

World Service Business Conference 2023

Final Conference Report



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World Service Board of Trustees 2023-2024

Trustee	Positions	Committee Assignments (chair)
Barb K.	Region Five Trustee Liaison Second Vice Chair	Board Reference Manual Internal Information
Beth B.	Region Six Trustee Liaison	Young People
Beverly M.	Region One Trustee Liaison	Bylaws
BJ J.	Trustee	Region Chairs Website Review
Bob F.*	Region Ten Trustee Liaison	
Bob L.	Region Seven Trustee Liaison Treasurer	Delegate Support Fund
Cindy C.*	Trustee	Public Awareness/Professional Tradeshows Public Information/Professional Outreach
Dora P.	Region Eight Trustee Liaison	International Publications/ Translations Digital Download Ad Hoc
Emilia I.	Region Nine Trustee Liaison Unaffiliated Service Boards Trustee Liaison	Conference Planning Realignment/Reapportionment Ad Hoc
Gary D.	Virtual Region Trustee Liaison	Convention 2025 Unity with Diversity
Judy H.	Trustee First Vice Chair	Board-Approved Literature Strategic Planning
Laurie O.*	Trustee	Twelfth Step Within
Lee R.	Trustee	
Meg M.	Region Four Trustee Liaison Chair of Board	
Michael K.	Region Two Trustee Liaison	
Neva S.	Region Three Trustee Liaison	Conference-Approved Literature Literature Review

*Appointed in June 2023 to serve until World Service Business Conference 2024.

World Service Delegate Cochairs 2023-2024

Conference Committee	Delegate Cochair
<i>Bylaws</i>	Arthur G.
<i>Conference-Approved Literature</i>	Kim L.
<i>Public Information/Professional Outreach</i>	Blair P.
<i>Region Chairs</i>	Susan B.
<i>Twelfth Step Within</i>	Michael P.
<i>Unity with Diversity</i>	Amodini K. Monica S.
<i>Young People</i>	Bryan V.

World Service Business Meetings Minutes

General Business Meetings Overeaters Anonymous, Inc. 62nd Annual World Service Business Conference April 27-29, 2023

THURSDAY, APRIL 27, 2023 – BUSINESS MEETING I

Chair Judy H. called the 62nd Annual World Service Business Conference to order at 8:30 a.m. Amodini K., Region Nine; Antonia B., Region Nine; and Panagiota B., Virtual Region, led the Serenity Prayer in Greek and in English.

CALL TO ORDER

Blair P., Region Six, read the Twelve Steps of Overeaters Anonymous; Ron J., Region Three, read the Twelve Traditions of Overeaters Anonymous; Eileen C., Region Five, read the Twelve Concepts of OA Service.

READINGS

The chair welcomed all attendees to the Conference.

WELCOME

The chair announced the Conference theme: Concepts of Service: The Heart of Fellowship.

CONFERENCE THEME

The chair introduced Conference Planning Chair Karen B.

**CONFERENCE PLANNING
CHAIR
INTRODUCTION**

The chair introduced the Board of Trustees: Region One and Region Seven Trustee Liaison and First Vice Chair Karen B., Region Two Trustee Liaison BJ J., Region Three Trustee Liaison Neva S., Region Four Trustee Liaison and Treasurer Meg M., Region Five Trustee Liaison Barb K., Region Six Trustee Liaison and Second Vice Chair Beth B., Region Eight Trustee Liaison Dora P., Region Nine Trustee Liaison Emilia I., Region Ten Trustee Liaison Lee R., Virtual Region Trustee Liaison Gary D., Trustee Bob L., and Trustee and Chair of the Board Judy H.

TRUSTEE INTRODUCTIONS

The chair introduced the region chairs: Region One Chair Alice W., Region Two Chair Jeremiah A., Region Three Chair Elaine L., Region Four Chair Annette P., Region Five Chair Eileen C., Region Six Chair Carmen D., Region Seven Chair Ron L., Region Eight Chair Susan B., Region Nine Vice Chair Loudovika P., Region Ten Chair Susan M., and Virtual Region Chair Claire M.

**REGION CHAIR
INTRODUCTIONS**

The chair introduced Managing Director Sarah Armstrong, Associate Director and Member Services Manager Sandy Zimmerman, Controller Mike Barrios, Publications Manager DeDe DeMoss, Digital Communications Manager Kevin McGuire, Board Administrator/Conference Secretary Rebbie Garza, Parliamentarian Tanya Johnson, and Center Microphone Monitor Bob F.

**STAFF, PARLIAMENTARIAN,
CENTER MIC
INTRODUCTIONS**

Conference Support Committee Chair Karin H. announced the names of the volunteers serving as pages and timekeepers during Business Meeting I.

**VOLUNTEER
INTRODUCTIONS**

Karen B. called attendance by region to acknowledge delegates present at WSBC: **REGION ATTENDANCE**

Region One – Alaska, Idaho, Montana, Oregon, Washington, Wyoming, Alberta, British Columbia, Northwest Territories, Saskatchewan, Yukon

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 Six – Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, Bermuda

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, Puerto Rico, US Virgin Islands, Caribbean Islands, Central and South America

Region Nine – Africa, Europe, Middle East, Western Asia, including all of Russia

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

Virtual Region – Virtual Groups, Virtual Intergroups

The chair appointed Marjorie T., Region One; Pam L., Region Five; and Mary T., Region Six to serve as Minutes Approval Committee for the World Service Business Conference 2023 business meetings. **MINUTES APPROVAL COMMITTEE APPOINTMENT**

Sandy Zimmerman presented the Credentials Report, confirming there were 176 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented. **CREDENTIALS REPORT ADOPTED**

The chair declared a quorum present. **QUORUM ESTABLISHED**

Conference Standing Rules
Amendment One

**STANDING RULES
AMENDMENT 1**

Motion to amend Standing Rule #2 to read as follows:

2) General and Communications

- F) There will be no smoking, eating, or chewing gum, except for medical purposes, in the business meetings, committee meetings, or educational workshops, except that the Reference Subcommittee shall be free to eat meals, if necessary, during their sessions.

STANDING RULES
AMENDMENT 1
ADOPTED AS AMENDED

Amendment One **adopted** as amended.

The Conference Standing Rules were **adopted** as amended by two-thirds standing vote.

STANDING RULES
ADOPTED AS AMENDED

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:

NEW BUSINESS MOTIONS
PRESENTED

Item A-a and A-b 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 World Service Business Conference (WSBC) Bylaws Committee and approved by **97%** of the responding service bodies. **Item B** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item C** was submitted by the WSBC Bylaws Committee and approved by **97%** of the responding service bodies. **Item D** was submitted by the WSBC Bylaws Committee and approved by **97%** of the responding service bodies. **Item E** was submitted by the WSBC Bylaws Committee and approved by **95%** of the responding service bodies. **Item F** was submitted by the WSBC Bylaws Committee and approved by **97%** of the responding service bodies. **Item G** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item H** was submitted by the WSBC Bylaws Committee and approved by **95%** of the responding service bodies. **Item I** was submitted by the WSBC Bylaws Committee and approved by **91%** of the responding service bodies. **Item J** was submitted by the WSBC Bylaws Committee and approved by **99%** of the responding service bodies. **Item K** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item L** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item M** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item N** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item O** was submitted by the WSBC Bylaws Committee and approved by **98%** of the responding service bodies. **Item P** was submitted by the WSBC Bylaws Committee and approved by **97%** of the responding service bodies. **Item Q** was submitted by the WSBC Bylaws Committee and approved by **95%** of the responding service bodies. **Item R** was submitted by the WSBC Bylaws Committee and approved by **94%** of the responding service bodies. **Item S** was submitted by SoAZ Intergrroup and approved by **76%** of the responding service bodies. **Item T** was submitted by the Board of Trustees and approved by **51%** of the

AGENDA QUESTIONNAIRE
RESULTS

responding service bodies. **Item U** was submitted by the Board of Trustees and approved by **75%** of the responding service bodies. **Item V** was submitted by the Virtual Region and approved by **88%** of the responding service bodies.

AGENDA QUESTIONNAIRE
RESULTS CONTINUED

Voting results of each Bylaw Amendment Motion were as follows:

Bylaws Amendment **Item 1** was submitted by Miami-Dade and the Keys of Overeaters Anonymous Intergroup and approved by **91%** of the responding service bodies. **Item 2** was submitted by the WSBC Bylaws Committee and approved by **91%** of the responding service bodies. **Item 3** was submitted by the WSBC Bylaws Committee and approved by **96%** of the responding service bodies. **Item 4** was submitted by the WSBC Bylaws Committee and approved by **88%** of the responding service bodies. **Item 5** was submitted by the WSBC Bylaws Committee and approved by **94%** of the responding service bodies. **Item 6** was submitted by the WSBC Bylaws Committee and approved by **91%** of the responding service bodies. **Item 7** was submitted by the WSBC Bylaws Committee and approved by **74%** of the responding service bodies. **Item 8** was submitted by the WSBC Bylaws Committee and approved by **90%** of the responding service bodies. **Item 9** was submitted by the WSBC Bylaws Committee and approved by **97%** of the responding service bodies. **Item 10** was submitted by the WSBC Bylaws Committee and approved by **91%** of the responding service bodies. **Item 11** was submitted by Oregon OA Intergroup and approved by **82%** of the responding service bodies. **Item 12** was submitted by the Board of Trustees and approved by **96%** of the responding service bodies. **Item 13** was submitted by the Board of Trustees and approved by **94%** of the responding service bodies. **Item 14** was submitted by Region Nine and approved by **85%** of the responding service bodies. **Item 15** was submitted by Region Nine and approved by **91%** of the responding service bodies. **Item 16** was submitted by Virtual Region and approved by **92%** of the responding service bodies. **Item 17** was submitted by Dora P. and Lee R. and approved by **93%** of the responding service bodies. **Item 18** was submitted by Dora P. and Lee R. and approved by **94%** of the responding service bodies.

The following items were placed on the Consent Agenda:

CONSENT AGENDA
ADOPTED

New Business Motion **D** (WSBC Policy 1979e)
New Business Motion **G** (WSBC Policy 1992e)
New Business Motion **H** (WSBC Policy 1993c)
New Business Motion **J** (WSBC Policy 2001)
New Business Motion **L** (WSBC Policies 2009b and 2019c)
New Business Motion **N** (WSBC Policy 2014b)
New Business Motion **O** (WSBC Policy 2017a)
New Business Motion **Q** (WSBC Policy 2019b)
New Business Motion **R** (WSBC Policy 2021)
Proposal Item **2** (Bylaws, Subpart B, Article IX, Section 5)
Proposal Item **3** (Bylaws, Subpart B, Article V, Section 2)

Motion required two-thirds vote to adopt. The Consent Agenda was **adopted**.

By unanimous consent, the 2023 World Service Business Conference agenda was **adopted** as distributed. CONFERENCE AGENDA ADOPTED

The chair referred the assembly to the reports presented in the Conference binder. OFFICER, REGION, AND COMMITTEE REPORTS

There was a question/answer period and questions were asked and answered.

Following announcements, the chair adjourned the meeting at 11:35 a.m. with I Put My Hand in Yours. ADJOURNMENT

THURSDAY, APRIL 27, 2023 – BUSINESS MEETING II

Chair Judy H. called the second business meeting to order at 1:02 p.m. Ehsan P. and Nima A., Region Nine, led the Serenity Prayer in Persian and in English. CALL TO ORDER

Judy L., Region Two, read from *For Today*. READING

Sandy Zimmerman presented the Credentials Report, confirming there were 175 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented. CREDENTIALS REPORT ADOPTED

Karin H. announced the names of the volunteers serving as pages and timekeepers during Business Meeting II. VOLUNTEER INTRODUCTIONS

The trustee candidates Beverly M., BJ J., Gary D., Lee R., Meg M., and Michael K. were presented, and each addressed the assembly for five minutes, and then answered questions from the floor for ten minutes. TRUSTEE CANDIDATE ADDRESSES

New Business Motion A-a

Move to grant the Conference Seal of Approval to the manuscript *Diverse Voices: A Common Solution*. NBM A-a
DIVERSE VOICES: A COMMON SOLUTION ADOPTED

Motion required two-thirds vote to adopt. New Business Motion A-a **adopted** by counted vote; 126 yes, 43 no.

New Business Motion A-b

Move to grant the Conference Seal of Approval to the manuscript *Sponsorship in OA: Guiding Others into Recovery*. NBM A-b
SPONSORSHIP IN OA: GUIDING OTHERS INTO RECOVERY FAILED

Motion required two-thirds vote to adopt. New Business Motion A-b **failed** by counted vote; 86 yes, 78 no.

Following announcements, the chair adjourned the meeting at 4:55 p.m. with I Put My Hand in Yours. ADJOURNMENT

FRIDAY, APRIL 28, 2023 – BUSINESS MEETING III

Chair Judy H. called the third business meeting to order at 8:31 a.m. Svitlana F. and Larisa S., Region Nine, led the Serenity Prayer in Russian/Ukrainian and in English. CALL TO ORDER

Tawna W., Region One, read from *Voices of Recovery*.

READING

Sandy Zimmerman presented the Credentials Report, confirming there were 174 eligible voters. The Credentials Report was **adopted** without objection as presented.

CREDENTIALS REPORT
ADOPTED

Karin H. announced the names of the volunteers serving as pages and timekeepers during Business Meeting III.

VOLUNTEER
INTRODUCTIONS

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

TRUSTEE BALLOT

The chair announced the ballot results for the trustee election:
85 votes were needed to elect.

TRUSTEE TELLER'S REPORT

Beverly M. 154 "yes" votes

BJ J. 155 "yes" votes

Gary D. 158 "yes" votes

Lee R. 149 "yes" votes

Meg M. 158 "yes" votes

Michael K. 159 "yes" votes

The chair declared Beverly M., BJ J., Gary D., Lee R., Meg M., and Michael K. as trustees.

NEW TRUSTEES DECLARED

Sarah Armstrong was directed to destroy the ballots.

New Business Motion B

Move to create the following public communications policy and rescind World Service Business Conference Policies 2008b, 2008c, 2008d, and 2008e.

NBM B
COMMUNICATIONS POLICY
AND RESCIND 20008b, 2008c,
2008d, & 2008e

It is proposed that Overeaters Anonymous adopt a Public Communications Policy. The purpose of the public communications policy is to assist Overeaters Anonymous to continue to grow the Fellowship and to carry its message to the compulsive eater who still suffers.

We fulfill our primary purpose most effectively by attraction and cooperation—not promotion or affiliation.

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 all available forms of public media, 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.

**NBM B
COMMUNICATIONS POLICY
AND RESCIND 20008b, 2008c,
2008d, & 2008e**

Overeaters Anonymous and registered service bodies may purchase ads or send press releases and public service announcements, including those in relation to special events and promotions, in all forms of public media, provided personal anonymity is maintained for members of Overeaters Anonymous (contact names on media communication can include any special worker associated with public communications, as well as the first names of individual members).

For more information on the implementation of this policy, see Overeaters Anonymous board-approved guidelines.

~~World Service Business Conference Policy 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.~~

~~World Service Business Conference Policy 2008e~~

~~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)~~

NBM B
COMMUNICATIONS POLICY
AND RESCIND 20008b, 2008c,
2008d, & 2008e ADOPTED

~~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.*~~

~~World Service Business Conference Policy 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.~~

~~World Service Business Conference Policy 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.~~

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

Substitute New Business Motion A

The Reference Subcommittee recommended adoption of the substitute motion. Move to create the following policy.

SUBSTITUTE NBM A
CREATE ACRONYM POLICY
ADOPTED

All official documents and communications issued at the World Service level will avoid, wherever possible, the use of acronyms and abbreviations. The acronym for Overeaters Anonymous, "OA", and literature will be exempt from this policy.

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

Substitute New Business Motion C

The Reference Subcommittee recommended adoption of the substitute motion. Move to amend World Service Business Conference Policy 1978 to read as follows:

SUBSTITUTE NBM C
AMEND POLICY 1978
ADOPTED

It was adopted that:

Service bodies may obtain permission to translate and/or publish or republish OA literature, including translated literature, through the established licensing process. Published translated literature shall conform to existing OA-approved literature.

