

The 2021 Annual Debtors Anonymous World Service Conference

35th Annual Report

**Virtual Conference
with support by the New York Area Host Committee**

2021 Convocation Minutes, General Service Board Reports,
Committee Reports and Caucus Reports

August 14-15, 2021

Anonymity

This report contains names of delegates who attended the 2020 World Service Conference. The information in this report should be kept confidential to protect anonymity.

WSC Report Availability

A version of this report is available to the Fellowship and other interested parties on the Debtors Anonymous website at www.debtorsanonymous.org.

Accuracy

Every effort has been made to publish an accurate and error-free version of the Conference proceedings. Please notify the General Service Office of any errors before the 2021 Conference.

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PART 1: Motions by Committee/Caucus
Virtual World Service Conference, August 14-15, 2021 Motions

Motions (Note: Only Committees can make motions.)

Literature Committee

Last year the Literature Committee was referred the motion that the WSC approve the concept for a pamphlet on the theme of Race and Debt. Upon consideration the Committee recommends the motion be adopted. *Motion carried.*

Literature Committee moves that the Conference authorize the WSC Literature Committee to identify instances within all existing D.A. Conference approved literature where gender specific language can be replaced with gender neutral language, except for literature subject to copyright by A.A. (Motion is intended for future printing after current supplies are exhausted.) *Motion carried.*

Resource Development Committee

No motions.

Internal Operations Committee

No motions

International Committee

No motions

Conference Committee

Conference Committee moves to accept the New York bid to host the 2023 World Service Conference. *Motion carried.*

Conference Committee moves that the Underserved Under-represented Outreach Caucus become a committee. *Motion carried.*

Conference Committee moves that the WSC authorize the Board to implement a non-binding pilot program for committees and caucuses to make motions or recommendations to the World Service Conference General Service Assembly six months before the scheduled date of that year's World Service Conference in order to be distributed to the Fellowship's groups and Intergroups two months before that year's WSC. *Motion carried.*

Fellowship Communications Committee

No motions

Business Debtors Anonymous Committee

No motions

Hospitals Institutions and Prisons Committee

No motions

Technology Committee

No motions

Public Information Committee

No motions

PART 2: Recommendations by Committee/Caucus Virtual World Service Conference, August 14-15, 2021 Motions

Recommendations

Literature Committee

No recommendations.

Resource Development Committee

The RDC recommends that the Literature Committee create a separate pamphlet addressing the role of treasurer: Specifically, the reality and helpful language that treasurers face to perform the role outside the fellowship and carry out the Traditions. (i.e., fear of/loss of anonymity, Traditions supporting outside institutions to support our purpose. (Traditions 7, 9 & 11).

That the General Service Board create an updated Ideal Spending Plan.

Internal Operations Committee

The IOC recommends that the GSB work with the IOC to develop a system to have volunteers answer the telephones during weekends.

Spiritually Sustainable Earning Caucus

The SSEC recommends that the GSB facilitate a fellowship-wide Fourth Step Inventory.

The SSEC recommends that the WSC Literature Committee consider the *SSEC Signposts* document for publication as service literature.

International Committee

WSC International Committee recommends that the GSB allow donated funds to be earmarked for literature for underserved countries.

WSC International Committee recommends the creation of an up-to-date directory of international intergroups with links to be made available for the Debtors Anonymous website and recommend that the Technology Committee make it available for global users, whilst a multilingual website is being developed.

Underserved Underrepresented Outreach Caucus

The UUOC recommends that the GSB, in consultation with the fellowship, hire a Diversity, Equity, and Inclusion expert to provide training and mediation between the GSB and the UUOC, and throughout the fellowship when needed.

The UUOC recommends that the recording currently on the DA website of the UUOC Fellowship-wide call from June 6, 2021, be replaced with the full recording that includes the 1st speaker, UUOC's 2020-21 Chair.

Conference Committee

No recommendations.

Fellowship Communications Committee

The FCC recommends that the Conference Committee form a cross-committee working group (one member from each committee and caucus, plus a representative from the GSB) that will research and offer training on Diversity, Equity, and Inclusion for the full World Service-level delegation, with facilitation to happen no later than the 2022 World Service Conference.

Business Debtors Anonymous Committee

The BDA Committee recommends that the GSB create and implement a program-wide Fourth Step Group Inventory for D.A. and B.D.A.

The BDA Committee recommends that the Literature Committee consider the proposal for Black Entrepreneurs literature.

Hospitals Institutions and Prisons Committee

HIP recommends a collaboration with the Technology Committee, the International Committee, and the Public Information Committee to develop a communication hub to enhance utilization of shared resources and shared communications.

Technology Committee

The Technology Committee recommends that all WSC Committees/Caucuses include a Tech Support person as a service position to be filled each year. This committee member would help implement the use and procedures of WSC technology throughout the Conference year.

The Technology Committee recommends that the GSB help the debtor who is still suffering by making the website update and improvement process much faster, and to allocate financial and other resources to implement this.

Technology Committee recommends that a standardized folder in the Shared Drive with sample templates and best practices, including for document use/storage and naming conventions be given to every WSC Committee/Caucus each year.

Recognizing that Debtors Anonymous has exposure to loss of technology and assets, the Technology Committee recommends the D.A. GSB develop and implement cybersecurity policies.

The Technology Committee recommends that the WSC **Literature Committee work with the WSC Technology Committee** to develop an overall approach to digital tools that accompany our literature: This includes finalizing the spreadsheet template to accompany the *Numbers One Approach* and to develop Smartphone apps that can help members keep records or provide other recovery resources.

Public Information Committee

No recommendations

Intergroup Caucus

Intergroup Caucus recommends that the GSB provide a link for the D.A. Intergroup Service Handbook be added to the DAMS in Chapter Three: Intergroup Service section (page 53).

PART 3: 2021 Convocation Minutes

**Debtors Anonymous
Global Service Board Meeting
Saturday, August 14, 2021
11:00 a.m. EST**

BOARD MEMBERS PRESENT: Sharon S., Rob, Roger, Tom B., Matthew, Bill, Tom R., Karma, Josie, Bob, Paul

DELEGATES MENTIONED: Nina, Mary, Elizabeth, Sandy, Jill, Carolina, Helen, Phil, Dan, Jeff N., Molly, Susan J., Michael S., Maurine, Lisa B., Jerome, Eduardo, Morrie, Kristen, Liz, Annalise, Roxy, Philip, Stephanie M., Debora O., Deon, Jackie, Adam, Mary Jane, Tamala, Darius, Marlana, Zelene, Mike, John

OTHERS IN ATTENDANCE: Johnathan, Marcia, Dolly (Minutes Services), Debora, Michael M., Mary

CALL TO ORDER

The meeting was called to order at 11:05 p.m. EST noting that as there were 169 registered delegates, 113 present delegates met the quorum for the group. The meeting began with the Serenity Prayer in English, Welsh, and Italian.

OPENING

Housekeeping Announcements

Sharon stated the importance of treating each other as equals and making sure that D.A. is a safe space for all suffering debtors. She stated that as a virtual conference, they would also need to exercise patience.

Tom B. went over the Convention Procedures as shared with the delegates.

Debora stated she would forward points of order or interruption to the parliamentarians and would interrupt when the time was allotted.

Tom B. stated that the motives of other members should not be attacked and discussion should be directed toward the Chair.

Sharon stated she would enforce the rules of decorum.

Seventh Tradition Announcement

Sharon stated that at the close of business for the day, Fellowship Day would begin. The host committee had arranged for speakers, workshops, and a talent show. Sharon stated that all 7th Tradition donations can be made via their website or in-person at the Fellowship event.

Conference Charter

Bill read the Conference Charter of D.A.

PARLIAMENTARIAN PROCEDURES

Sharon introduced the parliamentarians, Michael, who has worked with D.A. over the past several years, and Mary, who had worked with D.A. over the last several months.

Michael introduced himself and Mary, stating her qualifications.

Michael introduced Parliamentary Procedure. Michael stated that this type of Procedure is useful by providing an example of a time when the power went out with his family. He stated that this procedure had initially come from the British but the term came to be used in all meetings in the U.S. and fits in well to 12-step programs. In these cases, when people know the rules at hand, it prevents problems from happening and allows for deliberation without rash decisions. In Parliamentary Procedure, a motion is a way to make an action when in a group, be that a main motion/substantive motion or a secondary motion/procedural motion; so a motion is a request by a member for an action, which delegates were given a list of the most common among them.

