14,505 at December 31, 2018 and 2017, respectively.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial assets at year-end</td>
<td><strong>$ 2,420,697</strong></td>
<td><strong>$ 1,817,698</strong></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>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Financial assets available to meet cash needs for general expenditure within one year</strong></td>
<td><strong>$ 2,420,697</strong></td>
<td><strong>$ 1,817,698</strong></td>
</tr>
</tbody>
</table>
NOTE 10. CONFERENCE AND CONVENTION INCOME

OA holds conferences every year and conventions periodically. No conventions were held in 2018 and 2017. The financial results of the conferences are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2018 Conference</th>
<th>2017 Conference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fees and miscellaneous income</td>
<td>$23,490</td>
<td>$21,513</td>
</tr>
<tr>
<td>Expenses</td>
<td>(51,129)</td>
<td>(50,105)</td>
</tr>
<tr>
<td><strong>Expenses over revenue</strong></td>
<td><strong>$27,639</strong></td>
<td><strong>$28,592</strong></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 $25,379 and $30,898 in 2018 and 2017, 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 $22,260 and $23,800 as of December 31, 2018 and 2017, respectively.

NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2019. As part of these agreements, there are cancellation fees per event ranging from $1,122 to $159,395 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 32% and 36% of its revenues from their donor base for the years ended December 31, 2018 and 2017, 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 58% and 63% of its revenues from the sale of literature and magazines for the years ended December 31, 2018 and 2017, 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.