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

New Business Motion K

Move to rescind World Service Business Conference Policy 2009a.

NBM K
RESCIND POLICY 2009A
ADOPTED

~~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.~~

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

Following announcements, the chair adjourned the meeting at 11:31 a.m. with I Put My Hand in Yours.

ADJOURNMENT

FRIDAY, APRIL 28, 2023 – BUSINESS MEETING IV

Chair Judy H. called the fourth business meeting to order at 1:04 p.m. Ingrid S., Region Eight; Eva G., Region Nine; and Margarita S., Virtual Region; led the Serenity Prayer in Spanish and English.

CALL TO ORDER

Zoe I., Virtual Region, read from *For Today*.

READING

Sandy Zimmerman presented the Credentials Report, confirming that there were 174 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT
ADOPTED

Karin H. announced the names of the volunteers serving as pages and timekeepers during Business Meeting IV.

VOLUNTEER
INTRODUCTIONS

The Seventh Tradition was collected.

SEVENTH TRADITION
COLLECTED

New Business Motion M

Move to amend World Service Business Conference Policy 2013 to read as follows:

NBM M
AMEND POLICY 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 US\$7,500 per year to the general fund, up to US\$7,500 per year to any special fund, and up to US\$7,500 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.

**NBM M
AMEND POLICY 2013
ADOPTED**

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

New Business Motion P

Move to rescind World Service Business Conference Policy 2018a.

**NBM P
RESCIND POLICY 2018a
ADOPTED**

~~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.~~

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

New Business Motion S

Move to amend World Service Business Conference Policy 2008f to read as follows:

**NBM S
AMEND POLICY 2008f
ADOPTED AS AMENDED**

It was adopted that:

The Overeaters Anonymous World Service Office sell recovery chips marked with years from 1 to 20, 25, 30, 35, 40, 45, and 50.

Motion required majority to adopt. New Business Motion S **adopted** as amended.

New Business Motion V

Move that the Board of Trustees investigates and, if appropriate, establishes a digital lending library to serve new and returning members. Access to the lending library will be limited to no more than ninety days per member. Licensed translated literature will be provided through the lending library if the license holder chooses to participate. The Board of Trustees will determine which OA literature will be available through the lending library.

**NBM V
INVESTIGATE A LENDING
LIBRARY REFERRED TO
COMMITTEE**

New Business Motion V **referred to committee**.

Motion

It was moved and adopted to divide New Business Motion E.

**MOTION TO DIVIDE THE
QUESTION ADOPTED**

Substitute New Business Motion E-1

The Reference Subcommittee recommended adoption of the substitute motion.

**NBM E-1
AMEND POLICY 1982c**

Move to amend World Service Business Conference Policy 1982c to read as follows:

**NBM E-1
AMEND POLICY 1982c
ADOPTED**

Group (meeting) definitions of Overeaters Anonymous are as follows:

Meeting with Visitors (Open): Open to everyone. All meetings are considered open to visitors unless otherwise indicated.

Meeting without Visitors (Closed): Open to those who desire to stop eating compulsively. (This includes newcomers, OA members, and others who think they have a problem with food.)

Motion required majority to adopt. Substitute New Business Motion E-1 **adopted.**

Substitute New Business Motion E-2

Move to amend World Service Business Conference Policy 1982c to read as follows:

**NBM E-2
AMEND POLICY 1982c
ADOPTED**

Specific-Focus Meeting: Designed for individuals who may feel they can more readily identify with fellow members of Overeaters Anonymous with similar attributes. For a full list, see the oa.org Find a Meeting page. All OA members are welcome at these meetings.

Specific-Topic Meeting: Designed for a specific subject matter or format. For a full list, see the oa.org Find a Meeting page. All OA members are welcome at these meetings.

Motion required majority to adopt. Substitute New Business Motion E-2 **adopted.**

Substitute New Business Motion F

The Reference Subcommittee recommended adoption of the substitute motion. Move to amend World Service Business Conference Policy 1992a to read as follows:

**SUBSTITUTE NBM F
AMEND POLICY 1992a**

The following policy statement was adopted:

“Unity with Diversity” Policy

THE FELLOWSHIP of Overeaters Anonymous 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 attribute. We welcome all who share our compulsion. Everyone with the desire to stop eating compulsively is welcome in Overeaters Anonymous.

THE FELLOWSHIP 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 approaches to recovery within our Fellowship need not divide us.

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

SUBSTITUTE NBM F
AMEND POLICY 1992a
ADOPTED

THE FELLOWSHIP encourages each duly registered group and service body to affirm and maintain the Twelve Traditions of Overeaters Anonymous by allowing members to share their 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.

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

The Seventh Tradition total was US\$2,477.75.

SEVENTH TRADITION
TOTAL

Following announcements, the chair adjourned the meeting at 4:51 p.m. with I Put My Hand in Yours.

ADJOURNMENT

SATURDAY, APRIL 29, 2023 – BUSINESS MEETING V

Chair Judy H. called the fifth business meeting to order at 8:31 a.m. Adele A., Region Nine, led the Serenity Prayer in Hebrew and English.

CALL TO ORDER

Debbie S., Region Five, read from *Voices of Recovery*.

READING

Sandy Zimmerman presented the Credentials Report, confirming that there were 172 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT
ADOPTED

Karin H. announced the names of the volunteers serving as pages and timekeepers during Business Meeting V.

VOLUNTEER
INTRODUCTIONS

Substitute New Business Motion I

The Reference Subcommittee recommended adoption of the substitute motion. Move to amend World Service Business Conference Policy 1994b to read as follows:

SUBSTITUTE NBM I
AMEND POLICY 1994b

It was adopted that:

Overeaters Anonymous recognizes the existence of specific-focus meetings comprised of persons with similar attributes. For a list of these meetings, see the oa.org Find a Meeting page.

According to the Traditions, bylaws, and policies of OA, the only requirement for membership is a desire to stop eating compulsively. Therefore, we ask each person attending a meeting to respect and consider the group conscience of the whole Fellowship and welcome and give a voice to any person who has a desire to stop eating compulsively.

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

SUBSTITUTE NBM I
AMEND POLICY 1994b
ADOPTED

Substitute New Business Motion T

The Reference Subcommittee had no recommendation for the substitute motion. Move to amend World Service Business Conference Policy 2010a to read as follows:

SUBSTITUTE NBM T
AMEND POLICY 2010a
FAILED

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; the current editions of the book *Alcoholics Anonymous* and the Alcoholics Anonymous book *Twelve Steps and Twelve Traditions* 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.

Motion required majority to adopt. Substitute New Business Motion T **failed** by counted vote; 68 yes, 90 no.

New Business Motion U

Move to amend World Service Business Conference Policy 2010a to read as follows:

NBM U
AMEND POLICY 2010a
ADOPTED

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. Although groups may choose to focus on only one piece of OA-approved literature, individuals and groups are encouraged to use any and all OA-approved 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.

Motion required majority to adopt. New Business Motion U **adopted** by counted vote; 103 yes, 54 no.

Credentials Report Update: There were 171 eligible voters.

CREDENTIALS REPORT
UPDATE

Bylaw Amendment Proposal One

Bylaw Amendment Proposal One **withdrawn**.

BYLAW AMENDMENT ONE
WITHDRAWN

Bylaw Amendment Proposal Four

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies to read as follows:

BYLAW AMENDMENT FOUR
AMEND BYLAWS B, ARTICLE
VI ADOPTED

Article VI – Service Bodies

Service bodies are formed to support the groups in matters the group cannot accomplish on their own.

There shall be five types of service bodies to provide services beyond the group level. Service bodies provide support and representation of the groups and intergroups from which they are formed and act as guardians of the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.

Service Bodies

- a) Intergroups
- b) National Service Boards
- c) Language Service Boards
- d) Specific Focus Service Boards
- e) Regions

Motion required two-thirds vote to adopt. Bylaw Amendment Proposal Four **adopted** as amended.

Due to adoption of Proposal Item Four, the following housekeeping motions were adopted.

Motion 1

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 1 – Composition, Part d to read as follows:

HOUSEKEEPING MOTION 1
AMEND BYLAWS B, ARTICLE
VI, SECTION 1

Article VI – Service Bodies

Section 1 – Composition

- d) Specific-focus service boards are composed of two or more groups or intergroups to serve the common needs of groups and intergroups with the same specific-focus, regardless of geographic proximity.

Motion 2

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 2 – Registration, Part a to read as follows:

HOUSEKEEPING MOTION 2
AMEND BYLAWS B, ARTICLE
VI, SECTION 2

Article VI – Service Bodies

Section 2 – Registration

- a) Each service body shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:
 - 3) complete registration information on:
 - i) intergroups—each affiliated group;

- ii) national service boards—each affiliated intergroup and group;
- iii) language service boards—each participating group, intergroup, and/or national service board; and
- iv) specific-focus service boards—each participating group.

Motion 3

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 3 – Affiliation and Participation, Part d to read as follows:

**HOUSEKEEPING MOTION 3
AMEND BYLAWS B, ARTICLE
VI, SECTION 3**

Article VI – Service Bodies
Section 3 – Affiliation and Participation

A specific-focus service board may affiliate with one region. When the specific-focus service board spans more than one region, it may choose which region to affiliate with. Should a specific-focus service board choose to not affiliate with a region, the Board of Trustees chair shall assign a trustee to serve as liaison to that specific-focus service board. The groups that participate in a specific-focus service board retain their original affiliation.

Motion 4

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 4 – Functioning and World Service Business Conference Representation, Part b to read as follows:

**HOUSEKEEPING MOTION 4
AMEND BYLAWS B, ARTICLE
VI, SECTION 4**

Article VI – Service Bodies
Section 4 – Functioning and WSBC Representation

- b) Minimal requirement for registered service bodies to maintain their registration at the World Service Office:
 - 4) Specific-focus service boards shall convene at least once a year, after prior notice has been given to all member groups for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.

Motion 5

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 4 – Functioning and World Service Business Conference Representation, Part d to read as follows:

**HOUSEKEEPING MOTION 5
AMEND BYLAWS B, ARTICLE
VI, SECTION 4**

Article VI – Service Bodies
Section 4 – Functioning and World Service Business Conference Representation

- d) In order to deregister, a service body submits a written request to the World Service Office, region chair, and trustee liaison; or in the case of a language service board or specific-focus service board that is not affiliated with a region, the World Service Office, and the trustee liaison.

Motion 6

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 4 – Functioning and World Service Business Conference Representation, last sentence to read as follows:

**HOUSEKEEPING MOTION 6
AMEND BYLAWS B, ARTICLE
VI, SECTION 4**

Article VI – Service Bodies

Section 4 – Functioning and World Service Business Conference Representation

Any group or service body may participate in the activities (including voting) of another intergroup, national service board, language service board, and/or specific-focus service board, and region with their permission.

Motion 7

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 3 – Delegates, Part a to read as follows:

**HOUSEKEEPING MOTION 7
AMEND BYLAWS B, ARTICLE
VIII, SECTION 3**

Article VIII – Meetings of Delegates

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 VI, Section 4(c) or Article VIII, Section 3(c)1:
- 4) Each language or specific-focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or specific-focus service board.

Motion 8

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 3 – Delegates, Part c to read as follows:

**HOUSEKEEPING MOTION 8
AMEND BYLAWS B, ARTICLE
VIII, SECTION 3**

Article VIII – Meetings of Delegates

Section 3 – Delegates

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

- c) Qualifications/Selection
- 4) Each language or specific-focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or specific-focus service board.

Bylaw Amendment Proposal Five

Withdrawn by maker.

**BYLAW AMENDMENT FIVE
WITHDRAWN**

Bylaw Amendment Proposal Six

Withdrawn by maker.

**BYLAW AMENDMENT SIX
WITHDRAWN**

Bylaw Amendment Proposal Seven

Withdrawn by maker.

BYLAW AMENDMENT SEVEN
WITHDRAWN

Bylaw Amendment Proposal Eight

Withdrawn by maker.

BYLAW AMENDMENT EIGHT
WITHDRAWN

Bylaw Amendment Proposal Nine

Withdrawn by maker.

BYLAW AMENDMENT NINE
WITHDRAWN

Bylaw Amendment Proposal Ten

Withdrawn by maker.

BYLAW AMENDMENT TEN
WITHDRAWN

Bylaw Amendment Proposal Fifteen

Withdrawn by maker.

BYLAW AMENDMENT
FIFTEEN
WITHDRAWN

Credentials Report Update: There were 170 eligible voters.

CREDENTIALS REPORT
UPDATE

Bylaw Amendment Proposal Thirteen

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 3 – Affiliation and Participation, Part a to read as follows:

BYLAW AMENDMENT
PROPOSAL THIRTEEN
AMEND BYLAWS B, ARTICLE
VI, SECTION 3 ADOPTED

Article VI – Service Bodies

Section 3 – Affiliation and Participation

For the purpose of registration and World Service Business Conference representation:

- a) An intergroup may affiliate with one national service board if it exists, shall be affiliated with one region, and may participate in one or more language service boards. If the intergroup affiliates with a national service board, that intergroup may choose to affiliate with the national service board's region or choose to remain in the currently assigned region.

Motion required two-thirds vote to adopt. Bylaw Amendment Proposal Thirteen **adopted**.

Bylaw Amendment Proposal Fourteen

Bylaw Amendment Proposal Fourteen was **ruled out of order** due to passage of Proposal Thirteen.

BYLAW AMENDMENT
PROPOSAL FOURTEEN
RULED OUT OF ORDER

Bylaw Amendments 11, 12, 16, 17, and 18 were not considered due to lack of time.

Consent Agenda Motions

CONSENT AGENDA
MOTIONS

New Business Motion D

Move to amend World Service Business Conference Policy 1979e to read as follows:

NBM D
AMEND POLICY 1979e
ADOPTED ON CONSENT
AGENDA

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, 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.

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

New Business Motion G

Move to rescind World Service Business Conference Policy 1992e.

**NBM G
RESCIND POLICY 1992e
ADOPTED ON CONSENT
AGENDA**

~~It was adopted that:~~

~~The World Service Board of Trustees incorporates the job description of the general service trustee on the trustee application form.~~

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

New Business Motion H

Move to amend World Service Business Conference Policy 1993c to read as follows:

**NBM H
AMEND POLICY 1993c
ADOPTED ON CONSENT
AGENDA**

It was adopted that:

The World Service Office shall contact all service bodies annually requesting contributions for the Delegate Support Fund to help delegates to attend World Service Business Conferences. Delegates selected to receive funding 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.

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

New Business Motion J

Move to amend World Service Business Conference Policy 2001 to read as follows:

**NBM J
AMEND POLICY 2001
ADOPTED ON CONSENT
AGENDA**

It was adopted that:

There will continue to be a delegate registration fee adjusted as deemed necessary by the Board of Trustees. A portion of this fee is nonrefundable based on cost.

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

New Business Motion L

Move to rescind World Service Business Conference Policy 2009b and add to WSBC Policy 2019c.

**NBM L
RESCIND POLICY 2009b AND
ADD TO POLICY 2019c
ADOPTED ON CONSENT
AGENDA**

~~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.~~

WSBC Policy 2019c

The following policy statement was adopted:

The World Service Business Conference established the following annual events.

OA Birthday: The third full weekend (Friday included) 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 full weekend (Friday included) in August.

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

Twelfth Step Within Day: 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.

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

New Business Motion N

Move to amend World Service Business Conference Policy 2014b to read as follows:

NBM N
AMEND POLICY 2014b
ADOPTED ON CONSENT
AGENDA

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 four weeks following the close of the Business Conference.

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

New Business Motion O

Move to rescind World Service Business Conference Policy 2017a.

NBM O
RESCIND POLICY 2017a
ADOPTED ON CONSENT
AGENDA

~~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.~~

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

NBM Q
AMEND POLICY 2019b
ADOPTED ON CONSENT
AGENDA

New Business Motion Q

Move to amend World Service Business Conference Policy 2019b to read as follows:

It was adopted to:

Apply for and, if approved, accept non-profit status from Google.