Michael listed underlying concepts he feels are in tension with each other with Parliamentary Procedure that allows for a more positive result:

- Efficiency vs Education
- Getting things done quickly but making sure that everyone involved understands the topic and what is happening
- Majority Rule vs Minority Rights
- Making sure that the majority is making decisions but that minority rights are being represented
- Flexibility vs Finality
- Being able to take on different concepts but also acting on those concepts
- Intensity vs Immediacy
- Focusing on one topic at a time but taking into consideration the most immediate needs

Michael referred to the list of motions the delegates were given as the most likely motions that would be used. He assured delegates that they may not need to use the exact language, but he and Mary would help them use the right language to make the right kind of motion.

Michael defined decorum and asked the delegates to respect decorum, as all members have the same rights and they should treat each other as such.

Michael referred to the 12 Steps but spoke on the 12 Concepts of the World Service Conference which are less known. He referred to Substantial Unanimity as an example. He stated the Concepts talk about how everything relates at the WSC, with Substantial Unanimity being a theme that is present in all the aspects. Michael stated that if they required full unanimity, they would never move forward, however, they want to make sure that group conscience is reached rather than just a majority. Michael stated that they would later discuss this and decide for the conference how to conduct majority rulings, but the standard would be a 2/3 vote.

Michael stated that under the Conference Charter, every delegate has a right to express their opinion, and even if only one person is sharing their opinion, they should be heard and respected. Michael stated that the Right of Appeal is the right to show the minority opinion. In the event this happens, they are allowed to share their opinion, and then the group is asked if anyone would like to revoke. If someone wishes to change their vote, they would then retake a vote.

Michael asked if there were any questions.

Helen asked if any member could call a question and if doing so would then end the debate. Michael stated that any member can raise the question of ending the debate, however, they would have to be recognized by getting in the line of the debate, and then it could be made. Michael also stated that making the motion would not simply end the debate, but would propose the end of the debate, which would only pass with a 2/3 vote.

Phil asked if the use of Right of Appeal would necessitate a vote to reopen the debate. Michael stated that there wouldn't be a separate vote on reconsidering, but would simply revoke after the person has given their perspective.

Dan asked if each category where there was tension started with the same letter. Michael stated it was a mnemonic device he used. Dan praised him for the concept and asked to confirm the names of them for his notes and his future use.

Jeff N. asked who Robert is and why it's called Robert's Rules of Order. Michael stated the term came from Henry Martin Robert who did engineering work with the Union during the Civil War and continued his service nationally after that. He stated Robert was the first engineer looking at meeting procedures, as previous procedures were established by lawyers and weren't meant for the average person. Since he was posted around the country at that time and the means of communication were much more primitive, he was asked to serve as a leader in multiple meetings, and the rules were different across the country which resulted in fights as people began meeting across the country, so he made new rules with a more common language. He published a book and it took off, then becoming the most commonly used meeting guide in the country in under a decade. His rules became synonymous with Parliamentary Procedure in the U.S.

Molly asked about the minority right, being that if a member wishes to change their vote if there needs to be a motion to do so. Michael stated they should use the terms prevailing rather than a majority, and stated that if someone wishes to change their vote, they can do so.

Debora said all additional questions in the chat would be passed on and Michael stated they would work on responses and get back to the delegates with answers.

Debora explained to the delegates how to send her messages to ask questions for this topic and ones in the future, as the transcript will be saved.

Sharon listed Michael's credentials and asked Mary to officially introduce herself as well. Mary described her background and work affiliations.

Sharon confirmed that they would try to follow up on questions that had been posed and that they may answer questions in the following parts of the day's meetings.

RULES AND PROCEDURES

Adopt Agenda

MOTION: Sharon asked if there were any objections to adopting the agenda. There were no objections to the adoption of the agenda. The agenda passed with unanimous consent.

Establish Substantial Unanimity

Sharon stated that there are 169 registered delegates and Michael stated that substantial unanimity would be 2/3 vote if everyone registered is in attendance and everyone votes which is 113, otherwise it could be lower. Sharon stated that abstentions would not be counted towards the vote. Michael stated the group would need to decide if abstentions would apply to Substantial Unanimity. He stated that in A.A., it is 2/3 of those casting a vote, meaning that abstentions wouldn't count. Michael stated that the meeting would now need to be decided.

Establish Voting Numbers and Quorum

Michael stated that as previously mentioned, there being 169 delegates would mean a quorum is 113 present (2/3 of the total).

Explain Voting Procedure

Sharon stated that voting would take place using the voting procedure on Zoom, in which they can choose Yes, No, or Abstain. After a minute the results will be read by Sharon. They ask there be no gesturing or words good or bad on the motion once it is passed. Dissenting voices will then have a chance to speak, though there may not be time to hear all dissenting views. If their perspective is not presented, they ask a message be sent to Debora and will be discussed. If anyone raises their hand in wishing to change their vote after the dissenting view was given, then there will be a revote.

Act on 2020 Minutes

MOTION: Elizabeth motioned to approve for 2020 Minutes as included in the Binder. The motion was seconded by Helen.

Susan J. asked if someone abstains from a vote if they are allowed to provide a dissenting opinion. This question had been asked earlier and just received. Debora proposed having people simply raise their hands for questions. Michael stated that it was a sudden change that they could implement but should change it in the future if necessary.

Michael S. stated he was unable to communicate in any capacity. Sharon suggested they work on the issue over the break.

There was no objection to the minutes. The Minutes for 2020 were passed.

Timekeeper for Reports

Johnathan has the timer going and Maurine would be giving verbal warnings when people are giving reports or remarks.

Michael referred back to Susan J.'s question saying that abstentions were determined to not count. He pointed out that there were now multiple hands up and they were unsure why from the board perspective, but suggested they take questions.

Lisa asked if Maurine could be pinned with Michael's image so people can see her.

Susan J. restated her question. Michael said the important part would be if the individual would change their vote after hearing the minority opinion, then it could be considered.

Elizabeth provided a Point of Order as they are past their allotted time.

Debora stated there is also a Call for Clarity not covering abstinence and the difference of counting abstentions towards majority votes, of which 2 people had presented it. Debora also stated that 4 individuals had their hands raised.

Sharon stated they are over time, and asked if there was anyone opposed to the definition of Substantial Unanimity concerning abstentions. She stated that unless the questions were very urgent, she asks that they reconvene at 12:30

Jerome objected to abstentions being eliminated because there are times you don't want to vote as they could be complex topics and the vote should be tabled, but that choice should still count.

Michael stated that would require a vote, and after the break, they should revote on the definition of Substantial Unanimity.

The WSC took a break and reconvened at 12:30.

Redefining Substantial Unanimity

Sharon stated they would go to a vote on whether abstentions should count towards Substantial Unanimity.

Michael defined abstention as someone who was present at the vote and did not do so, and there wouldn't be a question about those abstaining. He stated they would count the number of people in the chat minus the board members who would not vote. From there, yes votes would be counted while no's and abstentions would be taken as no's. If there are 2/3 that vote yes, then it would be passed otherwise it would not. Alternatively, they could count yes and no votes and so long as the yes's are double the number of no's, there would be a 2/3 Substantial Unanimity.

Tom asked a Point of Information and said that the polls aren't set up for abstention options. Michael said that was correct, as they would accept yes's and no's. In theory, they would only need to count the yes votes.

Sharon stated that moving forward, people would need to send their questions to Debora.

Jeff N. asked for a Point of Order if the motion was seconded. Michael said it is an assumed motion to establish Substantial Unanimity for the Conference so it doesn't need a motion.

Michael read a comment asking why there was no discussion or debate on the issue.

Michael also stated that Jerome had written he would withdraw the objection considering the needs of the online meetings. Sharon asked if there were any other objections

Eduardo submitted an objection as he stated it was unclear what was happening.

Debora stated there were several other objections.

Michael said that this is technically a debatable issue. He suggested that historically it had been done that only yes and no votes were counted towards Substantial Unanimity in D.A.

Mary asked if the pending motion could be put on the screen for clarity of the motion. Morrie shared her screen with the motion on the computer.

MOTION: Sharon **motioned** to establish Substantial Unanimity at 2/3 of the members voting either yes or no.

Sharon asked for 2 pros and 2 cons on moving Substantial Unanimity.

Kristen stated she was for the motion.

Liz stated she was opposed to the motion as a choice to abstain is a conscious choice being made and thus would go against the conscience of the room.

Phil stated that if half of the people choose to abstain, then a 2/3 vote would become a 1/3 vote so he was against the motion.