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

New Business Motion R

Move to amend World Service Business Conference Policy 2021 to read as follows:

NBM R
AMEND POLICY 2021
ADOPTED ON CONSENT
AGENDA

The following policy statement was adopted:

Diverse Voices Policy

When developing new and updating existing literature published by Overeaters Anonymous World Service, the Literature committees will make a concerted effort to include stories and/or quotes from members of diverse populations that are underrepresented in OA.

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

Bylaw Amendment Proposal Two

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Conference Committees, Section 5 – Disbanding Conference Committees, Part b to read as follows:

BYLAW AMENDMENT
PROPOSAL TWO
AMEND BYLAWS B, ARTICLE
IX, SECTION 5 ADOPTED ON
CONSENT AGENDA

Article IX – Conference Committees

Section 5 – Disbanding Conference Committees

- b) A Conference committee established by an act of the World Service Business Conference may only be suspended by an act of the World Service Business Conference.
- c) If such a committee is found not to have been working or meeting outside of World Service Business Conference for more than one year, a motion to disband the committee shall be placed on the agenda of the next World Service Business Conference by the Board of Trustees for consideration at that World Service Business Conference.

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

Bylaw Amendment Proposal Three

Move to amend OA, Inc. Bylaws, Subpart B, Article V – Overeaters Anonymous Groups, Section 2 – Composition, Parts b and c to read as follows:

**BYLAW AMENDMENT
PROPOSAL THREE
AMEND BYLAWS B, ARTICLE
V, SECTION 2 ADOPTED ON
CONSENT AGENDA**

Article V – Overeaters Anonymous Groups
Section 2 – Composition

- a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
 - 1) in the same physical location (land-based);
 - 2) through some form of electronic device (virtual); or
 - 3) both (hybrid).
- b) Groups compose the service bodies set forth in Article VI hereof.
- c) Affiliation/Participation:
 - 1) A group may affiliate with only one intergroup or national service board through the registration process.
 - 2) Unaffiliated groups that are not ready to form a service body or new groups without any intergroup or national service board in their language may affiliate with an intergroup or national service board that supports groups in their language including translation of OA literature.
 - 3) Any group or service body may participate in the activities (including voting) of another service body with their permission.

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

The chair asked all the new World Service Business Conference delegates to stand before the assembly for the Green Dot ceremony.

GREEN DOT CEREMONY

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

COLLECTIVE THANKS

There being no further business, the 62nd Annual World Service Business Conference was adjourned at 11:59 a.m., with the Serenity Prayer and I Put My Hand in Yours.

ADJOURNMENT

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
Marjorie T. – Minutes Approval Committee
Signature on File
Pam L. – Minutes Approval Committee
Signature on File
Mary T. – Minutes Approval Committee

Chair's Report

As I finish up my second year as chair of our World Service Board of Trustees, I look back with gratitude. Sure, there have been challenges, but how would I grow if I did not have challenges? My commitment to recovery and to our OA program has been strengthened immeasurably. One of my favorite mantras has been “Life begins at the end of your comfort zone.” Yes, I was comfortable in my recovery. But I found that service as a trustee, and then as chair of the board, has brought a new dimension to my life, getting me out of my comfort zone. All good!

Please take the time to read through the reports in your binder. The regions, the Conference committees, and the board committees have all had a busy year. You will find that there are many ongoing committee projects (I am enthusiastic about the two new literature pieces you will be voting on this year! I hope you are too), as well as special projects being addressed by ad hoc board committees (Have you found the particularly pertinent information on “Zoom bombing” on oa.org?).

After a year or two of relatively straightforward budgets, this year we had to make some difficult decisions to decrease our expenses. The cost to publish our literature has increased dramatically, with paper and printing costs rising due to supply chain issues. Shipping costs have gone through the roof, especially internationally. These costs are not expected to decrease, unfortunately. We also had to increase the registration fee for WSBC, realizing that the former registration fees were nowhere close to covering the costs of our Business Conference. Even with the increase, we are subsidizing a large percentage of WSBC costs.

I was excited to attend (virtually, with Sarah Armstrong, our managing director) the now-annual “Day of Sharing,” an occasion when the leaders of Twelve Step groups gather to share information about our common issues. This year there were at least a dozen other twelve step groups in attendance. Topics this year included attracting and engaging new and current members, and developing and inspiring leaders, staff, and volunteers. We found that most groups have been encountering problems dealing with literature and shipping costs (especially internationally). It was energizing to make these connections.

Our Board of Trustees is set up to have seventeen trustees. At the current time, we have thirteen. While trustees serve on multiple board committees, as well as WSBC committees, their committee workload has necessarily increased because of the unfilled positions. There will still be vacancies over the coming year, even if all current candidates are elected. So, there will be chances for appointment—hint, hint!

Have you considered taking the necessary steps to qualify for the Board of Trustees? We are always looking for new trustees, especially those with diverse backgrounds. Qualifications include: seven years in the Fellowship, five years of service beyond the meeting level, attendance of at least two WSBCs, five years of continuous abstinence, and maintenance of a healthy body weight for at least two years (see oa.org for more details). Please seriously consider this. Frankly, I’ve found this service, while rigorous at times, to be an immense opportunity for me, strengthening all aspects of my program. If you are interested, there will be two chances during lunchtime to chat with current trustees about the skills and time needed, and the benefits of service at this level.

We are adjusting to working within the new board structure adopted last year. We no longer have region trustees and general service trustees. In the past, regions would nominate a trustee who would serve as region trustee. In 2022, liaisons to the regions were named immediately after WSBC. The Executive Committee (which addresses the operational and administrative decisions of our organization) was comprised of the former general service trustee positions. Now, all trustee nominees must come from the

regions. Regions are thus encouraged to nominate more than one person, if possible—even those from another region. Your region bylaws may need to be amended to accommodate these changes.

I want also to thank the trustees I have had the privilege to work with during my five years on the board. (One more to go!) Their energy and enthusiasm in giving service at this level is contagious. They really care about our Fellowship and bring valuable talents to the table. Just when I think I can't ask trustee X to take on one more thing, they volunteer for it. What a team! Finally, I can't say enough about the World Service Office staff we are privileged to work with. It's a small staff, led by our knowledgeable and competent Managing Director, Sarah Armstrong. Her management team is excellent and runs an efficient and effective office. I can't imagine how our Fellowship could function as well as it does without each and every one of them. Life is good when I have these wonderful trustees and staff to work with!

Yours in service,
Judy H.
Chair, Board of Trustees
March 2023

Treasurer's Report

Thank you everyone for your ongoing contributions—both financial and with action. Your money and actions fulfill our Twelfth Step—carrying the message and all that it takes to make that happen. Here are some dynamic and magical events that happened in 2022.

Region Treasurers

A region treasurer reached out to me last year and asked if all the region treasurers and the Region Nine banker could get together and share ideas and offer guidance on questions. What a brilliant idea! So, we did. We have met several times and wow—what energy and sharing. We've talked about taxes, best practices, contribution tracking, managing the shift from checks to online contributions, getting to know each other, and nonprofit statuses. This powerful and energetic group of fellows put a zing in my service role. Who doesn't want to interact with dedicated and passionate fellows working on what's best for our service bodies in financial responsibility and accountability? Yes, money can be fun.

Contributions

We all contribute to ourselves. Money went to where I was in my recovery—the lack of or the active act of recovery. I recently looked at what I spent on a binge in the past when in the sea of wild eating. This daily event took a couple of hours each day to hunt and gather my loot. In the 1960s, at age six, I was a thief, scraping coins from my dad's dresser (yes, I've made appropriate amends to him). When I became a teen, I graduated to coolness and smoking. Then, I added diet drinks to the mix to keep my weight down as the consumption and cost continued to increase.

In US dollars

Item	1960	1980	2000	2020
Candy Bar	\$0.10	\$0.40	\$1.10	\$2.00
Cigarettes	\$0.60	\$1.01	\$3.94	\$6.28
Gum (pack)	\$0.05	\$0.25	\$0.35	\$1.18
Diet Soda	\$0.21	\$0.88	\$1.00	\$2.29
Weight Loss Clinic	??	??	??	\$300 - \$1,000 a year
My Binge Budget	\$50/yr.	\$500/yr.	\$5,000/yr.	Am I contributing in-kind? Step Twelve—carrying the message

Now I look at what my contribution level matches. Am I stuck in the 1960s, or do I meet today's costs?

There are two main revenue streams for OA: contributions and literature sales. For 2022, contributions were US\$970,001, literature was US\$461,456, and digital and audiobooks were US\$142,842. Thank you for supporting your recovery and the World Service Office and for providing funds to carrying our message.

We have two general buckets in which our contributions are categorized. One is the general fund, and the other is restricted funds.

- General Fund: Contributions are used to fund items such as public information, oa.org and Find a Meeting, translations, literature, video advertisements, staffing, equipment, and administrative needs.
- Restricted Funds: Once a contribution is entered into one of these funds, it is used for that specific purpose only. The current balance as of the writing of this report is as follows.
 - Translation Assistance: US\$34,520.10
 - Professional Exhibits: US\$10,724.34
 - Delegate Support Fund: US\$35,911.84

- **Board Designated Funds:** These funds are for projects and events for which the board has set aside additional funds, such as creating a new Public Service Announcement (in process as of the writing of this report) and WSO equipment and facilities. Monies in these funds are not restricted and may be moved into general contributions when a project is completed.
- **Automatic Recurring Contributions (ARC):** Give it a thought if you haven't already. This is a "set and forget" contribution method. When you get paid, you can pay your recovery forward in this form. Join the 500+ members who are already doing it. The US\$11,000+ in recurring contributions makes budgeting easier for all involved.

Audit

For 2022, Porch & Associates, LLC, certified public accountants and consultants, conducted our audit.

Budget

The budget is reviewed by the Executive Committee of the Board of Trustees every October. This is a line-by-line accounting of what has occurred in the past and expectations for the future. For Fiscal Year 2023, the approved budget came to US\$1,876,850. Budget comparisons and details for Fiscal Year 2022 and Fiscal Year 2023 can be found in Appendix D.

For our staff needs, we were able to update three computers. The new phones purchased in early 2022 have proven to be a great update. Money is continually budgeted in savings for ongoing office needs.

There is no new financial information in relation to the 2025 Convention.

In 2022, we continued to offer more online literature. Literature costs were increased to meet the vigorous rising costs of paper and to standardize the pricing structure of pamphlets, books, and workbooks.

In Closing

I am blessed to have held the position as treasurer for two years. I will rotate off as is stated in our bylaws. I smile with joy at all I've learned about what it takes to make OA run financially and at having become better acquainted with our dedicated staff. I am humbled to work with such intelligent, focused, and earnest people. We are in such good hands.

Thank you, Sarah Armstrong, for your financial and managerial leadership!

Respectfully submitted,

Meg M.

Treasurer, Board of Trustees

February 2023 (*Updated July 2023*)

Managing Director's Report

2022 can be best described as a slow return to business as usual. However, lessons learned since March 2020 will forever alter how business is done. We found that staff like working from home, so we have altered our phone system so our members can contact us during work hours, no matter where we may be at work.

Contributions from the Fellowship did not meet our all-time high reached in 2021. However, as the world continues its path towards a new normal, the return of local PIPO events means more dollars may be used locally with fewer dollars to send forward to the WSO. No matter where our contribution dollars are spent, we are all working towards our primary purpose of carrying our message to the compulsive overeater who still suffers. When donating online, please be sure to use the comment box to let us know your group number and service body affiliation.

You can set up a regular recurring contribution at <https://oa.org/contribute/>. Approximately 500 individuals take advantage of this convenient method of making regular donations to world service. Contributions made through oa.org/contribute are much quicker to process through our accounting software, as they are automatically uploaded into the system and receipts are automatically generated.

We ended 2022 with an unaudited net loss of US\$251,532.52. This pretty well balances our net gain in 2021. There are two main reasons for the loss: there was a penalty of US\$101,168 resulting from cancelling our contract with the hotel for our planned face-to-face WSBC 2022, and there was a loss on our investments of US\$185,024.02. These are both unusual items and do not indicate any long-term financial concerns for Overeaters Anonymous, World Service. At the time of this writing, the annual audit of our financials is not complete, so the number may change before the books are closed for the year. The audit will be completed by the time of WSBC 2023, at which time an update to this figure will be available.

Find a Meeting

In 2022, the Find a Meeting page on oa.org was updated to include time zone improvements, multi-language search expansions, language and special-focus service board participation form options, language and special-focus service board search functionality improvements, intergroup and national service board affiliation functionality improvements, and internal backend upgrades.

Groups and Service Bodies

In 2022, the number of OA meetings worldwide, including virtual meetings, averaged 6,467 in over seventy-five countries, with 339 service bodies (including region offices). Below is a five-year average.

	2022	2021	2020	2019	2018
Groups	6,467	6,566	6,199	6,131	6,209
Service Bodies	339	337	334	336	338

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/>.

Professional Exhibits Fund

The following service bodies were funded (US dollars) since May 2022.

Service Body/Show	Conference Dates	Approved Funds
Cape Cod IG <i>(Cape Cod Symposium on Addictive Disorders)</i>	September 9, 2022	\$2,069.50
Northern Serenity IG <i>(St. Louis County Health and Human Services)</i>	October 12-14, 2022	\$300
Smoky Mountain IG <i>(Tennessee Academy of Family Physicians)</i>	October 26-28, 2022	\$705
OA South and East England IG <i>(Best Practice)</i>	March 8-9, 2023	\$2,100

Conference-Approved Literature

Two manuscripts are being presented this year to receive the Conference Seal of Approval:

- *Diverse Voices: A Common Solution* is a revision of the current OA pamphlet *A Common Solution*.
- *Sponsorship in OA: Guiding Others into Recovery* is a revision and combination of current OA pamphlets *A Guide for Sponsors* and *Sponsoring Through the Twelve Steps*.

Two manuscripts adopted at WSBCs 2021 and 2022 are now available for purchase.

- *The Twelve Traditions Workbook of Overeaters Anonymous* is available in print and as a PDF download from the OA bookstore.
- *Voices of Recovery, Second Edition* is available in print from the OA bookstore and as an e-book from third-party vendors.

Board-Approved Literature

These resources were board-approved for distribution. All are available at oa.org, except as indicated.

- *Where Do I Start?* (revised)
- *Fifteen Questions for the Young Person* (revised), at bookstore.oa.org
- *The Twelve Concepts of OA Service* (revised)
- *Service, Traditions, and Concepts Workshop Manual* and presentation, including *OA Group Inventory*, *OA Intergroup or Service Board Inventory*, *OA Region Inventory*, and *Strong Meeting Checklist* (all revised)
- *OA Region Map* (revised)
- *Young People's Letter to Intergroups/Service Boards and Regions* (revised)
- *Suggested Lifeline Meeting Format* (revised)
- *Videoconference Meeting Training and Security/Preventive Measures* (new)
- *Embracing Our Differences* (new)

Literature Pricing and Availability

Effective January 1 this year, OA increased the prices of our print and digital literature. Shipping prices also increased. The increases are necessary to respond to the higher costs for goods and services that OA, like much of the world, is experiencing. For prices, see the 2023 Literature Catalog and Order Form in the Document Library at oa.org.

OA literature is available in multiple formats: print, PDF download, audiobook, e-book, and print-on-demand. No literature is available in all formats. Some formats, such as e-workbooks and e-books, do not have a shipping cost.

To purchase OA literature, go to bookstore.oa.org. Product pages include links to third-party vendors authorized to sell our literature: Audible, Amazon, Barnes & Noble, and Apple Books. OA receives a royalty share for purchases made from these vendors.

Audiobooks

OA distributes two audiobooks via Audible, Amazon, and Apple Books:

- *Overeaters Anonymous, Third Edition*
- *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*

E-books

OA distributes e-books via Amazon (Kindle), Barnes & Noble (Nook), and Apple Books. All OA books, except workbooks, are available as e-books. Our four e-workbooks are available as downloadable PDFs from the OA bookstore.

Nine OA pamphlets are now available as e-books. Two e-pamphlets were released in 2022:

- *To the Man Who Wants to Stop Compulsive Overeating, Welcome*
- *The Twelve Concepts of OA Service*

As new and revised OA pamphlets are developed, publishing them in e-book format is considered.