Philip presented a point of order asking if they vote in favor they would approve of the 2/3 vote being Substantial Unanimity.

Roxy presented a point of order asking how to distinguish between not being in the room and not responding.

Michael said the motion as stated was on the screen at the moment and abstentions would not be counted, only yes and no votes. This decision will be a majority vote.

Michael J. presented a point of information stating that in the past they had chosen based on those in the room. Sharon stated that in her experience abstentions had not been counted except for the previous year. Michael M. stated he has no memory of counting the abstentions.

Mary suggested the last item being someone in favor of the motion speaking.

Annalise stated she is a pro for the motion. She stated for the assembly, considering the online presence, and previous practices, it would be the best way to represent the group.

A poll was sent out to the delegates over zoom to vote yes or no as a majority vote to move Substantial Unanimity. There were 120 in favor and 17 against the motion. The motion carried, so Substantial Unanimity would be considered 2/3 of those who voted yes or no.

Michael said there were no objections to minutes, and verified there was a timekeeper. Michael suggested that since they are behind schedule, make sure to stick to the schedule on the next topic.

COMMITTEE AND CAUCUS REPORTS

WSC Literature Committee

MOTION: Committee **motions** that the conference passes the release of the Race & Debt Pamphlet. The motion **does not require a second**, as it came from a committee

Lisa B. spoke on behalf of the committee. She stated the reason behind creating the pamphlet is to address the cross-section of debting with race.

Sharon opened the motion to the discussion.

Stephanie M. spoke in favor of the motion, as their first tradition is unity and they need literature that is inclusive to people of different experiences. She stated that she had met many people in the community that weren't being heard and this would be a step to acknowledge those that weren't just white Americans.

Mike J. presented a point of order stating that the motion is out of order, as its publication would be out of order with the 10th Tradition. He stated that the intersection of race and debting would be an outside issue and therefore a violation of articles 8 and 10 of the Conference Charter.

A breakout room was created for several of the board members and parliamentarians to discuss before returning and addressing the point of order.

Sharon stated that the motion as written has a sufficient review process to be assessed by the conference.

Debora O. stated she was a pro for the motion.

Jerome said he is a con simply because he wouldn't be counted if he abstained. He cited that the D.A. should not be involved in controversial topics, and a controversial topic in the U.S. would therefore be highly controversial. He stated he understands why something like this would be written but is worried that writing the pamphlet would result in a complication.

Sandy stated she was a pro for the motion. She considered the relevance of social issues and had recently found out that A.A. is working on changing their pronouns within the organization, so they are taking into consideration social issues. Sandy also pointed out that as a white woman,

she may not know the full picture of someone's point of view, and considering the country's history, there may be different issues present that could be addressed with the pamphlet.

Deon stated he was a pro for the motion.

Jackie stated she was against the motion. She stated she has compassion on the topic but viewed it as an outside issue, stating that if they make this specific pamphlet there may then be pressure to make pamphlets for all sorts of subgroups. Jackie stated that they focus on attraction rather than promotion, and welcome all debtors who suffer, so as they don't need to bring more people in with that sort of information, she felt it wouldn't be beneficial.

Adam stated he was for the motion. He referenced the 12/12/12 information of D.A. In his reading, it states that addressing race in relation to debting would not be an outside issue. If members don't have literature that relates to their experience, it wouldn't benefit them, and wouldn't allow for diversity in the organization. He asked the conference what they would be protected by not doing this.

Mary Jane stated she was a con for the motion. She stated she was on the literature committee the previous year, which had created a subcommittee to focus on hearing black voices. Mary Jane asked what would be talked about in a race and debting pamphlet. She was unsure what would be placed on it as there isn't an outline or reasons why they think it would be important, she saw nothing to support the motion.

Deon spoke like a pro for the motion. He stated that a couple of years ago someone had asked him about his thoughts on a race pamphlet and he had previously stated he saw it as an outside issue. He now felt, considering the country's history, it would be important as the country was built off of benefiting off of free or cheap labor from minority races. He stated the point wouldn't be to stop racism but to provide an exploration of how those topics intermingle. He stated that pamphlets require a lot of ratification and changes can always be made later. He felt it was important because for him race did play a role in his recovery.

Tamala stated that she was a con. She stated she was opposed because they rely on the body to move forward with challenging issues. Tamala stated that since the committee was created, a lot had changed. She stated that they are a worldwide fellowship, not just the U.S. and not specific races. She stated that A.A. had released a publication on black alcoholics to share their stories, and suggested that having discussions and opportunities to share would be more beneficial than a pamphlet.

Kristen stated that she was a pro. She stated that she lives in an impoverished neighborhood and sees all the time how differently they are treated and what opportunities are available when comparing it to white suburbia. For that reason, she feels that it is very important to acknowledge the differences.

Darius stated that he was a con. He stated that the language in the motion is very vague and that his experience didn't necessarily stem from his race. He worried that the discussion would open a large rabbit hole when discussing race and debting for others. Darius also stated that D.A. is one group of people and blanketing race would go against their concepts of traditions in his opinion.

Marlena stated that she was a pro. She had seen bipoc individuals be silenced when trying to discuss their experiences related to race. She stated by not passing it, they would be ignoring the issue, and silent support simply allows the current systems to continue. She stated as a non-black person of color, she would appreciate literature that identifies racism as a larger picture.

Zelene stated that she was a con. She stated that she was not in debt because of her race or accent, but because she wanted to overspend. Zelene stated that the amount people make is one problem, but this organization simply looks at debt, so she felt that her race wasn't involved in her debting. She said in this group she has met people from all over and been able to share, so she doesn't view it as a problem.

Debora O. stated she is a pro. She stated that she supported it for the exploration of it. Debora stated she had seen people shut down when discussing how their race might have played a role in their debting, but she has never been shut down for discussing her negotiation of debting as a woman or as the daughter of an immigrant. Debora stated that this was an inside issue now within D.A., not just an acknowledgment of American society. She asked that they allow the Literature board to do research and review to work on this project.

Eduardo stated that he is a pro.

Mike stated that he is a con, but asked Philip to speak as he was first. Philip stated he was for the motion, so the floor was given back to Mike. Mike said he wants to hear the voices of everyone from a different life. He stated that they had already approved the concept at a previous time, but they hadn't brought work forward on the literature approval process. He stated however that this explored the themes of race and debt, including cultural issues, which would be an outside issue. Mike said that going down this path of trying to take on these issues could destroy it down the line so they need to avoid public controversy and stay away from the discussion.

Sharon stated that they had received a large number of queries about what the pamphlet would contain and asked Lisa B. to speak on the matter.

Lisa B. stated that black voices would share experiences whereas race and debt would include all races, not just black individuals or white individuals. She stated that it was currently a concept, so there was no specific she could share, but the intention is to explore the relationships to see how race affects debt.

Sharon asked that the group take a serenity moment before the vote.

John presented a point of order and asked if they were approving the main motion. Sharon stated that the motion presented would be what they are voting on.

The vote was then taken. 67% were in favor of the concept and 33% were not in favor. Mary stated it is 96 in favor, 47 opposed. Michael stated that more than 2/3 voted in favor so the motion was passed.

Sharon asked if there was anyone from the non-prevailing side that wished to add additional information.

Jackie spoke on the minority opinion. The reconsideration she wanted to ask for was wanting to know more about the black pamphlet whereas the race and debt seem to be acting as though they were experts on the topic. Sharon stated that was a question rather than a minority opinion.

Jerome stated that the discussion had been profitable, but asked that the pamphlet refers to a rainbow coalition of people. He felt that would soften the impact on individual needs rather than a social issue.

Sharon asked if anyone would change their vote in response to the point stated.

Susan was hoping to speak on the minority view as she had disconnected. Sharon and Michael stated they had already taken a minority opinion so they would not be able to.

There were no individuals who were wanting to change their votes, so the motion passed.

Gender-Specific Language

MOTION: The committee moves that the conference approve the literature committee to identify instances where gender-specific language can be replaced with gender-neutral language except for wording copied from A.A. The motion does not need a second.

Caroline stated she was supportive of gender-neutral language, as there are many instances where the past language sounds bad when it only specifies one group of people. She suggested that sometimes it feels more impactful to rewrite.

Sharon stated that in 2007 the literature committee had received approval to work on a similar project.

Sharon stated that they would need to table this motion as they would have Fellowship Day just after the meeting.

ADJOURNMENT

The meeting adjourned at 1:00 EST.

The Serenity Prayer was stated in Russian, Afrikaans, and English.

Debtors Anonymous
World Service Conference Meeting
Sunday, August 15, 2021
8:00 a.m. PST

BOARD MEMBERS PRESENT: Sharon, Rob, Roger H., Tom B., Matthew, Bill, Tom R., Karma, Josie, Bob, Paul

DELEGATES MENTIONED: Beatrice, Lisa B., Mike L., Julie B., Mike S., Taylor D., Oscar, Julia, Bob E., Diana B., Diana D., Cathleen I., Roger S. Alex, Rivka, Lolly, Kimberly, Maryellen, Mary Jane, Roxy K., Kristen, Deon, Jean S., Cathy H., Eduardo, Lolly, Mike L., Kimberly O., Tom F., Dev, Diana D., Ana U., Debora D., Jeff N., Bob E., Julia, Darleena, Laura E., Debora G., Adam, Lauri, Jill, Maurine C.

OTHERS IN ATTENDANCE: Johnathan, Marcia, Dolly (Minutes Services), Debora, Michael M., Mary

CALL TO ORDER

Sharon stated that recordings being made of the meetings were only for minutes and it recorded audio. The meeting was called to order at 8:00 a.m. PST with a moment of silence followed by the Serenity Prayer in English, Spanish, and Italian

OPENING

Housekeeping Announcements

Sharon stated that they had sent out an updated Convocation Document.

Sharon reminded delegates about the decorum policy including impugning other peoples' motives and cross-talk. She acknowledged that intervening motions had not worked the day prior, so if delegates had an item that wasn't a point of order or another intervening point, to limit those conversations in the chat. Sharon stated there had been too many messages the day before for them to respond to, which is why they ask for this change.

Sharon stated after further discussion the day before, some of the motions were changed to recommendations which would be noted in the write-ups.

Course Corrections

Tom B. talked about changes they would be implementing so things would run smoother. He stated as the day before, points of order or interrupting motions would be sent to Debora, but no questions should be sent to her, and if anyone was unsure if it was a point of order or interrupting motion, to send the questions to him. He stated technical questions should go to Marcia or Johnathan.

Tom B. stated that for pros and cons, Mary would write down pros and cons and then would call them out based on the list. He stated that Josie would unmute them and hopefully this approach would work more smoothly.

Sharon restated that they would unmute people and asked delegates to be patient.

TRADITIONS AND CONCEPTS

Roger read the 12 Traditions.

Matthew read the 12 Concepts for World Service.

RULES AND PROCEDURES

Michael stated that general consent is used when a chair believes there is widespread support for a motion. He stated they would use it today as they are low on time but have many motions to acknowledge, especially when there is widespread support on a topic. He stated there would be no debate or voting, but the Chair will ask for general consent, wait for objections, if none then it passes, and if there are some then they go to the general procedure.

AGENDA

Sharon stated if there are no objections, she moves to accept the agenda as written. As there were no objections, the Agenda was adopted.

ESTABLISH THE QUORUM

Sharon stated there are 141 people present, with the need of 113 present to meet the quorum. As the quorum was met, the meeting moved forward.

COMMITTEE AND CAUCUS REPORTS

Literature Committee

MOTION: Sharon stated if there were no objections to the motion discussed the previous day, she moved to pass the motion for the Literature Committee.

Mike L. objected to the motion.

Julie B. recommended an amendment

Mike S. recommended an amendment stating he suggested replacing subject to copyright by A.A. to entities besides D.A.

Michael M. stated they need to prioritize amendments, not just friendly amendments as amendments aren't interrupting motions, but would be a part of the debate.

Lisa B. spoke on behalf of the motion, stating the motion would be to write new D.A. literature with gender neutral language had already been passed, this motion would be specifically to go back through old writings to make them gender neutral.

Sharon asked if there was anyone who would like to speak against the motion.

Mike L. said he was in favor of writing new literature with gender neutral pronouns but felt their time and money shouldn't be spent on adjusting old literature, so he objected to the motion.

Taylor D. stated she was in favor of the motion as she felt the work wouldn't be complicated or take a lot of time. She stated it could put D.A. at the front of more accepting language and would be important to those who may not identify with the pronouns being used.

Oscar stated that he is worried about the translation process and problems that may come with gender neutrality in other languages. He stated it could work in English, but as the message is the most important part, he doesn't want to delay the translation process.

A poll was sent to the delegates to vote. 92 in favor and 39 opposed meaning substantial unanimity was in favor of the motion.

Sharon asked for a minority opinion.

Julia stated she voted against the motion as she felt the term 'gender-neutral language' was unclear. She made it clear that in certain stories there are gendered pronouns that should remain for clarity.

Sharon asked if anyone would change their vote on the stated opinion. Bob E. stated he would change his vote.

Michael M. stated normally that they would return to debate, but as they are limited on time, they could do a revote.

Lisa B. clarified that personal stories wouldn't be included in the process, that only pamphlets and 12 by 12 by 12 would be updated, so only documents written by D.A.

Sharon asked if anyone would change their vote in response to the minority opinion.

Diana B. stated a comment against the motion that revisiting the earlier published literature would then need two copyrights to keep the documents under D.A.'s control, meaning it is more complicated than simply updating things.

Sharon asked if anyone would change their vote in response to the minority opinion. As there were no changes, the motion stood and passed.

Resource Development Committee

Diana D. stated there were no motions but 4 recommendations, with two classed as possible actions:

1. Keep an internal target of contributions for the 2021-2022 FY at \$198,483.37 which would work well with the spending plan.
2. The General Service Board creates an updated spending plan for D.A. as a whole and recommends they work with ideal spending plan thinking.

3. The Literature Committee create a separate pamphlet addressing the role as treasurer, specifically to report what treasurers face carrying the role with the traditions, specifically with concerns that had been presented to their committee.
4. D.A. members accept the responsibility at any service role support their service experience by understanding the D.A. manual for service, especially pages representing their service roles so the message continues to carry.

Diana D. summarized work the Committee had done and plans to continue doing into the future. She stated that they have identified and agreed to 4 projects that were discussed and approved by the committee. They will continue past efforts regarding the John H. Scholarship and communicating contributions throughout the year. She stated they would continue work with the 7th tradition. Diana stated they would continue to host one or more fellowship-wide calls and continue efforts with targeted surveys of D.A. so they can better serve the needs of the organization. She also stated that they will address important issues. Diana said projects needing further discussion include continuing website edits which they would work with the tech committee on, suggesting targeting language, working with service sponsorship language and submitting it to the DAMs, and term and response to an action. She stated they would continue to work on these after the conference.

Internal Operations Committee

Cathleen I. stated they had an action item to present to the delegates. She stated that they have been working on changing the vagueness in the mission statements by creating an ad hoc committee that would rewrite the mission statement for the IOC committee that would return with reports for the next WSC. Cathleen stated they are unsure of what all they should be working on and this would provide clarity for them and future groups.

Cathleen I. also stated that they have a recommendation. The IOC recommends a system of volunteers from the membership be put in place for the World Service Office phone lines on the weekend, as there is only a voicemail during the weekends. She stated they were looking at options to make it easier for international callers to more easily reach the World Service Office. Cathleen mentioned they are gathering a proposal for decorating the office so the office reflects well on what they do to help others.

Spiritually Sustainable Earnings Caucus

Roger S. stated they had several recommendations. The SSEC recommends that GSB facilitate a fellowship-wide inventory. They also recommend that the Literature Committee accept the signpost documentation from SSEC as service literature.

Roger S. stated that last year, the Fellowship-wide call committee held 3 calls the previous year, the literature subcommittee collected more stories on sustainable earnings, the Meeting Format Subcommittee worked to create a sustainable meeting format, in which they added a definition of what Spiritually Sustainable Earning is. Roger S. used his remaining time to further discuss Spiritually Sustainable Earning as they have been working on presenting it.

Roger S. said in the coming year they hope to continue Fellowship-wide calls and continue the work of the Literature Subcommittee as well as work on Sustainable Earning. He stated they hope to make additional tools such as mentorship, earning plans, managing a debt-free life. They intend to follow up with the Literature Committee as well to publish these things.

International Committee

Alex stated they have 2 recommendations to further their mission to connect with people across the globe. The WSC International Committee recommends the GSB allow donated funds be set aside for literature in under-represented countries. She stated that they recommend this since they've encountered problems trying to get literature to certain countries, especially in developing countries where they may not be able to get on zoom.

The IC also recommends creating an up-to-date directory of the international groups with recommendations the Tech Committee can make available on their website. Alex stated she understands they are working on a multilingual website but this would be their recommendation for the time.