Print on Demand

OA distributes three books in print solely via Amazon's print-on-demand format (Paperback):

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

Periodicals

The *WSO News Bulletin* continues to be a useful way for members to receive monthly OA news, and sign-ups continue to grow. At the close of 2022, the e-newsletter had 12,450 subscribers, a 31 percent increase over December 2021. The average trackable open rate for the *Bulletin* in 2022 was 25.8 percent, and the average click rate was 3.4 percent. (The respective averages for health and fitness organizations are 21.5 percent and 2.7 percent.) To subscribe to the *Bulletin*, go to oa.org and look for "Let's keep in touch."

A Step Ahead newsletter was published quarterly in 2022 and first quarter 2023. As of April this year, *A Step Ahead* is no longer published as a downloadable PDF and has been merged with the existing News & Events blog at oa.org/news-events. The *Professional Community Courier* newsletter, Issue II is available in the Document Library at oa.org. This is the second edition of four evergreen *Couriers* posted on a rotating basis.

Trademarks

OA holds four trademarks in trust for the Fellowship as a whole:

- OA®

• **OVEREATERS
ANONYMOUS®**



Registered OA groups and service bodies may apply for written permission to use an OA trademark. The group's registration number or service body's name must be printed directly beneath the OA trademark to distinguish material from that originating from OA, Inc. It is important that the registration mark ® is shown next to our trademarks. For guidelines and written permission to use an OA-owned trademark, see the Logo Request form in the Document Library at oa.org.

Copyrights

OA holds the copyrights for our literature and resources in trust for the Fellowship as a whole.

- Registered OA groups and service bodies may reproduce and/or translate and reproduce print material currently on oa.org without written permission.
- Registered OA groups and service bodies that meet via videoconference may screen share OA-owned literature during the meeting without written permission.
- Registered OA groups and service bodies that meet via other digital means, such as by mobile messaging app, social media, website, or blog, must apply for written permission to share OA-owned literature and material not available on oa.org.

For more information, see the Board of Trustee's letter Sharing OA-Copyright Material Electronically, dated February 26, 2022, at oa.org. For written permission to share OA-owned literature, see the Reprint Request form in the Document Library at oa.org.

International Publications/Translations

OA literature has been translated or is in the process of being translated into more than thirty languages.

More than forty digital documents of translated OA literature have been added to the WSO archives since WSBC 2022, with the greatest number of contributions being in the French (Canadian), Italian, Persian, Portuguese, Russian, and Spanish languages. For a list of translations in the WSO archives, see *Guidelines for Translation of OA Literature and Materials* in the Document Library at oa.org.

OA's newest pieces of literature, including *The Twelve Traditions Workbook of Overeaters Anonymous* and revised *Fifteen Questions for the Young Person*, are available to be translated.

Voices of Recovery, Second Edition has been updated with OA's currently available literature and current policies. To OA groups that may have already translated the first edition and plan to translate the new second edition, contact the WSO and request a copy of the edited manuscript showing the changes. This may save your group time in translating.

OA groups that have translated the first edition of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous* and who wish to translate the second edition should also contact the WSO and request a copy of the edited manuscript showing the changes.

The OA pamphlet *Where Do I Start?* has been translated into nineteen languages: Arabic, Bahasa Indonesian, Chinese, Finnish, French (Canadian), Hebrew, Italian, Japanese, Korean, Latvian, Mongolian, Norwegian, Persian, Portuguese (Brazil), Romanian, Serbian, Spanish, UK English, and Zulu. These translations are of the original *Where Do I Start?* pamphlet, © 2018, and have not been revised with the updated sample plans of eating in *A New Plan of Eating* or with material taken from other updated OA pamphlets. Translations of *Where Do I Start?* can be downloaded from the Document Library at oa.org.

OA has more than US\$85,600 to support groups in translating OA literature, and the International Publications and Translations Committee is actively seeking opportunities to support OA groups in translating OA literature. These funds are also available for the translation of OA material, such as OA, Inc. Bylaws, Subpart A and Subpart B and the Business Conference Policy Manual. In 2022, the committee granted more than US\$11,300 to four national service boards for the translation of OA literature and materials.

The International Publications and Translations Committee now reviews applications for funds monthly. The monthly application deadline is the last day of the month, and applications are considered the following month. To apply for funds to translate, verify, and/or distribute OA literature and materials, see the Translation Assistance Fund application in the Document Library at oa.org.

Included in OA's 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 2022, OA received US\$2,616.64 in royalties from seven service bodies: Moscow IG (#09643), IG Mexico City (#09329), Israel NSB (#09960), Italian NSB (#09965), First Hungarian IG (#09628), Junta NSB de España (#09967), and OA Great Britain NSB (#09961). If your group or service body translates and sells OA literature, remember to send royalties to the WSO annually.

For more information about how to translate OA literature and materials, apply for translation funds, or send a royalty payment, contact your region trustee liaison or the WSO.

OA Websites

OA.org saw an average of 59,000 visitors per month last year, including monthly averages of 10,000 visitors taking the OA Quiz (our Fifteen Questions), 40,000 visitors using Find a Meeting, and 11,000 downloads from our Document Library. In July 2022, the website saw a remarkable 35 percent increase in traffic that has persisted ever since. This significant jump is the result of improvements to our public awareness efforts, specifically data-driven revisions to our ongoing search engine advertising campaigns.

2022 also marked two notable returns to the website: Event Calendar and *Lifeline*, which now has its own site at lifeline.oa.org. Event Calendar and *Lifeline* are accessible from the oa.org home page. Both offer program-strengthening opportunities to OA members and demonstrate to newcomers the attractiveness and vibrancy of our Fellowship.

As a result of a WSBC 2022 motion, our newcomer pamphlet, *Where Do I Start?*, was made available as a free PDF download in twenty languages, and we are now seeing about 1,100 downloads per month.

Our Find a Meeting database accounts for 75 percent of all activity on oa.org, and with all the essential details about OA's more than 6,300 registered meetings, the database is one of OA's most valuable assets. Find a Meeting would not be functional without customized programming using the PHP programming language. Since PHP receives periodic updates for security and stability, OA must perform periodic upgrades and then customize those upgrades for Find a Meeting. In January 2023, we performed a major version upgrade of PHP to keep Find a Meeting safely compliant for the next few years. Our ability to "just

go ahead and fix it” and to make other website infrastructure upgrades is a direct result of our strong Seventh Tradition. Thank you for your contributions.

Social Media

In 2022, OA’s Facebook page grew by 8.7 percent to 15,850 followers. In the same period, our Instagram page grew by 27.6 percent to 5,375 followers.

The World Service Office staff of fifteen remains always ready to assist the Fellowship of Overeaters Anonymous.

With gratitude,
Sarah Armstrong
Managing Director
March 2023

Bylaws Committee Report

Twenty-seven delegates participated in Bylaws and Reference at World Service Business Conference (WSBC) 2023. After introductions were made, a brainstorming session was held to determine the subcommittee work to be done over the next year. Of the ideas suggested, the top four priorities were determined, and members chose their subcommittees.

The top four priorities for the coming year are:

- Virtual Meetings – Documents and Seventh Tradition: Update supporting documents to include virtual meetings (along with land-based) and explore whether there is a need to address Seventh Tradition in virtual meetings.
- Bylaws Accessibility: Improve accessibility to specific parts of the bylaws to be more searchable.
- Pre-WSBC Motion Feedback: Review ways to gather member feedback on motions to be discussed at WSBC prior to attending.
- Interpretation: Research if we need an interpretation process for WSBC to be documented.

2023-2024 elections were held.

- Delegate Cochair: Arthur G.
- Vice Chair: Susan S.
- Secretary: Amy D.

The subcommittees were formed, and the chairs, vice chairs, and secretaries were selected.

- Virtual Inclusion: Charlotte G. (chair)
- Bylaws Accessibility: Diane D (chair)
- Everyone Has a Voice: Chuck F. (chair), Cyndy L. (vice chair), Mary T. (secretary)
- Interpretation: Amy D. (chair), Sue S. (vice chair), Terri M. (secretary)

Each subcommittee will set their own schedule and how they will communicate. Deadlines for reports have been set and a timeline for completed projects was established.

Reference Subcommittee

The Reference Subcommittee was comprised of twenty-one members representing ten of the eleven regions, including Bob L., trustee cochair, who led the sessions and Cyndy L., delegate cochair, who served as the secretary. The Reference Subcommittee met for eight different sessions over three days of the Conference.

The Reference Subcommittee considered seven New Business Motions and four Bylaw Amendments. Proposals A, E, F, and I received three amendments from the floor and were referred to Reference, while New Business Motions C, T, and U and Bylaw Amendments 1, 11, 12, and 15 were considered after the Bylaws cochair consulted with the board chair. The Reference Subcommittee voted to make recommendations back to the Conference floor for all these agenda items.

Emergency New Business

The Reference Subcommittee considered three items that were submitted at Conference to determine whether the proposed motion qualifies as Emergency New Business. The subcommittee determined that none of the three motions qualified as Emergency New Business.

Beverly M. was appointed the trustee cochair of the Bylaws Committee for 2023-2024. The committee looks forward to a productive year of work together.

In service,
Cyndy L., Delegate Cochair
Bob L., Trustee Cochair
May 2023

Conference-Approved Literature Committee Report

Committee Officers 2022-2023

- Delegate Cochair: Elizabeth S.
- Trustee Cochair: Neva S.
- Vice Chair: Don C.
- Secretary: Christina D.

Meeting Discussion

Two Conference-Approved Literature Committee (CLC) projects from the previous year went to the Conference this year. Since discussion was lively at the Literature Q&A, the committee was anxiously awaiting the outcome. There was discussion about whether the process should be sent back to the committee.

Committee procedures, including the steps to be taken in getting a manuscript to the CLC and lines of communication within the CLC were outlined. It was made clear to the delegates that hard work is the expected norm of the CLC, and that this is what it takes to get a manuscript through all the procedural steps by the time of the 2024 Conference.

Decisions Made

Election of delegate cochair, vice chair, and secretary were held. Three subcommittees were formed. The *Twelve Traditions Workshop and Study Guide* is an ongoing project. The subcommittee is made up of new and returning delegate members. Subcommittees were also formed for the revision of the *To The Man Who Wants to Stop Compulsive Overeating, Welcome* pamphlet, and for a newly proposed project, Mental Health, Medication, and Recovery.

Subcommittee Goals and Actions

- Combo #6 (Handbook/Small Meetings): This is currently with the publications department for review and editing. It is tentatively scheduled to return to CLC for review and comments by September 2023.
- Twelve Traditions Workshop and Study Guide: This multi-year project is entering its second year with hope that they will complete the manuscript to present at Conference 2024.
- To the Man Who Wants to Stop Compulsive Overeating, Welcome: This pamphlet is being referred to CLC for revision. The subcommittee has put out a call for stories. They foresee project completion for Conference 2025.
- Mental Health and Recovery: This is a new project. This subcommittee will put out a call for stories as well as research current OA literature including *Lifeline* for relevant material. Further planning awaits board approval of this project.

Post-Conference Addendum

The mental health and recovery project was also approved post-Conference by the Board of Trustees and will go forward with their work.

Sponsorship in OA: Guiding Others into Recovery was defeated at Conference. Delegate comments were gathered and the OA Board of Trustees voted to approve the continuation of this project. A subcommittee was being formed as this report was being filed.

Election of Committee Officers 2023-2024

- Delegate Cochair: Kim L.
- Trustee Cochair: Neva S.
- Vice Chair: Melanie B.
- Secretary: Marjorie T.

Respectfully submitted,
Kim L., Delegate Cochair
Neva S., Trustee Cochair
May 2023

Public Information/Professional Outreach Committee Report

Outgoing Committee Officers 2022-2023

- Delegate Cochair: Blair P.
- Trustee Cochair: Meg M.
- Trustee Cochair: Sandra M.
- Secretary: Barbara M.

Incoming Committee Officers 2023-2024

- Delegate Cochair: Blair P.
- Trustee Cochair: Cindy C.
- Secretary: Jessica H.

The Public Information/Professional Outreach (PIPO) Committee convened at Conference 2023. During our meeting, the following items were discussed:

- 1) Creation of three subcommittees
 - a) Lifeline/Social Media
 - b) PIPO Document Audit
 - c) Medical Professionals/Military
- 2) Discussion of subcommittee goals
 - a) Lifeline/Social Media: Improve *Lifeline* process flow from submission through posting, identifying opportunities for volunteers to add value; develop a social media plan and build out two channels including regular posting of content, adherence to Traditions and integration with the Virtual Welcome Room; promote OA content both within the Fellowship and outside of OA through ads and/or search engine optimization (SEO); and coordinate Google grant dollars (Google Ad Words) to avoid bidding on the same criteria and increasing our own prices.
 - b) PIPO Document Audit: Review twenty-seven documents on oa.org from oldest to newest and ensure appropriate wording and relevance; when *PIPO Manual* is available for sale, compare the twenty-seven documents to ensure compliance with the manual; for each document, decide whether to recommend to full committee to keep, modify, or remove document from oa.org website.
 - c) Medical Professionals/Military: Determine how to affix QR code to *Public Information Poster Packet* (#759); update *Public Information Poster Packet* (#759) for future use after February 2024; review current pamphlet *When Should I Refer Someone to Overeaters Anonymous?: To Members of the Helping Professions* (#770); create committee letter that can be sent to the military; and evaluate military pamphlet (recently discontinued) and decide how best to move forward.
- 3) Determination of future meetings: We will meet monthly for up to one hour via a videoconferencing platform on the fourth Wednesday of the month at 2:30 p.m. eastern. Subcommittees will meet separately.

The 2023-2024 PIPO Committee is grateful for the service and mentorship of Trustee Cochair Meg M. The PIPO Committee is also grateful for the service of previous Trustee Cochair Sandra M. and for each member of the 2022-2023 PIPO Committee. Thank you for your service to the Committee and to OA, as a whole.

Respectfully Submitted,
Blair P., Delegate Cochair
Michael K., Former Trustee Cochair
May 2023

Region Chairs Committee Report

Vision

The Region Chairs Committee (RCC) is a bridge between the Fellowship (i.e. groups and service bodies) and the strategic arm of OA. (Adopted May 22, 2022)

Mission (From RCC Manual – Revised February 13, 2021)

- 1) To network among the regions for the purpose of sharing resources, solutions, and support.
- 2) To provide channels of information and communication among regions and between the regions and the Board of Trustees.
- 3) To develop a workshop annually that can be presented either virtually or face to face. The workshop will be made available to the Fellowship and region websites.
- 4) To offer input to the Board of Trustees Strategic Plan.

2023-2024 Goals/Actions and Subcommittees

- Plan and execute the 2024 Forum (all chairs). Deadline is March 21, 2024.
- Improve communication between the Board of Trustees and the Region Chairs Committee (Rob L., Eileen C.). Deadline is March 21, 2024.
- Maintain the policies and procedures in the RCC Manual and update it (Susan B., Alice W.). Deadline is January 31, 2024.
- Onboard new chairs. Deadline is December 15, 2023.
- Develop best practices for hosting hybrid RCC and assembly meetings (Claire M., Rob L., Susan B., Alice W.): Deadline is July 31, 2023.
- Collect existing information in our regions that support the education and communication strategic plan in a data sharing platform (Rob L., Eileen C.). Deadline is March 24, 2024.

Delegate Cochair, Carmen D.

Trustee Cochair, Meg M.

May 2023

Twelfth Step Within Committee Report

The Twelfth Step Within (TSW) Committee officers from last year were Larry K., delegate cochair and Lee R., trustee cochair. There was no vice chair or secretary. The incoming officers are Michael P., delegate cochair and Cindy C., trustee cochair. This year's vice chair is Judy R. and secretary is Marie S.

We have three subcommittees.

- Twelfth Step Within Recovery Assistance Subcommittee: The chair is Judy R. and the secretary is Brenda R. The committee discussed the topic of recovery assistance and chose to produce a presentation on four topics which will include encouraging service, preventing relapse, reaching out, and sponsoring. They hope to have everything completed by October 8, 2023.
- Promoting Resources We Already Have for Twelve Step Within: The chair is Kathy M. and the secretary is Judy W. This subcommittee will review how best to utilize existing TSW resources to be utilized by members by promoting them in various ways.
- Twelfth Step Within with Many Languages: The chair is Marie S. and the secretary is Debby H. The subcommittee seeks to put together a multi-lingual translated event for Twelfth Step Within Day held December 12, 2023.