Alex stated they would continue a lot of the work the previous year, such as holding another 24-hour meeting and a step study, including a D.A./B.D.A. workshop, create more work with other committees, collect international stories that can be shared, create a service document to address debating options in other parts of the world to create more clarity and awareness for those struggling as it could be different, create shareable information on multiple platforms so that people from all around the world can reach it.

Under-served and Under-represented Caucus

Rivka, a co-chair with Kimberly, stated they had worked with bipoc meetings including the black NDA group, and had a fellowship-wide call about their work. She stated they hope to continue their work with the subcommittees including the Anti-Racism Subcommittee and Gender-Neutral Language Subcommittee, Debtors with Disabilities Subcommittee, Mapping Subcommittee, and a new Diversity and Inclusivity Subcommittee.

The UUOC recommends that the GSB in consultation hire a diversity and inclusion expert to help with training and throughout the fellowship when needed, citing Concept 12.

The UUOC recommends that the recording with June 6, 2021, include the first speaker which had been omitted on the website but then prevents the story from being shared.

Conference Committee

Lolly commented that there are 3 motions and 9 issues and concerns. Lolly stated there are 4 main purposes of the Conference Committee:

1. Maintaining the Charter for the WSC
2. Issues remaining to the format of the World Conference
3. Assistance to the Host Committee
4. Recommendations for sites of future annual conferences.

MOTION: The Conference Committee moves to accept the New York bid to host the WSC the following year.

Lolly stated it was the only current bid.

Sharon stated that the motion comes from a committee so it doesn't need a second. Sharon stated the motion could be approved by general consent if there were no objections. There were no objections, so the **motion was adopted**.

MOTION: The Conference Committee moves the UUOC to become a committee.

Sharon stated that the motion comes from a committee so it doesn't need a second.

Kimberly spoke on behalf of UUOC. She stated that their members are growing and so is their work, so they feel they can better do that if they don't have to serve on the caucus as well as another committee. She stated the work done with UUOC would be worthy of being recognized as a committee.

Sharon stated the motion could be approved by general consent if there were no objections.

Maurine stated that she was opposed to the motion, so the motion was opened to debate.

Maryellen stated that she was in favor of the motion.

Mary Jane stated she was opposed to the motion, but she felt the move would be contentious and was upset by some of the other motions made.

Maryellen elaborated on her support saying that there would be enough time, money, and love to support the caucus to become a committee. She stated if UUOC became a committee, they could present their motions and the organization as a whole could move forward with more ease. She stated she understood it would be scary to grow, but it would be beneficial for the work being done.

Roxy K. stated she was concerned and felt caucuses have a role. She stated she works on the Tech Committee, and the involvement is very high with other caucuses and committees. She stated that having too many caucuses and committees makes it harder to follow and that the work needing to be done may not sustain into the future.

Sharon opened votes to the delegates. 91 in favor and 46 opposed to the motion was one vote under a 2/3 vote.

Sharon asked for a minority opinion, with a clarification that those in favor would share their opinion, even though they were the majority, but they hadn't prevailed.

Sandy stated she was unsure that her vote went through, but she would have voted yes. She stated she would be in favor and asked to re-evaluate the vote.

Debora stated there was an interrupting motion about the confusion of what is being voted on, with several requests for a revote. Michael M. stated the vote was announced clearly, but if 3 people are saying they hadn't understood and the vote was close, he recommends taking a revote. Debora stated there were now more than 3 requests. Mary stated in regards to Sandy, there will be 1 minute to vote, and if they are unsure if a vote was sent through, they should send a chat rather than waiting until after the vote was announced.

Sharon asked if they should extend the time for voting. Michael M. stated he wasn't sure if that would help the situation, as there hadn't been confirmation about their vote going through.

Sharon suggested a revote considering the confusion, confirming that they are voting if the UUOC should become a committee.

Debora stated there were multiple questions about technical difficulties. Several people said they couldn't see the poll, others said it listed the wrong vote and so did the slide on the screen.

Debora requested a Serenity Moment. A one-minute Serenity Moment was taken.

Debora asked the Chair to remind those on phones or tablets to close past polls otherwise they would still be seen.

Debora stated there were 96 in favor and 49 opposed to the motion. Michael stated it was close but did not meet substantial unanimity. The motion did not pass.

Michael M. stated they should hear a substantive argument the minority opinion.

Debora stated that Roger H. was unable to open the poll so he could not vote. Mary stated they would need 2 more votes for the motion to pass.

Deon stated that he was in favor of the motion since this group of people had done everything they had been asked while being met with a lot of opposition. He stated if there were as many people as that were a part of the caucus, he felt that it would be important to allow that to continue. He mentioned that there was an initial backlash which is normal when bringing this to the front, but as time continued it would wash itself out. He stated as a biracial person, he felt it would be important to address

Jean S. stated she would change her vote in response.

Michael M. stated they could reopen the debate but considering time restraints should keep it short.

Sharon opened to take a pro and a con.

Cathy H. stated she would change her vote to a yes, but had not been identified by a parliamentarian.

Eduardo stated he wanted to speak to the pro.

Roxy stated she was opposed to the motion and even though she respected the process, a level of division like this that they should let it stand, as it may spiritually not be time for the group to move forward with this.

Sharon re-read the motion, asked if there were any technical issues to contact Debora, and allowed for the vote to be released. The final vote was 103 in favor and 43 opposed. The **motion was adopted.**

Sharon stated that they all need to know how to use their devices, and if people are unsure of how to vote on their devices, they may need to switch.

The conference took a break and would return at 10 a.m. PST continuing with Committee and Caucus Reports.

Sharon stated that considering the time available, she would like to give the Conference Committee an additional 20-30 minutes and allowed Lolly to present the other motions.

MOTION: The Conference Committee **moves** that the WSC authorize the board to implement a non-binding pilot program for committees and caucuses to make motions and recommendations to the WSC Service Assembly 6 months before the scheduled date before the conference so it can be distributed 2 months before the conference. Sharon **stated** that the motion comes from a committee so **it doesn't need a second.**

Lolly explained it was a recommendation from the previous year that would allow GSR and ISR to seek a group conscience for their meetings. She stated they used the term non-binding, as committees can't bind the board to any actions, but this approach is used in other 12-step programs. She suggested it might help eliminate the chaos that comes from last-minute motions. Lolly added that according to the DAMs, GSRs are to be informed by their groups but not strictly bound by the group conscience as they're encouraged to vote with their conference.

Sharon opened the debate, taking 2 pros and 2 cons.

Mike L. asked for further information on the subject, asking the Chair how it would be envisioned to work.

Lolly stated she would need to look at some documents to answer directly, and asked to come back to it later.

Kimberly O. asked if a parliamentarian would be consulted about the motions being submitted 6 months in advance so they would have clarity sooner.

Michale M. stated it wasn't according to the parliamentarians but up to the board to decide motions. He stated that with the additional time, the board would be able to review with more detail to decide if it falls with the board or the conference.

Debora stated there were other clarifying questions in the chat. Michael M. suggested they should collect the questions and send them to Lolly so they can be answered at once. Lolly stated she did not have her supporting documents but requested another member speak on the topic.

Tom F. spoke to the motion. He stated this is the kind of topic with details that would need to be flushed out later. He repeated that it would be a pilot program to see how it works based on other 12-step programs that use it. He stated that this would allow for group consciences to be more easily taken into considerations, even if there wasn't specific clarity on the topic beforehand.

Sharon asked if that explanation had addressed the questions that had been gathered. Debora read through some of them quickly and sent the questions to Lolly.

Lolly addressed the questions in order. The motions would not be voted on before the conference but she believed they could be amended or recommitted. She asked if anyone would speak to the question about why there is a gap.

Dev stated she was unsure what the 4-month gap referred to, but the motion would allow space and time so proper consideration could be taken at the WSC.

Lolly responded to all motions needing to be submitted 6 months in advance, saying it would likely be yes but there could be an option for last-minute motions being sent in. Lolly asked if it would be largely up to the board to implement things.

Michael M. stated that this would be a pilot program based on recommendations so last-minute motions could be introduced the traditional way, but the hope would be that there wouldn't be many coming in. He stated the board and the Conference Committee would have to work together to flesh it out. Sharon confirmed there would be an additional opportunity to send in motions.