Submitted By,
Michael P., Delegate Cochair
Lee R., Former Trustee Cochair
May 2023

Unity with Diversity Committee Report

The 2023 World Service Business Conference Unity with Diversity Committee met on April 26, 2023, at Conference, chose a secretary, and reviewed the committee's statement of purpose and the Unity with Diversity Policy Statement. We reviewed the work from the four subcommittees and then brainstormed ideas for 2023 committee work. We winnowed those ideas down and agreed upon three general topics for subcommittee work. The subcommittees met separately, and then reported their goals and actions plans to the whole committee.

The Strength with Diversity Subcommittee met April 26, elected officers, and came up with three goals. Robbie T. and Renee D. will serve as delegate cochair. Chia W. is the subcommittee secretary. Their first goal is to improve committee communications by reaching out to service bodies about unity with diversity and encouraging groups to share the specific-focus statement letter. Another goal is to prepare workshops to enhance understanding of diversity issues by generating a list of issues to explore and creating a shared document for collecting tough questions and other ideas with the long-term goal of bringing the voices of discouraged members to the region service structure. Their last goal is to re-envision and redefine Unity Day by reviewing what's written and done about Unity Day and researching the possibility of either redefining it or adding a Unity with Diversity Day. Their first meeting will be May 3, 2023.

The Diversity Action Subcommittee elected Zoe I. and Monica S. to serve as cochair on April 26, 2023. Narvette K. and Suhki L. will serve as co-secretaries. The subcommittee reviewed the action items suggested by the committee to determine their focus and goals. They developed short- and long-term goals, and recognized barriers to achieving diversity. Their goals are to increase the number of meetings in diverse communities and to help non-English speakers, and they developed the following action items to reach those goals. They will determine resources for onboarding with available technology. They will determine potential locations for new in-person and hybrid meetings. The members will engage in outreach within their own diverse communities, and they will sponsor/coach/mentor groups within service bodies to start new meetings. They will seek funding for outreach efforts, once they're defined, and will collaborate with the Public Information and Professional Outreach Committee to meet these goals. Their first meeting will be May 21, 2023.

The Specific Focus Task Force Subcommittee met on April 26, 2023, and elected officers, determined short- and long-term goals, an action plan, a regular meeting time to accommodate time zones, and their next meeting will be June 10. Amodini K. and Rick K. were elected as cochair. Dana M. is the subcommittee vice chair and Lara P. is the secretary. Their goal is to get a detailed understanding of the Welcome Quiz, the Specific Focus Statement, and the Unite with Diversity trifold pamphlet to take the next steps for each. The first action item is to review and study the three pieces. The next action item is to disseminate the Specific Focus Statement by including it in the trifold pamphlet. Once the Welcome Quiz is approved, they will define the next steps for its dissemination. A long-term goal is to update the trifold pamphlet to empower specific-focus groups to ensure that everyone who wants to stop eating compulsively feels safe and included globally. Their first meeting will be June 10, 2023.

The trustee cochair for 2023 is Gary D., trustee liaison assigned to the Virtual Region. The delegate cochair is Amodini K. and Monica S., and the secretary is Rachel C.

Beth B., Trustee Cochair
May 2023

Young People's Committee Report

Thematically, the Young People's (YP) Committee of the World Service Business Conference (WSBC) is specifically focused towards surviving a demographic of OA members encompassing the disciplines that are usually separated into Twelfth Step Within and Public Information/Professional Outreach Committees or could be considered encapsulated by the Unity with Diversity Committee. The mission statement of the Young People's Committee is intentionally worded to try to tease out a specific niche, and minimize the potential of the duplication of efforts between these WSBC committees, but it can be hard to truly isolate committee goals and tasks, gather the resources and support to accomplish them, and make these tasks timely so that a product is delivered at the end of a service year that is of substance that its committee members can feel good about.

During my time being a delegate on the WSBC YP Committee, this potential for a massive scope and service to a specific demographic that is not adequately represented within the committee gives extra obstacles to deciding committee action items. This leads to a decline of motivation throughout the year and being dissatisfied at the end for only partially completing the project. Statistically, very few delegates serving on the committee select young people as their first pick, making working on the purpose of the committee difficult as well.

For committee discussion and delegate check-in, one simple question was asked, "What did you need to recover from compulsive eating when you were in the age range of 18 to 30 years old?" Heartfelt discussions ensued and topics included not knowing how to carry the message of recovery to friends or a family members, fellowship support during some of the largest transitional portions of an individual's life, fears of OA as an organization aging out, and program support to get through the Steps and how to give back with service. Topics organically centered around three main subcommittees: YP Member Support (Twelfth Step Within), YP Public Information and Professional Outreach, and YP Information Central (maintenance of the YP page on oa.org).

The YP Member Support Subcommittee has two main goals: encouraging OA service bodies to host YP-focused workshops and events and collating and creating YP-focused resources located on oa.org or elsewhere as locally produced literature.

The YP PIPO Subcommittee has two main goals: developing resources to help answer the question "How do I help my young adult recover from eating compulsively?" and reaching out to compulsive eaters outside of OA through virtual and physical venues to carry the message of OA recovery.

The YP Information Central is focused on a singular goal: updating the oa.org YP page to house information for young people in OA, both to enrich their personal recovery and also equip them to be able hold positions of service in OA.

These subcommittee's will work closely with committees of the Board of Trustees (Website Review Committee), World Service Office staff (Digital Communications Manager), and WSBC committees (Twelfth Step Within, Public Information/Professional Outreach, and even Bylaws). As we move forward in this service year, we will hone these goals into workable and timely projects, so that something of substance and pride can be accomplished by WSBC 2024.

Respectfully submitted,
Bryan V., Delegate Cochair
Beth B., Trustee Cochair
June 2023

Encouraging Service Workshop Summary

LEADERS

- Neill M., Region Eight
- Vicki W., Region Three

DISCUSSION QUESTIONS

- 1) What is service beyond the national service board, region, and World Service level like, and how hard is it to get started?
- 2) What is the greatest hindrance for you in giving service beyond the national service board, region, and World Service level?
- 3) How do the Concepts encourage your recovery and your service work in OA?

Purpose

To encourage service in OA at the national service board, region, and World Service levels.

Topics

- Enthusiasm is contagious! Share excitement and positive experiences of region and Conference service at meetings, meetings after the meetings, retreats, and conventions.
- Invite people to intergroup, region assemblies (my sponsor invited me to my first region assembly, after that I was hooked!).
- Strong meetings tend to produce people who want to give service; regular group and intergroup inventories can identify areas of improvement.
- If meetings focus on working the Steps, follow the Traditions, and focus on recovery, people are more likely to want or need to give service.
- Consider hosting a region convention. Show people how amazing they can be!
- Avoid pleas and repeated “begging” for people to give service. Consider asking specific people about filling certain open positions. They may say no, but they may also offer an alternative that they are willing to perform.
- Don’t rush in and save the day! Let go!
- Encourage your sponsees to attend intergroup or to consider a service position.

Q&A on the Concepts Workshop Summary

LEADERS

- Barbara B., Region Six
- Tonna B., Region Three

Discussion Questions

- 1) How often do you discuss the Concepts in your service bodies?
- 2) Have you ever considered that the Steps, Traditions, and Concepts are part of a spiritual umbrella under which we recover?
- 3) What materials help service bodies to support discussion and use of the Concepts of OA Service?

Purpose

To answer questions delegates may have about the Concepts and present a new set of presentation slides that can be used as a single workshop or single discussions.

There were about thirty delegates in attendance, and they actively participated in the discussion and helped with reading of the material.

Most delegates reported that their intergroups discuss a concept at the intergroup meetings each month and some had done Concept workshops. Many delegates expressed gratitude for the presentation slides that they can take back to their intergroup and they liked the tying together of the Step, Tradition, and Concept.

Service: The Heart of Recovery Forum Summary

LEADERS

- Region Chairs

The Forum moderator, Susan M., Region 10 chair, welcomed sixty-seven fellows, introduced the region chairs in attendance and reviewed the purpose and agenda for the Forum. The three goals were:

- 1) Engage members to do more or different service.
- 2) Convey what a member will gain by stepping up to a different type of service.
- 3) Strengthen the OA Fellowship so OA will be here for the next still-suffering compulsive overeater who comes to us.

The three opening skits were fabulously received and a perfect beginning to re-energize the members after a long day of Conference business.

In skit 1, the audience enjoyed the laughter and quick wit of Rob, the Money Maker and Claire, aka Madam Street Walker, as they demonstrated their eagerness to be great treasurers. They certainly accented that all we need is willingness to serve. And they did their level best to ensure that our new goal is to not use those abbreviations. The voters struggled to choose just one and the best recommendation was to vote them both as co-treasurers to help them with their competitive character defects.

Skit 2 was a short conversation of a region chair attempting to encourage a newer member to consider the secretary service position. While the fellow was less than enthusiastic about doing “secretary,” she seemed to have her eye on the chair’s position. A little more investigation seemed to indicate a fear of not doing the job correctly. Of course, when the chair shared that service allows growth like a garden, and opportunities for travel and making many friends was presented, the fellow with some concern, agreed to run for secretary. Unfortunately, the voting was 50/50 for this candidate, as her fears appeared to be more like character defects. This skit provided identification for our fellows that we are all capable of serving, despite our fears and thoughts of not “wanting” a specific position.

Skit 3 was a conversation between three fellows discussing openings on the Board of Trustees. They had a great time with the various thoughts that might enter our minds when considering service at any level. There was a great discussion about the benefits of service. Each fellow expressed how the others would do so well as a trustee. One fellow expressed how they loved to travel and being a trustee would allow for lots of travel and even the potential of having OA sponsor a hot air balloon ride. Thankfully the newly elected treasurer, Money Maker, arrived on scene followed by the new chair, Madam Street Walker, to provide some comedic discussion about this balloon ride. The voting after Skit 3 went great, as all were declared trustee-ready, and voted unanimously.

The participants broke into groups of roughly nine people; seven groups in all to answer the following questions. The region chairs circulated the room to ensure the groups were on the right path.

Question 1: What did you learn during the skits? Did you relate to more than one of the skits? Why?

Question 2: How has service helped you overcome a character defect? Tell the group about any skills or benefits you developed through this service? How do you share your service recovery?

Question 3: Have you taken a service position you weren’t prepared for spiritually, emotionally, or physically? What did you learn? How did it enhance your recovery?

At 8:45 p.m., we re-gathered into the larger group to hear the reports from each of the groups. Each group had wonderful shares, clearly identifying that service is such an asset for our recovery and that it is not necessary to wait until we are equipped, but rather we are equipped when we step up to service. Each of the goals of the forum were articulated in the various group shares.

On Saturday at the banquet, the region chairs provided a bookmark with reminders of the various ways that we can encourage others into service.

- Some like to be asked. Go face-to-face and explain the qualities that person will bring to the service. Some of us are blind to our own talents.
- Some are unaware how much they need to do service. Keep an open mind when asking members to do service.
- Attend different meetings to meet potential service candidates.
- Listen for how they share. Look at how they do service already—reading, chair a meeting, come early and stay late to talk, service the group in some way.
- Long-term members may need service to catapult their recovery.
- Tell your service story. How your service strengthened OA as a whole.
- Willingness is the key. OA is a safe place to learn.
- Describe your own fears in service and how you overcame being scared.

The Region Chairs Committee is grateful for the opportunity to share the Forum with the 2023 Conference and we thank you for your wonderful ideas and examples of using the Concepts to encourage others to do service.

The Spirit of Service Workshop Summary

LEADERS

- Adele A., Region Nine
- Cyndy L., Region Four

Discussion Questions

- 1) How has studying and practicing the Concepts enhanced your spiritual life?
- 2) How has service supported the removal of character defects?
- 3) How have the Concepts and service led to greater gratitude?

Purpose

To spread the spirit of service and show how the Concepts support that spirit by growing humility, working on shortcomings, and trusting the process.

The workshop format was personal sharing by the two leaders followed by open sharing from the delegates.

The first leader shared their service experience at the intergroup level, using the Principles of the Concepts as the connecting theme. They stressed that the concepts apply at every level of service, not just the world service level.

The second leader focused on how the Concepts detailed the rules for teamwork and how feeling part of a team influenced their personal recovery.

There was good participation from the delegates.

World Service Attending Delegates

For Use Within OA Only

**To preserve privacy and anonymity, this section is not included in the online report.*

Region	Number of Delegates
<i>1</i>	11
<i>2</i>	20
<i>3</i>	19
<i>4</i>	8
<i>5</i>	18
<i>6</i>	23
<i>7</i>	13
<i>8</i>	16
<i>9</i>	13
<i>10</i>	3
<i>Virtual</i>	20
<i>Board of Trustees</i>	12
<i>TOTAL</i>	176

The total number includes Board of Trustees, region chairs, and delegates.

Business Conference Policy Manual

A Summary of Continuing Effects Motions
1962-2023

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

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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 VIII, Section 1a) which states:

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

CONTINUING EFFECT MOTIONS

1962 Rescinded 2014.

1977a Rescinded 2001.

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 Amended 2023. It was adopted that:

Service bodies may obtain permission to translate and/or publish or republish OA literature, including translated literature, through the established licensing process. Published translated literature shall conform to existing OA-approved literature.

1979a Rescinded 1989. Superseded by 1982b.

1979b Rescinded 1989. Superseded by 1980c and 1984e.

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, 2016, and 2023. 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, 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.

1980a Rescinded 2016.

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 World Service Office 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.
- 1982a** Rescinded 1999.
- 1982b** Rescinded 2010.
- 1982c** Amended 1989, 2018, and 2023. Group (meeting) definitions of Overeaters Anonymous are as follows:
- Meeting with Visitors (Open): Open to everyone. All meetings are considered open to visitors unless otherwise indicated.
- Meeting without Visitors (Closed): Open to those who desire to stop eating compulsively. (This includes newcomers, OA members, and others who think they have a problem with food.)
- Specific-Focus Meeting: Designed for individuals who may feel they can more readily identify with fellow members of Overeaters Anonymous with similar attributes. For a full list, see the oa.org Find a Meeting page. All OA members are welcome at these meetings.
- Specific-Topic Meeting: Designed for a specific subject matter or format. For a full list, see the oa.org Find a Meeting page. All OA members are welcome at these meetings.
- 1982d** Rescinded 2001.
- 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, Board-Approved Literature Committee, and the Board of Trustees, according to their procedures, prior to recommending any literature for approval of the delegates.

Prior to the Business Conference, pamphlets and books that are recommended for the Conference Seal of Approval will be posted online as downloadable files. At the Business Conference, delegates will vote either to approve or reject, rather than to edit or refine the material.

(Note: Originally adopted in 1976; revised 1980, 1985, 1993 and 2017)

1986a Superseded by 2019c.

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.

1987a Rescinded 2000. Superseded by 2000a.

1987b Rescinded 2018.

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.

1988a Amended 1989, 1992, 1996, 1998, 2001, 2002, 2010, 2014 and 2018. It was adopted that:

- 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 VIII, 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, 2019, and 2021. The following policy statement was adopted:
The World Service Business Conference 2021 accepts the following definitions:
Abstinence is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.

Spiritual, emotional, and physical recovery is the result of living and working the Overeaters Anonymous Twelve Step program on a daily basis.

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.

1989b Rescinded 2003.

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, 2017 and 2022. It was adopted that:

- 1) The Conference committees listed in Subpart B, Article IX 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 an equal percentage of the year's registered delegates (with exception listed in 1991a 6). Each committee will include delegates from across the regions, whenever possible. 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 World Service Business Conference) and a trustee (appointed by the chair of the Board of Trustees) will coordinate the efforts of the committee. The Conference delegate cochair will preside over the committee meetings at World Service Business Conference and throughout the following year. The trustee cochair will act as liaison between the committee and the Board of Trustees 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 World Service Business Conference 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 except the Conference-Approved Literature Committee and the Reference Subcommittee (OA, Inc.