Karma said she had more details to share with the delegates. She stated that as a committee they would defer to the board. Karma read from the documents, stating it would need to be 4 months before the conference that committees and caucuses send in. Then GSRs and ISRs would add changes if requested and send them back in 2 months before the conference. Last-minute motions would then be sent up to the day before the conference began. Karma stated in this case, it would allow for changes to happen to the motions to ensure that their motions are put in the packet. As they needed to work on this motion as well, it was worded pilot program to test it and add details to it.

Lolly stated that the comments were all sufficiently answered to this point.

Sharon asked if anyone would like to speak against the motion.

Cathleen stated she felt bad being against the motion, but what was discussed seems slightly different than what is being said. She also stated that half of the year of work would then not make it to the conference and additional members may not be able to have a chance to come as they haven't been there long enough. Kathleen stated that it is a good idea to get things in sooner, but 6 months seems too long.

Diana D. stated she was for the motion. She stated she would like to see language cleared up, but it allows for things to be closer to the individual rather than just the larger groups interacting

with the board. Diana D. stated she was in favor of the spirit of the motion, but would like to see clearer wording.

Ana U. stated she was against the motion after discussing it with some of her team members. She stated she felt the descriptions were too vague and people in the meeting were typically coming to the meeting for strength and hope rather than the business of D.A. as a whole.

Debora stated she was unsure if a member of the Conference Committee was asking for an amendment.

Debora D. proposed to add clarification by adding 'optional.' Michael M. stated it would be redundant to say optional and non-binding. Michael M. asked if anyone would second the addition or replacement of non-binding to optional.

Sharon asked if there were any objections to the amendment. There were no objections so the wording was changed.

Sharon re-read the motion and asked if there were any objections. Seeing none, the motion went to a vote.

Debora stated there was an objection. Mary and Michael M. stated it was too late to present an objection.

114 in favor and 25 opposed which meets substantial unanimity and the motion was adopted.

Sharon asked if there was a minority opinion on the motion.

Cathleen I. stated that she appreciated the theory of it, and clarifying that it was optional was helpful, but she felt it could be detrimental, and moving forward there will need to be more specificity to prevent problems.

Sharon asked if anyone would change their vote in response to the minority opinion.

Jeff N. stated he would change his vote.

Sharon asked for a pro on the vote.

Bob E. stated it was a pilot program, not a binding program, and the point would be for them to specify things as they implement them.

Sharon reread the motion and opened to voting.

110 in favor and 27 opposed which meets substantial unanimity and the motion was adopted.

Fellowship Communications Committee

Julia read the statement of purpose for the committee. She stated their projects for the year included planning fellowship activities at the local level and sponsor a group such as providing a solution to fellow debtors and creating a place where details about sponsorship can be shared more easily. Julia stated they would also like to implement a step study where D.A. is new;

specifically, it had been requested in Iran. Julia stated other plans they hope to work on are doing an inventory for the WSC, and have a fellowship-wide call to inform the fellowship about world service.

Julia stated they have a recommendation that the World Committee form a cross committee with members from each committee that would research and teach about diversity and inclusion at WSC 2022.

Julia asked if Alyssa W. would elaborate on that recommendation.

Alyssa W. stated they had hoped it would be a motion, but their group is about communication among the delegation but they have faced challenges specifically around diversity and inclusion. She stated that training on the topic allows for a shared vocabulary on the topic making it easier to approach.

BDA

Darleena stated they have 2 recommendations and there was a motion that had been turned into a recommendation. She stated the motion was recommending the GSB do a fellowship-wide inventory and BDA. She stated they also recommend the Literature Committee approve the Black Entrepreneurs literature they had submitted the previous year. She stated that they kept many of their committees and caucuses. They hope to work with UUOC, now as a committee, and the Literature Committee. She discussed some of their committees including one that collects stories, and one that relates to business owners. Darleena stated they are looking at how they can get fellowship wide calls translated as well so they can reach debtors around the world that continue to suffer.

Sharon stated that the first recommendation came in as a recommendation, but the Literature Committee recommendation would have to go through the Literature Committee, not the general conference.

Hospitals, Institutions, and Prisons Committee

Laura E. stated before creating a recommendation, they looked at their mission statement and made sure it applies to the groups they are meant to represent. She stated they have one recommendation to work with the Tech Committee, International Committee, and Public Information Committee to create a sharing hub to get information out. She stated they would also like to add UUOC to this grouping. She stated they would focus on a global effort.

Laura E. read some of the action items they have including conducting a historical review of HIP, DAMs, and reports from the past 12 years. She stated that would like to reach out to intergroup throughout the world to fulfill their mission, and they hope to expand global outreach and connecting with other committees so they will develop HIP worldwide through zoom. They had provided fellowship-wide calls in the past and hope to do 2 more this upcoming year. Laura E. stated that they would also like to update the HIP starter kit that better represents what they have learned about outreach in the last year. Laura E. stated they would also hope to provide information to employees at organizations they are reaching out to as well as those who might need it. They will look at other organizations like D.A. to see how they best communicate these topics.

Debora G. asked that they define institutions for clarity. Michael M. stated that the definition is in the DAMs. Laura E. stated that institutions would include prisons, hopefully including juvenile institutions, potentially recovery homes. Debora G. asked if that would include places of worship or universities. Laura E. stated she had sent information to those working with the homeless but hadn't reached out to those places as it would be the charge of another committee, which is why they hope to work collaboratively.

WSC Tech Committee

Adam F. stated they had no motions but had 5 recommendations.

Kimberly S. stated that the Tech Committee recommends all WSC committees include a tech support person as a service position to be filled each year that would facilitate meetings and conferences, as well as making information more accessible and providing service when technical issues arise. She stated there would be training for volunteers doing this work. Adam F. stated that the Tech Committee would help support this setup.

Adam stated that the Tech Committee recommends the GSB help debtors by updating the website and allocate monetary resources towards that. As time was running out, he summarized the last 3 recommendations, stated they recommend creating best practices with Google Drive, asking the GSB to pay attention to cyber security, and working with the Literature Committee on some virtual literature to present

Public Information Committee

Lauri stated the purpose of the PI Committee, listing subcommittees such as the Media Outreach Subcommittee, Helping Professionals Training, Youth Subcommittee. The previous year they had worked with the International Committee and worked on many projects that could be shared with the public to spread the word. She stated they hope to continue this work the following year. She stated they have no recommendations or motions.

Intergroup Caucus

Jill stated they have 7 ISRs, and 10 GSRs, then read their mission statement. She stated they have members from 4 different countries that are hoping to create a new intergroup. She stated the previous year they had a fellowship-wide call about service on every level which launched the intergroup sponsorship program which they hope to continue in the future. Jill started a subgroup to revise the intergroup service handbook and DAMs chapter. They have a recommendation to the GSB that they provide a link to the D.A. Intergroup Service Handbook to be added to the DAMs which came from the work in the previous year. She stated they also hope to add a tech position to their caucus and help groups work in any setting they are doing their meetings in.

Sharon stated that this concluded the Reports section of the meeting and moved to a breakout room to discuss procedural issues. After returning, she stated that they had received a request from the Technology Committee to fully read their recommendations. She stated they would have a vote to amend the agenda, using substantial unanimity without discussion.

MOTION: Karma **moved** that they hear all of the Tech Committee's recommendations. The motion was **seconded** and sent to a vote.

111 voted in favor of the motion, the motion passed.

Tech Committee

Adam started with the second recommendation:

2. The Tech Committee recommends the GSB help the debtor still suffering by updating the website and making the approval process faster.
3. Tech Committee recommends a standardized folder for best practices as an organization and folders for each given caucus and committee as well
4. Tech Committee recommends the GSB develop and implement cyber security policies
5. Tech Committee recommends the Literature Committee work with the Tech Committee to create visuals that would accompany the literature including finalizing the spreadsheet template that could help members keep records.

The conference took a break and would return at 11:50 a.m. PST.

FAREWELL FROM TRUSTEES LEAVING

Bob D. stated he was blessed to be a part of this 12-step recovery program and thanked everyone for their help.

Tom B. stated they had accomplished a lot in his time, and it was a hard decision not to return but he felt it was difficult as there was a lot of abuse and people enabling them. He stated he is now in a spiritually sustainable job and wishes not to continue in service where it is difficult. Tom B. stated it is rarely true that the board is trying to block projects, and that the board needs their support as well as they need the boards' support, and as spiritual work, this would be important for everyone to acknowledge.

INCOMING 2021-2022 OFFICERS

Sharon stated the GSB Officers would include:

- Karma K. would be an Assistant Treasurer
- Tom K. would be an Assistant Treasurer
- Tom R. would be the Treasurer
- Roger H. would be the Secretary
- Rob A. would be the Assistant Secretary
- Josie P. would be the Vice-Chair
- Sharon S. would be the Chair

Pledges were administered by the Incoming Officers, not including assistants.