Bylaws, Subpart B, Article IX, Sections 1 and 2). Delegates will be notified of their committee assignment at or prior to World Service Business Conference. Service on a committee is expected and the commitment is maintained until the following World Service Business Conference. It is recommended that those serving at the world service 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, 2021, and 2023. The following policy statement was adopted:

“Unity with Diversity” Policy

THE FELLOWSHIP of Overeaters Anonymous 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 attribute. We welcome all who share our compulsion. Everyone with the desire to stop eating compulsively is welcome in Overeaters Anonymous.

THE FELLOWSHIP 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 approaches to recovery within our Fellowship need not divide us.

THE FELLOWSHIP respects the rights of members, groups, and service bodies to follow a particular concept of recovery within Overeaters Anonymous and encourages each member, group, and service body to respect those rights as they extend the 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 members to share their 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.

1992b Superseded by 2019c.

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.

1992d Rescinded 1998.

1992e Rescinded 2023.

- 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 World Service Business Conference Policy 2010a) is an implied endorsement of outside enterprises, and therefore in violation with Tradition Six.
- 1993c** Amended 1994, 2001, 2002, 2012, 2014, and 2023. It was adopted that:
The World Service Office shall contact all service bodies annually requesting contributions for the Delegate Support Fund to help delegates to attend World Service Business Conferences. Delegates selected to receive funding 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.
- 1993d** Rescinded 2001.
- 1993e** Rescinded 1998.
- 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 and 2023. It was adopted that:
Overeaters Anonymous recognizes the existence of specific-focus meetings comprised of persons with similar attributes. For a list of these meetings, see the oa.org Find a Meeting page.
- According to the Traditions, bylaws, and policies of OA, the only requirement for membership is a desire to stop eating compulsively. Therefore, we ask each person attending a meeting to respect and consider the group conscience of the whole Fellowship and welcome and give a voice to any person who has a desire to stop eating compulsively.
- 1994c** Rescinded 1998.
- 1995a** Rescinded 2014.
- 1995b** Rescinded 2014.
- 1996a** Amended 1999 and 2014. It was adopted that:
The 2014 World Service Business Conference of OA suggests OA's Twelve Steps and Twelve Traditions be read at every meeting. In addition, we suggest all service bodies and the World Service Business Conference read the Twelve Concepts of OA Service.

- 1996b** Rescinded 2008. Superseded by 2008a.
- 1997** Rescinded 2001.
- 1998** Rescinded 2008. Superseded by 2008a.
- 1999** Rescinded 2016.
- 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** Amended 2023. It was adopted that:
There will continue to be a delegate registration fee adjusted as deemed necessary by the Board of Trustees. A portion of this fee is nonrefundable based on cost.
- 2002a** Rescinded 2005.
- 2002b** Rescinded 2005.
- 2003** Amended 2014. It was adopted:
To ensure the personal anonymity of members, an encryption program will be maintained to allow for secure transmission of all meeting information submitted via the OA website.
- 2004a** Rescinded 2018.
- 2004b** Amended 2009, 2014 and 2018. It was adopted that:
Appeals process for service bodies denied credentials at World Service Business Conference because they do not meet the requirements of OA, Inc. Bylaws, Subpart B, Article VIII, 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 Board of Trustees chair and one other trustee), two region chairs, and two representatives of the region bringing the appeal. It will be chaired by the Board of Trustees 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 World Service Business Conference.

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.

2005b Rescinded 2011.

2005c Amended 2017. It was adopted to:
Combine World Service Business Conference Policies 1987d, 1988c, and 1999b to read: The World Service Business Conference 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 World Service Business Conference 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 World Service Business Conference 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 World Service Business Conference Motions Review Committee Comments below.”

Additionally, the World Service Business Conference 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.

2006 Rescinded 2014.

2007 Rescinded 2009.

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. World Service Business Conference 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 World Service Office publications.

2008b Rescinded 2023.

2008c Rescinded 2023.

2008d Rescinded 2023.

2008e Rescinded 2023.

2008f Amended 2023. It was adopted that:
The Overeaters Anonymous World Service Office sell recovery chips marked with years from 1 to 20, 25, 30, 35, 40, 45, and 50.

2009a Rescinded 2023.

2009b Rescinded 2023. Superseded by 2019c.

2009c Rescinded 2012.

2009d Rescinded 2019.

2010a Amended 2012 and 2023. 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. Although groups may choose to focus on only one piece of OA-approved literature, individuals and groups are encouraged to use any and all OA-approved 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 World Service Business Conference Final Conference Report be made available electronically.

2010d Amended 2014 and 2021. It was adopted to:
Establish an OA Young People's Conference Committee.

2010e Amended 2014 and 2018. It was adopted to:
Require all groups and service bodies wishing to register with the World Service Office 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.

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

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 World Service Business Conference 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 Amended 2023. The following policy statement was adopted:

Statement on Individual Member Donations to the OA World Service Office

- 1) A member may contribute up to US\$7,500 per year to the general fund, up to US\$7,500 per year to any special fund, and up to US\$7,500 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.

2014a Rescinded 2017.

2014b Amended 2023. 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 four 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.

2016 Rescinded 2019.

2017a Rescinded 2023.

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 Board of Trustees will establish guidelines to allocate the funds.

2017c Superseded by 2019c.

2018a Rescinded 2023.

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 Amended 2021. It was adopted that:

The term hybrid is used to describe a group composed of members attending a single meeting where all can hear and share but may be present either in the same physical location (face-to-face) or through some form of electronic device (virtual).

A hybrid group may register only once and is assigned one group number but may appear on oa.org in both the face-to-face listing and the virtual listing and will clearly indicate that they are a hybrid meeting.

2019b Amended 2023. It was adopted to:

Apply for and, if approved, accept non-profit status from Google.

2019c Amended 2021 and 2023. The following policy statement was adopted:

The World Service Business Conference established the following annual events.

OA Birthday: The third full weekend (Friday included) 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 full weekend (Friday included) in August.

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

Twelfth Step Within Day: 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.

2021 Amended 2023. The following policy statement was adopted:

Diverse Voices Policy

When developing new and updating existing literature published by Overeaters Anonymous World Service, the Literature committees will make a concerted effort to include stories and/or quotes from members of diverse populations that are underrepresented in OA.

2022a It was adopted that:

The OA Responsibility Pledge be included in/on all published OA literature, social media, newsletters, and bulletins maintained by the World Service Office except where space is prohibitive in a printed document. The World Service Business Conference further suggests that all OA registered service bodies use the OA Responsibility Pledge on all OA locally produced literature.

2022b It was adopted to:

Create a policy that OA makes a Portable Document Format of the board-approved newcomer-oriented pamphlet, *Where Do I Start?*, available to anyone to download and print.

2023a It was adopted that:

All official documents and communications issued at the World Service level will avoid, wherever possible, the use of acronyms and abbreviations. The acronym for Overeaters Anonymous, “OA”, and literature will be exempt from this policy.

2023b The following policy statement was adopted:

Public Communications Policy

It is proposed that Overeaters Anonymous adopt a Public Communications Policy. The purpose of the public communications policy is to assist Overeaters Anonymous to continue to grow the Fellowship and to carry its message to the compulsive eater who still suffers.

We fulfill our primary purpose most effectively by attraction and cooperation—not promotion or affiliation.

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 all available forms of public media, 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.

Overeaters Anonymous and registered service bodies may purchase ads or send press releases and public service announcements, including those in relation to special events and promotions, in all forms of public media, provided personal anonymity is maintained for members of Overeaters Anonymous (contact names on media communication can include any special worker associated with public communications, as well as the first names of individual members).

For more information on the implementation of this policy, see Overeaters Anonymous board-approved guidelines.

****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.

Business Conference Policy Manual Appendix A – Rescissions

- 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*)
- 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. (*Rescinded 2023*)
- 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 US\$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)*
- 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. *(Rescinded 2023)*

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. (Rescinded 2023)*

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. *(Rescinded 2023)*

- 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. *(Rescinded 2023)*
- 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. *(Rescinded 2023)*
- 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. *(Rescinded 2023)*
- 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)*

- 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. *(Rescinded 2023)*
- 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)*
- 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. *(Rescinded 2023)*

OA, Inc. Bylaws, Subpart A

ARTICLE I – NAME AND PLACE OF BUSINESS

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

ARTICLE II – PURPOSE

Section 1 – Mission Statement

Our mission is to carry the message of recovery through the Twelve Steps to the compulsive eater who still suffers.

Section 2 – Organization and Purpose

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

ARTICLE III – MEMBERS

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

ARTICLE IV – PROHIBITIONS

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, the Corporation’s directors, members, officers, or other private personas, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions necessary to carry out the purposes set forth in Article Two. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Articles of Incorporation, the Corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended; or (b) by a corporation to which contributions are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended.

ARTICLE V – DIRECTORS/MANAGEMENT

Section 1 – Powers

Subject to the limitations of the Articles of Incorporation, these bylaws, and the laws of the State of New Mexico, all corporate powers shall be exercised by or under the authority of the Board of Directors, which shall be known as the Board of Trustees and shall control the business and affairs of this Corporation. The term “trustees” as used in the Articles of Incorporation and these bylaws shall mean “directors” as that term is used in the New Mexico Nonprofit Corporation Act and other laws. The use of the term “trustees” is historic only and is not intended to vary the duties of the trustees of this Corporation from that imposed on directors, or to establish a trust relationship.

Section 2 – Number of Trustees and Qualifications

The authorized number of trustees of the Corporation shall be seventeen until changed by amendment to the Articles of Incorporation or by the amendment of this Section 2, Article V, Subpart A adopted by the delegates, as provided in Article VII, 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 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 VIII 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 by email, at least two months prior to any face-to-face meeting and one month prior to any virtual/hybrid meetings (with specific meeting time frames). The agenda packet will be sent at least two weeks ahead of the formal Board of Trustees meeting.
- 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 they have 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 their term of office without prior notice to the chair of the board or the secretary of the board and good cause as determined by the Board of Trustees.
 - 2) Any trustee who is absent from two Board of Trustees meetings in a twelve-month period.
 - 3) Any trustee assigned to the Executive Committee who is absent from three Executive Committee meetings in a twelve-month period.
 - 4) Absences of a trustee serving only a one-year term could be excused only by impassable weather, serious illness of a trustee, death, or serious illness of a trustee's immediate family member, war, or national strike.
- d) Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, and/or a meeting of the Executive Committee, be approved for good cause.
 - 1) The motion may be presented at a Board of Trustees meeting prior to or the meeting subsequent to the meeting from which the trustee wishes to be excused.
 - 2) The motion to excuse an absence shall be treated as any other business motion and requires a three-fourths vote of the Board of Trustees. The vote to excuse the absence will be taken by written ballot.
- e) To be considered in attendance at a meeting, a trustee must attend 75 percent of the business meeting's schedule on the agenda for that meeting. This stipulation may be waived due to an emergency or other good cause that occurs during the business meeting if approved by a three-fourths vote of the trustees present.
- f) One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities may be claimed by a member of the Board of Trustees during each elected term of office for any reason. The provisions in Section 7c) above do not apply to any absences of any trustee while on a leave of absence.
- g) The Board of Trustees may remove any trustee for cause by an affirmative three-fourths vote of the trustees. The failure to perform the duties and responsibilities of a trustee, as enumerated in the OA Bylaws, Subpart B, Article VII, Section 2 may constitute cause for removal.
- h) No reduction in the authorized number of trustees will have the effect of removing any trustee before their 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 VII, 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 their earlier resignation or removal or their 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 they are declared of unsound mind by an order of court or are 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

- a) Any actions required or permitted to be taken by the Board of Trustees may be taken without a meeting.
- b) A two-thirds vote of the board shall be required for approval. Any vote taken will occur over a minimum period of twenty-four hours.
- c) Such actions shall be ratified by the board at the next scheduled meeting.

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 the chair's absence.

Section 14 – Executive Committee

There shall be an Executive Committee of the board, whose members shall consist of the officers and up to five additional trustees; preference will be given to trustees who are not region liaisons. The Board of

Trustees will elect from their members those trustees who will serve on the Executive Committee. 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.

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) Election Process
 - 1) 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.
 - 2) Each nominated trustee may speak for up to five minutes on what they hope to bring to the position.
 - 3) If there are more than two candidates and no one receives a majority vote on any ballot, the candidate receiving the fewest votes will be withdrawn from the ballot until two candidates remain.
 - 4) If a tie vote occurs on two ballots (when only two candidates remain), 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. The chair shall perform all duties incident to their 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 Board of Trustees shall appoint all members of such committees. The chair of the Board of Trustees 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, Executive Committee, 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 Executive Committee

Section 6 – Duties of Treasurer

The treasurer shall have charge and oversight of all funds of the Corporation; shall oversee the World Service Office staff to deposit such funds as required by the Board of Trustees or the Executive Committee, 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 the Executive Committee; 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 the Executive Committee.

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 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 execute 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 one hundred twenty 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 forty thousand dollars, 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 forty thousand dollars.
- (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 ten thousand dollars paid during the fiscal year to any officer or trustee of the Corporation.

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

Section 5 – Inspection

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

Section 6 - Choice of Law

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

ARTICLE X – DISSOLUTION

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

ARTICLE XI – AMENDMENTS

Section 1 – Board of Trustees

Except as expressly stated in Subpart A, and provided there is no conflict in Subpart B, the bylaws of Subpart A may be amended by the Board of Trustees as follows:

- a) Two-thirds vote of the board provided the amendment has been given in writing to the board administrator twenty-five days prior to the next board meeting.
- b) Seven-eighths vote of the board provided the amendment has been given in writing to the chair of the board at least one hour prior to the vote.

Section 2 – Record of Amendments

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

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

OA, Inc. Bylaws, Subpart B

ARTICLE I – TWELVE STEPS

The Twelve Steps suggested for recovery in the Fellowship of Overeaters Anonymous are as follows:

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

ARTICLE II – TWELVE TRADITIONS

The Twelve Traditions of Overeaters Anonymous are:

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

ARTICLE III – TWELVE CONCEPTS

The Twelve Concepts of OA Service are:

- 1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.

- 2) The OA groups have delegated to World Service Business Conference the active maintenance of our world services; thus, World Service Business Conference is the voice, authority and effective conscience of OA as a whole.
- 3) The right of decision, based on trust, makes effective leadership possible.
- 4) The right of participation ensures equality of opportunity for all in the decision-making process.
- 5) Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.
- 6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.
- 7) The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws, Subpart A; the rights and responsibilities of the World Service Business Conference are accorded to it by Tradition and by OA Bylaws, Subpart B.
- 8) The Board of Trustees has delegated to its Executive Committee the responsibility to administer the OA World Service Office.
- 9) Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
- 10) Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.
- 11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants.
- 12) The spiritual foundation for OA service ensures that:
 - a) no OA committee or service body shall ever become the seat of perilous wealth or power;
 - b) sufficient operating funds, plus 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.

Section 2 – Composition

- a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
 - 1) in the same physical location (land-based);
 - 2) through some form of electronic device (virtual); or
 - 3) both (hybrid).
- b) Groups compose the service bodies set forth in Article VI hereof.
- c) Affiliation/Participation:
 - 1) A group may affiliate with only one intergroup or national service board through the registration process.
 - 2) Unaffiliated groups that are not ready to form a service body or new groups without any intergroup or national service board in their language may affiliate with an intergroup or national service board that supports groups in their language including translation of OA literature.
 - 3) Any group or service body may participate in the activities (including voting) of another service body with their permission.

ARTICLE VI – SERVICE BODIES

Service bodies are formed to support the groups in matters the group cannot accomplish on their own.

There shall be five types of service bodies to provide services beyond the group level. Service bodies provide support and representation of the groups and intergroups from which they are formed and act as guardians of the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.