- Tom B. pledged to the Board.
- Roger H. pledged to the Board.
- Josie P. pledged to the Board.
- Sharon S. pledged to the Board.

PASSING OF THE GAVEL

Maurine C. gave a gavel to Susan so the UK could host the 2022 WSC. Susan suggested that those in World Service travel around or join online with international meetings to share their stories so that more people know about World Service work.

Sharon played the video created for the 2022 WSC in London describing how people can be involved at the conference and in different committees.

ADJOURNMENT

The Conferenced moved to adjourn and was seconded. The meeting adjourned at 12:30 EST.

The Serenity Prayer was stated in French, Swahili, and Italian.

Sharon thanked the Parliamentarians, the Event Planner, the Zoom hosts, and everyone who participated. Sharon stated there was a survey and asked members to fill it out. Tom B. stated where it could be filled out online, saying it would help them plan the conference for next year.

Sharon asked if Maurine could speak at the open D.A./B.D.A. open-share meeting after the conference. Maurine spoke about the meeting following. She also stated she could use assistance for help getting the WSC to NY in 2023.

Sharon stated the 7th Tradition Contribution could be filled on their website and there could be more information on how to donate online.

Cathleen thanked everyone for their work.

After a moment of silence, the Serenity Prayer was stated in English.

PART 4: Report from the Chair of the General Service Board 2020-2021 Fiscal Year End Report

The 2020-2021 General Service Board was composed of eight Class A (debtor) trustees: Bill D., USA, Josie P., U.K, Matthew E., USA, Paul M., USA, Rob B., USA, Roger H., Canada, Sharon S., USA, and Tom B., USA. Our Class B (non-debtor) trustees were Bob D., USA, Karma K, USA, and Tom R., USA. We were grateful to have welcomed our second trustee from outside the U.S. in 2020.

While Class A trustees are debtors in service to the fellowship that often saved their lives, Class B trustees are not members of D.A. We are especially grateful for these dedicated trusted servants on our “working board.”

Because D.A. is a relatively small organization with two part-time employees, the trustees carry out much of the actual work needed to keep the not-for-profit 501 (c) (3) entity thriving and sustainable. The board is responsible for financial oversight, risk management, and all legal and fiduciary responsibilities required of not-for-profit corporations. The board oversees that staff and special workers act ethically and with integrity so D.A. can continue its mission of reaching debtors who still suffer.

We are also charged with ensuring that our day-to-day operations follow the D.A. *Bylaws* while taking care to be aware that our organization must comply with laws and regulations of state and federal governments. The Board of Trustees has fiduciary duties, including the duty of care, duty of obedience, and duty of loyalty.

Each volunteer member of the D.A. Board of Trustees appreciates the tremendous responsibility we have been entrusted with as “trusted servants.” In making the best decisions for the Fellowship in all matters of the administration and operation of D.A., we act slowly and prudently, and listen to the will of the groups and the Conference, while carrying out the business of the D.A. Fellowship.

Most importantly, the board is subject to the *Bylaws*, which “cannot be in conflict with the Twelve Traditions, the D.A. Conference Charter, or the laws of the State of New York or the United States.” The board is “*expected to exercise the powers vested in them by law in a manner consonant with the faith that permeates and guides the Fellowship, inspired by the Twelve Steps, in accordance with the Traditions, and in keeping with the Certificate (of Incorporation) and the bylaws*”.

The *Preamble* to the *Bylaws of Debtors Anonymous General Service Board, Inc*, states, in part, “*Debtors Anonymous...is a corporation created and designated by the Fellowship to maintain services for compulsive debtors who seek, through Debtors Anonymous, the means to arrest the disease of compulsive debting through the application to their own lives of the Twelve Steps, adapted from the program of Alcoholics Anonymous, which constitute the recovery program upon which the Fellowship is founded.*”

There were ten GSB Committees in 2020-2021. Full reports of the work of each of these committees can be found in the latest issue of the *D.A. Focus*. Because we are not giving reports at the Conference as we would at a live WSC, I will summarize some of the most significant service the GSB trustees have provided this year, both individually, but most often as part of teams or committees.

Some general administrative accomplishments include:

- Communicated with A.A. GSO and respectfully requested in writing that A.A. allow D.A. to adapt the Steps and Traditions to change male pronouns to gender neutral pronouns (awaiting response).
- Consulted with other 12 Step fellowships about best practices during pandemic. ➤ Discussed possibility of co-hosting “Day of Sharing” for 12 Step fellowships (which is usually held in person at A.A. GSO in NYC) – by videoconference in 2021. ➤ Consulted with governance specialist and African American parliamentarian for guidance and best practices to promote anti-racism.
- Evaluated the feasibility of holding 2021 World Service Conference in-person at the Newark Marriott as per our two-year contract, or whether the pandemic would preclude the in-person conference again in 2021. Kept abreast of the weekly “New Jersey COVID-19 Updates” by email. Determined in February 2021 that the 2021 WSC would be held via videoconference. Negotiated the existing contract with the hotel to cancel the in-person event which resulted in no costs assessed to the fellowship.
- Investigated options for liability insurance required for the contract for the 2022 WSC in London. It has been challenging to find an insurance company willing to underwrite liability coverage for a U.S. not for-profit event held outside the U.S. Insurers have been hesitant to underwrite policies during the COVID-19 pandemic, given the emerging COVID-19 virus variants and the instability of the travel and hospitality industries.
- Reviewed insurance policies for the GSO in Needham: updated Business Insurance for contents and liability and increased coverage based on addition of new adjoining office space. Reviewed D.A.’s workers’ compensation, directors and officers, and other insurance products.
- Renewed copyrights and trademarks for multiple D.A. assets.

GSB Office Committee

- Negotiated new leases and optional extensions for Needham office.
- Investigated options for possible relocation to Tier 1 cities based on interest from Intergroups.
- Provided human resources training for our two part-time employees, (Teresa H. and Patti B.). Conducted employee performance reviews. GSB office liaisons

conducted meetings with Office Manager (weekly) and literature fulfillment clerk (as needed).

- Performed a physical inventory of our literature before the close of the fiscal year (June 30th of each year). Trustee members of the GSB Office Committee spent three days at the GSO in Needham in June and counted the literature: (we had 7,594 books, 51,950 pamphlets, 12,971 bookmarks, 9,567 cards, and 243 thumb drives included in our inventory at the end of this fiscal year!)
- Assembled heavy-duty shelves for storage of additional literature in GSO. Assisted GSO staff with configuration of new office space. Organized the storage room for improved space utilization and workflow. Assessed need for and approved purchase of new office equipment. Interviewed and hired general contractor to complete office upgrades. Met with building owner to discuss new space, lease, and insurance requirements.

GSB Finance Committee:

- Maintained the Income and Spending Plan for FY 2020-2021 and prepared the 2021- 2022 Income and Spending Plan for D.A. Worked with D.A.'s bookkeeper and accounting firm to prepare and review taxes and other legally-required yearly filings.
- Generated monthly reports for the WSC Resource Development Committee and for members of the fellowship.
- Paid invoices promptly.

GSB Conference Committee (with Executive Committee):

- Requested quotes, costs, determined the logistics, and assessed the feasibility of providing simultaneous interpretation services in multiple languages at the WSC. ➤ Held multiple phone and videoconference planning meetings with London, U.K. venue to plan 2022 WSC – the first WSC to be held outside of the U.S.!
- Planned and assisted the WSC Conference Committee and Host Committee with the virtual 2021 WSC, including Orientation Sessions, Registration Packet, Mentor-Mentee program for delegates (new program, with WSC Conference Committee!), and compiled and distributed Conference materials and videoconference links.
- Interviewed and hired videoconference specialists and event coordinator for WSC 2021. ➤ Developed spending plan for 2021 WSC.
- Responsible for all aspects of WSC registration process and, with the Host Committee, facilitated payments for John H. Scholarship program. With the GSO, maintained records of payments, inquiries, refunds, and resolution of challenges.

GSB Communications and Technology Committee:

- Upgraded and maintained D.A. website (with the assistance of our Project Contributor, Jeffrey F.), and addressed and resolved “glitches” as they were identified.
- With the technology and communications ACMs and PCs, (Sherri H. and Staci L.), produced four issues each of the *Ways & Means* and the *D.A. Focus*, including layout and design, editing, and proofreading.