Service Bodies

- a) Intergroups
- b) National Service Boards
- c) Language Service Boards
- d) Specific Focus Service Boards
- e) Regions

Section 1 – Composition

- a) Intergroups are composed of two or more groups that have formed a service body for the purpose of supporting and representing these groups that are affiliated with it. Each state/province/country may have at least one service body (intergroup or national service board). In a state/province/country having only one group, that group may function as an intergroup.
- b) National service boards are composed of groups and intergroups who share a common purpose; to deal with issues that require a combination of membership and financial resources of intergroups and groups established within a single country.
- c) Language service boards are composed of groups, intergroups, and national service boards to serve the common needs of a language group, regardless of geographic proximity.
- d) Specific-focus service boards are composed of two or more groups or intergroups to serve the common needs of groups and intergroups with the same specific focus, regardless of geographic proximity.
- e) There shall be eleven regions: one virtual region and ten geographic regions each composed of intergroups, groups, and service boards that fall within its region. Subject to region and Board of Trustees approval, language service boards that span more than one region may choose to affiliate with any single region or choose not to be affiliated with a region.
 - 1) Region No. 1 shall be the Pacific Northwest region composed of Alaska, Idaho, Montana, Oregon, Washington, Wyoming, Alberta, British Columbia, Northwest Territories, Saskatchewan, and Yukon.

- 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 US Virgin Islands, the Caribbean 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, including all of Russia.
- 10) Region No. 10 shall be composed of countries and territories in Australia, East Asia, New Zealand, South East Asia, and the Western Pacific Basin.
- 11) Virtual Region is nongeographic and is primarily composed of virtual groups and virtual intergroups.

Should states/provinces/territories/countries within a region, or service bodies within a state/province/territory/country wish to transfer to a region that is more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The Board of Trustees then submits a motion to World Service Business Conference to amend Subpart B, Article VI, Section 1e of the bylaws.

Section 2 – Registration

- a) Each service body shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:
 - 1) a completed registration form;
 - 2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those having problems with 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:
 - i) intergroups—each affiliated group;
 - ii) national service boards—each affiliated intergroup and group;
 - iii) language service boards—each participating group, intergroup, and/or national service board; and
 - iv) specific focus boards—each participating group.
- b) Each service body shall submit a copy of its bylaws and/or summary of purpose to the World Service Office whenever either is updated or revised.
- c) Each service body shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that their bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent

by electronic transmission to the registered contact for each service body. Any updated bylaws shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VI, Section 2a) 2 above.

Section 3 – Affiliation and Participation

Purpose of Affiliation: to facilitate the count of the groups and service bodies of the Fellowship and to encourage the flow of support and information to all.

Purpose of Participation: To facilitate the support and the flow of information within groups and service bodies that have a common need.

For the purpose of registration and World Service Business Conference representation:

- b) An intergroup may affiliate with one national service board if it exists, shall be affiliated with one region, and may participate in one or more language service boards. If the intergroup affiliates with a national service board, that intergroup may choose to affiliate with the national service board's region or choose to remain in the currently assigned region.
- b) A national service board is affiliated with the region where their nation exists and may participate in one or more language service boards.
- c) A language service board may affiliate with one region. When the language service board spans more than one region, it may choose which region to affiliate with. Should a language service board choose to not affiliate with a region, the Board of Trustees chair shall assign a trustee to serve as liaison to that language service board. The service bodies, and groups acting as service bodies, that participate in a language service board retain their original affiliation.
- d) A specific focus service board may affiliate with one region. When the specific-focus service board spans more than one region, it may choose which region to affiliate with. Should a specific-focus service board choose to not affiliate with a region, the Board of Trustees chair shall assign a trustee to serve as liaison to that specific-focus service board. The groups that participate in a specific-focus service board retain their original affiliation.

A group may choose to affiliate with an intergroup. The group shall be affiliated with the intergroup's region.

Should a group choose not to affiliate with an intergroup, but affiliates with a national service board, that group shall be affiliated with that national service board's region.

Groups that choose not to affiliate with an intergroup or a national service board shall be affiliated with the region where the group exists, either the geographic region or the Virtual Region.

Any group or service body may participate in the activities (including voting) of another intergroup, national service board, language service board, and/or specific-focus service board, and region with their permission.

Section 4 – Functioning and World Service Business Conference Representation

- a) Service bodies may conduct their business by any method they choose.
- b) Minimal requirement for registered service bodies to maintain their registration at the World Service Office:
 - 1) Intergroups shall convene at least once a year, after prior notice has been given to all affiliated member groups, and for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.

- 2) National service boards shall convene at least once a year, after prior notice has been given to all affiliated member groups and intergroups for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
- 3) Language service boards shall convene at least once a year, after prior notice has been given to all member groups, intergroups, and national service boards for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.
- 4) Specific focus service boards shall convene at least once a year, after prior notice has been given to all member groups for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.
- 5) Region assemblies whose members shall be called “region representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all service bodies, and unaffiliated registered groups, for the election of officers and/or the selection of nominees for trustee(s) from that region and any sitting trustee from outside of that region who is currently serving as their trustee liaison.
- c) To send delegates to the World Service Business Conference a service body must be formally registered, along with its delegate information, thirty days prior to Conference opening. (See Article VIII, Section 3c) for qualifications and selection of delegates.)
- d) In order to deregister, a service body submits a written request to the World Service Office, region chair, and trustee liaison; or in the case of a language service board or specific-focus service board that is not affiliated with a region, the World Service Office and the trustee liaison.

ARTICLE VII – BOARD OF TRUSTEES

Section 1 – Composition

The Board of Trustees shall consist of seventeen trustees. Whenever possible, a minimum of two trustees shall come from outside of North America.

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 they are not altered in any way, except as specified in Article XII 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 nonadherence 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 assigned trustee liaisons shall be the representatives of the Board of Trustees in their respective regions and at the region assemblies.
 - 3) The Executive Committee 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 Executive Committee 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. 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 the World Service Business Conference 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.

Section 4 – Qualifications

- a) Qualifications for trustee shall be:
- 1) Seven years in the Fellowship;
 - 2) Five years of service beyond the meeting level;
 - 3) Attendance as a delegate to at least two World Service Business Conferences;
 - 4) Participation at the region level (the extent of participation to be determined by each region); and
 - 5) Five years of continuous recovery in Overeaters Anonymous as evidenced by:
 - (i) five years of current continuous abstinence;

- (ii) current maintenance of a healthy body weight for at least two years; and
 - (iii) emotional and spiritual growth as a result of incorporating into their lives the Twelve Steps and Twelve Traditions as a new way of living.
- b) Qualifications for trustee must be met at the time the application for trustee is submitted to the World Service Office. 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 their 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.

Section 5 – Nomination of Trustees

- a) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of Overeaters Anonymous, all groups within a region shall be notified by the region 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.
- b) An incumbent trustee serving as liaison to a region different from the one from which they were originally nominated may submit an application for re-election through either the region in which they regularly attend meetings, or the region they serve as a trustee liaison.
- c) At least ninety days prior to the annual Conference of Overeaters Anonymous, the region representatives of each region shall choose from the nominees submitted to it no more than three qualified nominees. Resumes of these nominees must be sent to the Board of Trustees within one week of their selection.
- d) The (no more than three) nominees for trustees chosen by the region assembly or affirmed by the currently registered region representatives shall be submitted to the Conference for election.
- e) Copies of resumes must be sent to all Conference delegates at least forty-five days prior to the annual Conference (see exception, Section 7).

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) Vacancies occurring among the trustees may be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference. The Board of Trustees shall solicit the names of eligible candidates through the regions.
- b) Should such vacancy occur within one hundred twenty days prior to Conference, the usual deadlines for the selection of trustee nominees shall be suspended. In this case only, resumes of 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.
- c) If the regions are unable to provide applicant(s), then Article VII, Section 7 applies.
- d) A vacancy created by action of the Conference delegates shall be filled as stated in Section 7.

ARTICLE VIII – 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 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.
- c) Emergency
In the event of an emergency, as determined by the Board of Trustees, the board may call the Conference, or any part of it, by virtual methods(s).

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 VI, Section 4c) or Article VIII, Section 3c)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 language or specific focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or specific-focus service board.
 - 5) Each region shall be entitled to one vote through its duly elected chair or alternate.
 - 6) A region that was represented at the last World Service Business Conference by fewer than 40 percent of its intergroups and other eligible service bodies may send up to five additional delegates from the region. When selecting these delegates, the region shall give preference to delegates from intergroups and service bodies which would not otherwise be represented.
 - 7) 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, the managerial staff of the World Service Office, and interpreters for individual non-English speaking delegates and those with other special needs.

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 national 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 the World Service Office, except that the national service board shall not represent the same groups as intergroups represent.
- 3) Countries without intergroups or national service boards that seek representation at the annual Conference shall have at least one delegate. Larger representation shall be determined by the Board of Trustees, with the delegate approval in accordance with the number of groups in that country.
- 4) Each language or specific focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or specific-focus service board.
- 5) 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.
- 6) 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 50 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 IX – CONFERENCE COMMITTEES

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

Section 1 – Conference-Approved Literature Committee

- a) The Conference-Approved Literature Committee 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 the World Service Business Conference 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 their absence.
- c) Section 5 of Article IX 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 the World Service Business Conference for more than one year.
- b) A Conference committee established by an act of the World Service Business Conference may only be suspended by an act of the World Service Business Conference.
- c) If such a committee is found not to have been working or meeting outside of the World Service Business Conference for more than one year, a motion to disband the committee shall be placed on the agenda of the next World Service Business Conference by the Board of Trustees for consideration at that World Service Business Conference.

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 X – 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 XI – 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 XII – 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 1 before the annual meeting of the Conference. The Board of Trustees may also submit amendments to the Bylaws.
- b) For the purpose of amendments, the English version of official documents is considered the version of record, and all amendments will be made to the version of record.
- c) 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 5 prior to the annual Conference.
- d) 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 World Service Office by sixty days prior to the Conference.
- e) 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.
- f) 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.
- g) 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.
- h) Amendments to Subpart B of these Bylaws shall be effective at the close of the Conference except as otherwise specified.

OA, Inc. FY2022 Financial Report

PORCH & ASSOCIATES LLC

CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

OVEREATERS ANONYMOUS, INC.

Financial Statements
and
Independent Auditor's Report

December 31, 2022 and 2021

OVEREATERS ANONYMOUS, INC.

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Independent Auditor's Report

Board of Directors and Management
Overeaters Anonymous, Inc.
Rio Rancho, New Mexico

Opinion

We have audited the accompanying financial statements of Overeaters Anonymous, Inc. (OA) (a not-for-profit corporation) which comprise the statements of financial position as of December 31, 2022 and 2021, and the related statements of activities, cash flows, and functional expenses for the years then ended and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Overeaters Anonymous, Inc. as of December 31, 2022 and 2021, 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.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of OA and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about OA's ability to continue as a going concern for one year after the date that the financial statements are issued.

Board of Directors and Management
Overeaters Anonymous, Inc.
Rio Rancho, New Mexico

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 OA's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about OA's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Porch & Associates, LLC

Albuquerque, New Mexico
April 19, 2023

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2022 and 2021

	2022	2021
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 479,718	899,810
Cash - restricted	81,156	72,287
Accounts receivable	2,354	-
Inventories	187,270	163,283
Prepaid expenses	40,657	70,499
Total current assets	791,155	1,205,879
Other Assets		
Property and equipment, net	657,959	663,144
Right of use asset	19,561	-
Investments	1,342,453	1,271,854
Intangible assets, net	25,115	30,914
Total other assets	1,367,568	1,302,768
Total assets	\$ 2,836,243	3,171,791
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable	\$ 30,092	35,396
Accrued expenses	26,648	34,563
Lease Liability	13,670	-
Total current liabilities	70,410	69,959
Non-current Liabilities		
Lease Liability	6,255	-
Total liabilities	76,665	69,959
Net Assets		
Without donor restrictions	2,678,422	3,029,545
With donor restrictions	81,156	72,287
Total net assets	2,759,578	3,101,832
Total liabilities and net assets	\$ 2,836,243	3,171,791

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF ACTIVITIES
Years Ended December 31, 2022 and 2021

	2022	2021
Change in Net Assets Without Donor Restrictions		
Revenues and Other Support		
Revenues		
Sales of literature	\$ 671,279	705,351
Sales of magazines	-	3,920
Contributions	939,285	1,112,219
Conference registration fees	36,567	37,548
Convention registrations and banquet fees	-	1,442
Total revenues	1,647,131	1,860,480
Other Support		
Investment income (loss), net	(185,024)	93,754
Interest income	449	185
Other	5,200	8,143
Total other support	(179,375)	102,082
Total revenues and other support	1,467,756	1,962,562
Net assets released from restrictions	21,263	3,335
Total revenues and other support after release	1,489,019	1,965,897
Expenses		
Program Expenses		
Literature production and distribution	609,292	579,820
Digital content	22,626	-
Magazine production and distribution	-	18,850
Group support and referral services	618,669	467,706
Total program expenses	1,250,587	1,066,376
Supporting Expenses		
General and administrative	589,555	496,125
Total expenses	1,840,142	1,562,501
Change in net assets without donor restrictions	(351,123)	403,396
Net assets without donor restrictions, beginning of year	3,029,545	2,626,149
Net assets without donor restrictions, end of year	\$ 2,678,422	3,029,545
Change in Net Assets With Donor Restrictions		
Contributions	30,132	39,723
Net assets released from restrictions	(21,263)	(3,335)
Change in net assets with donor restrictions	8,869	36,388
Net assets with donor restrictions, beginning of year	72,287	35,899
Net assets with donor restrictions, end of year	\$ 81,156	72,287

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
Years Ended December 31, 2022 and 2021

	2022	2021
Cash Flows From Operating Activities		
Cash received from:		
Literature sales	\$ 668,925	702,370
Contributions	969,417	1,151,942
Conference and convention registration fees	36,567	38,990
Other sources	5,200	8,143
Interest income	449	185
Cash paid to employees and suppliers	(1,792,160)	(1,493,790)
Net cash (used) provided by operating activities	(111,602)	407,840
Cash Flows From Investing Activities		
Purchase of property and equipment	(44,362)	(964)
Additions to Right of Use Asset	(19,561)	-
Purchase of investments	(250,000)	(200,000)
Change in money market funds in investments	(5,623)	(1,232)
Net cash used by investing activities	(319,546)	(202,196)
Cash Flows From Financing Activities		
Payment of principal portion of lease liability	19,925	-
Net change in cash and cash equivalents	(411,223)	205,644
Cash and cash equivalents, beginning of year	972,097	766,453
Cash and cash equivalents, end of year	\$ 560,874	972,097
Cash and cash equivalents are reported on the statement of financial position as follows:		
Cash and cash equivalents	\$ 479,718	899,810
Cash - restricted	81,156	72,287
	\$ 560,874	972,097

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2022

	Programmatic Services				Total
	Literature Production and Distribution	Digital Content	Group Support and Referral Services	General and Administrative	
Salary and related expenses					
Salaries	\$ 232,652	-	204,934	321,139	758,725
Payroll taxes	20,462	-	18,395	20,862	59,719
Employee benefits	46,665	-	42,183	52,906	141,754
Total salaries and related expenses	299,780	-	265,512	394,907	960,198
Other expenses					
Banquet and entertainment	-	-	3,843	-	3,843
Delegate support payments	-	-	5,525	-	5,525
Equipment maintenance and repairs	-	-	-	2,056	2,056
Equipment rental	-	-	18,995	8,255	27,250
Insurance	-	-	1,156	22,787	23,943
Literature development	2,360	-	-	-	2,360
Other	-	-	209,407	9,418	218,825
Occupancy	8,721	5,233	8,721	12,209	34,884
Outside services	10,167	-	-	29,434	39,601
Parliamentarian	-	-	10,384	-	10,384
Postage and shipping	114,383	-	94	770	115,247
Printing and duplicating	117,412	-	6,290	-	123,702
Professional exhibits	-	-	7,857	-	7,857
Promotions and attractions	-	-	89	3,286	3,375
Supplies	13,801	-	1,718	47,256	62,776
Taxes - nonpayroll	-	-	-	650	650
Telephone	-	-	50	15,197	15,247
Translation fund	7,881	-	-	-	7,881
Travel, lodging, and meals	-	-	50,039	2,383	52,422
Utilities	5,136	3,081	5,136	7,190	20,543
Website maintenance	11,465	6,879	11,465	16,052	45,862
Lease Accounting Standard	-	-	-	365	365
Total other expenses	291,326	15,193	340,770	177,307	824,596
Total salary and other expenses before non-cash expenses	591,106	15,193	606,282	572,214	1,784,794
Non-Cash Expenses					
Depreciation	12,387	7,432	12,387	17,341	49,547
Amortization	5,799	-	-	-	5,799
Total non-cash expenses	18,186	7,432	12,387	17,341	55,346
Total functional expenses	\$ 609,292	22,626	618,669	589,555	1,840,141

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2021

	Programmatic Services				
	Literature Production and Distribution	Magazine Production and Distribution	Group Support and Referral Services	General and Administrative	Total
Salary and related expenses					
Salaries	\$ 204,362	-	172,761	290,833	667,956
Payroll taxes	17,958	-	15,664	17,855	51,477
Employee benefits	39,635	-	34,475	41,717	115,827
Total salaries and related expenses	261,955	-	222,900	350,405	835,260
Other expenses					
Banquet and entertainment	-	-	6,301	-	6,301
Delegate support payments	-	-	515	-	515
Equipment maintenance and repairs	-	-	-	1,685	1,685
Equipment rental	-	-	41,200	7,992	49,192
Insurance	-	-	1,456	20,739	22,195
Literature development	2,885	-	-	-	2,885
Other	-	-	90,354	7,650	98,004
Occupancy	5,527	3,316	5,527	7,737	22,107
Outside services	13,325	-	-	17,473	30,798
Parliamentarian	-	-	7,982	-	7,982
Postage and shipping	111,256	-	195	1,557	113,008
Printing and duplicating	141,567	-	7,142	-	148,709
Professional exhibits	-	-	1,020	-	1,020
Promotions and attractions	-	-	44	2,051	2,095
Supplies	9,816	-	1,391	32,245	43,452
Taxes - nonpayroll	-	-	-	683	683
Telephone	-	-	-	9,637	9,637
Translation fund	1,800	-	-	-	1,800
Travel, lodging, and meals	-	-	55,787	23	55,810
Utilities	4,410	2,646	4,410	6,175	17,641
Website maintenance	9,766	5,860	9,768	13,673	39,067
Total other expenses	300,352	11,822	233,092	129,320	674,586
Total salary and other expenses before non-cash expenses	562,307	11,822	455,992	479,725	1,509,846
Non-Cash Expenses					
Depreciation	11,714	7,028	11,714	16,400	46,856
Amortization	5,799	-	-	-	5,799
Total non-cash expenses	17,513	7,028	11,714	16,400	52,655
Total functional expenses	\$ 579,820	18,850	467,706	496,125	1,562,501

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2022 and 2021

NOTE 1. 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.

Programs and Services. During the year ended December 31, 2022 and 2021, OA incurred program and service expenses in the following major categories:

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.

Digital Content - This service now covers what was once Magazine Production and Distribution and provides a forum for sharing experiences about the OA recovery program and current information about OA and its activities. This service is responsible for OA's overall online presence, through its various websites and on social media.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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.

This summary of significant accounting policies of OA is presented to assist in the understanding of OA's financial statements. The financial statements and notes are the representations of OA's management who is responsible for their integrity and objectivity.

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. OA had accounts receivable in the amount of \$2,354 and \$0 at December 31, 2022 and 2021, respectively.

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.

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.

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 in excess of FDIC insurance by \$315,407 and \$568,153 at December 31, 2022 and 2021, respectively. OA has not experienced any losses on uninsured balances and does not believe this is a significant risk.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

Revenue and Revenue Recognition. OA follows ASC Topic 606, *Revenue from Contracts with Customers*, which requires the recognition of revenue when promised goods or services are transferred by OA in an amount that reflects the consideration to which OA expects to be entitled to in exchange for the goods or services.

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, 2022 or 2021.

Functional Expense Allocation. The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Costs are allocated on the basis of time and effort.

Income Taxes. OA is organized as a New Mexico nonprofit corporation and has been recognized by the IRS as exempt from federal income taxes under IRC Section 501(a). The IRS determined that OA, under IRC Section 501(c)(3), qualifies for the charitable contribution deduction under IRC Sections 170(b)(1)(A)(vi) and (viii), and has been determined not to be private foundation. OA is required to file a Return of Organization Exempt from Income Tax (Form 990) with the IRS. OA's open audit periods are 2020 through 2022.

OA evaluates uncertain tax positions in accordance with ASC 740 whereby the effect of the uncertainties in tax positions would be recorded if the outcome was considered probable and reasonably estimable. OA believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

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 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

OA's future cash flows are not materially impacted by its ability to extend or renew agreements related to its amortizable intangible assets.

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 certificates of deposit, individual stocks, 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.

Net Assets. Net assets are composed of the following:

Net Assets Without Donor Restrictions. Net assets that are not subject to usage restrictions based on donor-imposed requirements. This class also includes assets previously restricted where restrictions have expired or have been met.

Net Assets 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.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

The governing board has designated net assets without donor restrictions for the following purposes as of December 31, 2022:

An operating reserve in the amount of \$425,355, a building and capital reserve in the amount of \$9,534, a reserve for the purpose of producing audiobooks in the amount of \$6,623, a reserve for the purpose of updating the FAM database in the amount of \$58,589, a reserve for the purpose of hiring professional translators in the amount of \$50,330, a reserve for the purpose of developing a platform to replace the Lifeline magazine in the amount of \$36,032, a reserve for the purpose of updating the OA.org website in the amount of \$44,080, a reserve for the purpose of increasing OA's Public Information/Public Outreach in the amount of \$71,351, and a reserve for building repairs and upgrades in the amount of \$27,455.

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

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

Leases. OA is a lessee for a non-cancellable lease of equipment and recognizes a lease liability and an intangible right-to-use lease asset in the financial statements. The lease liabilities are recognized for leases with an initial individual value of \$1,000 or more in total future lease payments. At the commencement of a lease, OA initially measures the lease liability at the present value of payments expected to be made during the lease term. Subsequently, the lease liability is reduced by the principal portion of lease payments made. The lease asset is initially measured as the initial amount of the lease liability, adjusted for lease payments made at or before the lease commencement date, plus certain initial direct costs. Subsequently, the lease asset is amortized on a straight-line basis over its useful life.

Key estimates and judgments related to leases include how OA determines (1) the discount rate it uses to discount the expected lease payments to present value, (2) lease term, and (3) lease payments.

- a. OA uses a rate of 3.25% for leases with a term of 1 year to 5 years.
- b. The lease term includes the non-cancellable period of the lease; the term of the lease contract, including options to extend, must be more than 12 months. Lease payments included in the measurement of the lease liability are composed of fixed payments and purchase option price that OA is reasonably certain to exercise.

OA monitors changes in circumstances that would require a remeasurement of its leases and will remeasure the lease asset and liability if certain changes occur that are expected to significantly affect the amount of the lease liability.

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. Therefore, they are not considered to be related party transactions.

Shipping and Handling Costs. Freight billed to customers is considered sales revenue and the related freight costs is expensed in postage and shipping.

Use of Estimates. The preparation of financial statements in conformity with generally accepted accounting principles requires OA to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates, and those differences could be material.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)**

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 protect itself against such losses.

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 April 19, 2023, which is the date the financial statements are available to be issued. There were no material subsequent events.

NOTE 3. RESTRICTED CASH

Restricted cash consists of donor-restricted contributions. OA had \$35,912 and \$37,308 restricted for travel assistance for conference delegates, \$34,520 and \$18,101 for translation assistance, and \$10,724 and \$16,878 restricted for professional exhibit assistance at December 31, 2022 and 2021, respectively. Total restricted cash was \$81,156 and \$72,287 at December 31, 2022 and 2021, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 4. INVESTMENTS

OA had the following investments at December 31:

At December 31, 2022			
	Cost	Fair Value	Gross Unrealized Gain (Loss)
Certificates of deposit	\$ 207,063	206,482	(581)
Individual stocks	89,041	133,897	44,856
Mutual funds:			
Equity	462,095	420,481	(41,614)
Balanced - equity and fixed income	101,321	97,015	(4,306)
Fixed income	564,029	484,578	(79,451)
Total investments	<u>\$ 1,423,549</u>	<u>1,342,453</u>	<u>(81,096)</u>
At December 31, 2021			
	Cost	Fair Value	Gross Unrealized Gain (Loss)
Certificates of deposit	\$ 200,599	200,557	(42)
Individual stocks	83,919	169,060	85,141
Mutual funds:			
Equity	347,941	435,211	87,270
Balanced - equity and fixed income	64,589	72,758	8,169
Fixed income	410,787	394,268	(16,519)
Total investments	<u>\$ 1,107,835</u>	<u>1,271,854</u>	<u>164,019</u>

NOTE 5. FAIR VALUE MEASUREMENTS AND DISCLOSURES

OA reports certain assets at fair value in the financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal, or most advantageous, market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 5. FAIR VALUE MEASUREMENTS AND DISCLOSURES
(CONTINUED)

A three-tier hierarchy categorizes the inputs as follows:

- Level 1 Quoted prices (unadjusted) in active markets for identical assets or liabilities at the measurement date.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.
- Level 3 Unobservable inputs for the asset or liability. In these situations, inputs were developed using the best information available in the circumstances.

A significant portion of OA's investment assets are classified within Level 1 because they comprise open-end mutual funds and exchange traded funds with readily determinable fair values based on daily redemption values.

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying Statements of Financial Position measured at fair value on a recurring basis as of:

		Active Markets for Identical Assets Level 1	Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
December 31, 2022	Total			
Certificates of deposit	\$ 206,482	206,482	-	-
Individual stocks	133,897	133,897	-	-
Mutual funds	1,002,074	1,002,074	-	-
	<u>\$ 1,342,453</u>	<u>1,342,453</u>	<u>-</u>	<u>-</u>
December 31, 2021	Total			
Certificates of deposit	\$ 200,557	200,557	-	-
Individual stocks	169,060	169,060	-	-
Mutual funds	902,237	902,237	-	-
	<u>\$ 1,271,854</u>	<u>1,271,854</u>	<u>-</u>	<u>-</u>

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment consists of the following at December 31, 2022:

Property and equipment, not depreciated	
Land	\$ 200,208
Work-in-Process	8,208
Property and equipment, depreciated	
Land improvements	175,016
Building and improvements	949,641
Furniture and fixtures	134,975
Equipment	186,428
	<u>1,654,476</u>
Accumulated depreciation	<u>(996,517)</u>
Property and equipment, net	<u><u>\$ 657,959</u></u>

Property and equipment consists of the following at December 31, 2021:

Property and equipment, not depreciated	
Land	\$ 200,208
Property and equipment, depreciated	
Land improvements	175,016
Building and improvements	949,641
Furniture and fixtures	134,975
Equipment	176,379
	<u>1,636,219</u>
Accumulated depreciation	<u>(973,075)</u>
Property and equipment, net	<u><u>\$ 663,144</u></u>

Depreciation expense was \$49,547 and \$46,856 for the years ended December 31, 2022 and 2021, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets consists of the following at December 31, 2022:

European Union registration	\$ 12,845
Australian trademark	2,328
Canadian trademark	13,119
United States trademark	12,490
World Intellectual Property Organization (WIPO) foreign filing	17,207
BENELUX trademark	1,936
Other trademarks	10,596
	<hr/> 70,521
Accumulated amortization	(45,406)
Intangible assets, net	<hr/> <hr/> \$ 25,115

Intangible assets consists of the following at December 31, 2021:

European Union registration	\$ 12,845
Australian trademark	2,328
Canadian trademark	13,119
United States trademark	12,490
World Intellectual Property Organization (WIPO) foreign filing	17,207
BENELUX trademark	1,936
Other trademarks	10,596
	<hr/> 70,521
Accumulated amortization	(39,607)
Intangible assets, net	<hr/> <hr/> \$ 30,914

Amortization expense was \$5,799 for the years ended December 31, 2022 and 2021, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 8. LEASES

Effective January 1, 2022, OA adopted the new lease accounting guidance in Accounting Standards Update No. 2016-02, Leases (Topic 842). OA has elected the package of practical expedients permitted in ASC Topic 842. Accordingly, OA accounted for its existing operating lease as an operating lease under the new guidance, without reassessing (a) whether the contract contains a lease under ASC Topic 842, (b) whether classification of the operating lease would be different in accordance with ASC Topic 842, or (c) whether the unamortized initial direct costs before transition adjustments (as of December 31, 2020) would have met the definition of initial direct costs in ASC Topic 842 at lease commencement.

OA has not restated their December 31, 2021 financial statements to reflect the new accounting standard because the change in net assets would be immaterial. The change is estimated to be less than \$400.

Right of Use Asset

OA has recorded intangible right-to-use lease assets as a result of implementing ASC 842 – Leases. The lease assets are initially measured at an amount equal to the initial measurement of the related lease liability. Lease assets are amortized on a straight-line basis over the shorter of the useful life of the underlying asset or the lease term.

Lease asset activity for OA for the year ended December 31, 2022, was as follows:

	Beginning Balance	Additions	Deletions	Ending Balance
Right of Use Assets				
Equipment	\$ 16,453	16,639	-	33,092
Accumulated amortization for lease assets:				
Equipment	-	(13,531)	-	(13,531)
Total right of use asset less accumulated amortization	\$ 16,453	3,108	-	19,561

Lease Liability

In July 2019, OA entered into a three-year operating lease to replace the lease of a copier. The copier has a three-year extension period that OA intends to exercise. The payments are \$277 monthly for the lease term.

In April 2021, OA entered into a 60 month lease for a postage meter. The payments are \$188 monthly for the lease term.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 8. LEASES (CONTINUED)

In November 2021, OA entered into a 24 month lease for fiber and voice equipment. Payments begin January 2022. The payments are \$717 monthly for the lease term.

The future minimum payments on the leases as of December 31, 2022, are as follows:

Year Ending December 31	Principal Payments	Interest Payments	Total
2023	\$ 13,670	515	14,185
2024	3,495	146	3,641
2025	2,199	57	2,256
2026	561	3	564
	<u>\$ 19,925</u>	<u>721</u>	<u>20,646</u>

Rent expense was \$13,670 and \$7,993 for the years ended December 31, 2022 and 2021, respectively.

NOTE 9. INFORMATION REGARDING LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, comprise the following:

	2022	2021
Cash and cash equivalents	\$ 479,718	899,810
Accounts receivable	2,354	-
Investments	1,342,453	1,271,854
	<u>\$ 1,824,525</u>	<u>2,171,664</u>

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 10. CONFERENCE AND CONVENTION INCOME

OA holds conferences every year and conventions periodically. The Conference in 2021 was held virtually rather than face to face due to COVID-19 and public health orders from the Governor of New Mexico. The Convention scheduled for 2021 in Orlando, FL was cancelled by the OA Executive Committee due to rising COVID-19 numbers in the state, and a new contract was secured for 2025 in Orlando, FL. OA had already placed a deposit with the hotel, the hotel agreed to take that payment as penalty if OA signed a contract with the hotel for 2025. This deposit/penalty was \$36,921, which is included in the expense figure in the amount of \$62,102 below. Due to continuing concerns about Covid-19 and ongoing travel restrictions for our international fellowship, Conference 2022 was changed from a face to face to a virtual event. A penalty of \$101,168 was incurred with the host hotel in Albuquerque, NM and is included in the expense figure below.

The financial results of conferences and conventions are as follows:

	2022 Conference	2021 Conference
Registration fees and miscellaneous income	\$ 36,567	37,548
Expenses	(127,526)	(31,358)
Revenue over (under) expenses	<u>\$ (90,959)</u>	<u>6,190</u>
	2022 Convention	2021 Convention
Registration fees and miscellaneous income	\$ -	1,442
Expenses	-	(62,102)
Revenue over (under) expenses	<u>\$ -</u>	<u>(60,660)</u>

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.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 AND 2021

NOTE 11. EMPLOYEE BENEFITS

Retirement. OA provides 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 \$29,748 and \$26,748 in 2022 and 2021, 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 \$25,835 and \$35,466 as of December 31, 2022 and 2021, respectively.

NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2025. As part of these agreements, there are cancellation fees per event ranging from \$60,630 to \$234,016 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 63% and 57% of its revenues from their donor base for the years ended December 31, 2022 and 2021, respectively.

In addition, OA receives a significant portion of its revenues from the sale of literature and is, therefore, subject to possible loss of revenue due to changes in general economic conditions. OA received approximately 45% and 35% of its revenues from the sale of literature for the years ended December 31, 2022 and 2021, respectively.