GSB International and Literature Translation and licensing Committee:

- With the ACM and PCs for International and Literature Translations and Licensing, (Christine S. and Rody D.), worked with members outside the U.S. on literature translations and licensing projects in languages other than English. Assisted WSC International Committee to look for ways to provide literature for groups outside the U.S. who have difficulty getting D.A. literature.
- Hosted two “listening calls” for members outside the U.S.

GSB Public Information Committee:

- With our ACM for Public Information (Siobhan K.) responded to requests for interviews by members of the media (newspaper, radio, film, podcasts) and facilitated Media Contact Training for D.A. members.

GSB Literature Publications and Literature Services Committees:

- With the Literature Services ACMs (Janet S. and Rachel A.), reviewed and edited literature projects, including the *Step Study Guide for D.A. and BDA*, the first draft chapters (in progress) of D.A.’s Basic Text, and D.A.’s meditation book.
- Collated all D.A. Conference-approved literature and formatted for electronic versions during COVID-19 pandemic. Investigated options for publication with multiple vendors and assessed pricing structure. Implemented process and made arrangements to provide D.A. literature to become available electronically after establishing GSB group conscience on best options for the fellowship.
- Hired and wrote contracts for services for writers, copy editors, layout and design, and proofreaders for D.A. literature projects.
- Investigated options for publication of *Step Study Guide for D.A. and BDA*. Proceeded with publication for print-on-demand, available worldwide (in many locations), as well as ordering copies to be available to be sent to members from the GSO.
- Applied for new copyright for *Step Study Guide for D.A. and BDA*.

These are some of the projects that we do as a “working board.” It is a team approach, with the participation of trustees, appointed committee members, project contributors, employees, special workers, and professional consultants.

“Life on Life’s Terms”

The 2020-2021 Conference year certainly presented its challenges. Most face-to-face meetings were shuttered and became virtual – either on a videoconference platform or by phone.

As HP would have it, there were some “silver linings” that emerged during the pandemic. Newcomers and longer-term members were able to attend virtual meetings hosted all over the world, many of which continue today, providing a new look for a “home group.”

Because of the pandemic, we held our first virtual World Service Conference in 2020. This enabled more members from outside the U.S. to attend the WSC. Even more non-U.S. delegates, (thirty, from nine different countries), are at this virtual WSC, which includes the most total delegates ever, 169, to attend a World Service Conference.

We hope to resume our in-person WSC in 2022, with our first World Service Conference outside the U.S. It 2021-2022 will be hosted by the U.K. Intergroup in London, in August 2022. We are truly becoming an international fellowship!

Generosity

As you will hear in the next report from our Treasurer, D.A. members have responded with generous financial support over the past year. We have added line items in our 2021-2022 Income and Spending Plan to support the mission of D.A., including increases in spending for public information. We are assessing for opportunities to hire special workers to serve additional needs of the fellowship.

To continue the spirit of generosity with the Seventh Tradition, the WSC Resource Development Committee proposed “Lucky 7th,” a 7th Tradition monthly event encouraging members and groups who are able, to contribute \$7 to the GSO on the 7th of every month.

This small action can have a great impact. If 1,000 groups and members participate in this event, that would result in a monthly increase of \$7,000, and a yearly increase of \$84,000 USD.

Let’s continue our practice of generous financial support for the fellowship – and thank you! **Challenges and Solutions**

D.A has weathered plenty of controversy over the years.

This year, as in other years, members submitted Issues and Concerns expressing concern for the fellowships’ lack of focus on D.A.’s primary purpose of not incurring unsecured

debt and disregard of the Traditions.

This group of delegates will be asked to evaluate sensitive and difficult issues. Some of these may be related to how we come to D.A. and how we recover in this voluntary, spiritual, 12 Step program. There may be differences of opinion about D.A.'s primary purpose of not incurring unsecured debt, the relevance of the Traditions, and what constitute "inside" and "outside" issues.

One member, in writing their Issue and Concern, quoted A.A.'s Bill W., speaking about the Traditions: "May we never forget that without permanent unity we can offer little lasting relief to the scores of thousands yet to join us in their quest for freedom." The Traditions guide us in our relationships with others in the fellowship to promote unity and inclusion for all who seek recovery from compulsive debting.

Harsh and hurtful words have been exchanged among some members this past year.

If we cannot be civil and respectful with one another, we have lost our way. We have no common ground. If we cannot communicate within the framework of the Twelve Traditions, then we don't have a common language.

One trusted servant shared, "I'm so sad that some members are paying such consequences for things that could have been settled through communication, HP, prayer, and the need for human connection and understanding, rather than what looks and feels like so much hatred, exclusion, separation, and lack of the willingness or want for better understanding of facts or feelings."

Our hope for all who seek relief and recovery from incurring new unsecured debt is that we will find refuge in D.A. Our hope for our work together this year is that we can come with humility and respect for all others in love and service.

In 2008, the board chair wrote, "Without accepting that we are compulsive debtors who need to stop debting to deal effectively with the disease's symptoms, our Fellowship will never reap the real rewards of recovery."

They continued, "Our individual recovery depends on the unity we share in our groups and here at this Conference. Let's do all we can to focus our service work on carrying the message to the debtor who still suffers...Let's balance our interest in underearning, prosperity, and visions with renewed commitment to the basics: the Steps, Sponsorship, the Traditions, and Service. We are the ones who can do this, here at this Conference. The work that we do here ensures that the D.A. program will be here for those who need it, whenever they need it."

I am so grateful to be able to give back to the fellowship that saved my life. D.A. was here when I really needed it. Recovery in D.A. can be challenging, but it has rewarded me with ongoing awareness, gratitude, and serenity that I never dreamed was

possible.

When I first came to D.A. I thought “success” in recovery was really about the money. I now define my recovery as successful when I am humbly aware of and grateful for the abundance my Higher Power has already provided. Sometimes I want to shout about my D.A. blessings from the rooftops, but I realize that it is only by attraction, not promotion, that we can inspire hope in recovery for others.

Being of service has been an integral part of my D.A. recovery. Service really is the secret. I try to “just say yes” when asked, with the caveat that my greatest form of service is to not incur unsecured debt one day at a time.

I have come to believe that my Higher Power is my employer. I know that being of service in D.A. is both the best job I have ever had and the greatest gift I could have ever received.

As we go into our Committee and Caucus work now, and for the rest of the 2021-2022 Conference year, I pray for the gentle grace and inspiration of a loving Higher Power to guide us all in this service.

I am humbled and honored to serve the fellowship of Debtors

Anonymous. With gratitude and in service,

Sharon S., GSB Chair, 2020-2021

PART 5: Annual Report from the Finance Committee
Fiscal Year 2020 – 2021

34th Annual Debtors Anonymous World Service Conference Virtual
August 6-8, 14-15, 2021
General Service Board Committee Report
Finance Committee

Introduction

My name is Tom R., and I am a friend of D.A. I have the honor and privilege to serve as chair of the General Service Board Finance Committee, and as board treasurer. The GSB Finance Committee is grateful for the opportunity to serve the D.A. Fellowship.

This year's committee members were: Tom R., Chair; Paul M., Assistant Treasurer, and Sharon S., Secretary.

The GSB Finance Committee is involved in creating the Income and Spending Plan, overseeing the bookkeeper and accountants, paying the bills, reporting financial information to the Fellowship, making recommendations on revenue, expenses, pricing, and Cost of Goods Sold. The committee meets monthly via conference call and usually in person at the two annual face-to-face meetings. It provides quarterly reports for the D.A. Focus.

Finance Committee Actions During the Conference Year

Below is a list of items that the Finance Committee undertook this year:

- Moved additional funds into the prudent reserve, reaching the goal of establishing an amount of nine months of operating expenses in the prudent reserve.
- Developed Action Items for the committee to work on throughout the year, including improving our processes regarding our literature inventory, and educating the Fellowship on our finances, and the importance of contributions.
- Continued to monitor income and spending, online contributions, and the prudent reserve on a monthly basis.
- Reviewed and forwarded to the GSB the Year End Contribution Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the John H. Scholarship Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the Annual Anniversary Appeal from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed the tax return and financial statements for FY 2020-2021 as prepared by our accounting firm.
- Sent announcements to the Fellowship requesting applications for Appointed Committee Member and Project Contributor.

- Prepared the Income and Spending Plan for FY 2021-2022.

The Finance Committee is very grateful for the Fellowship's attention to the financial status of the Fellowship. I'd like to begin this section of the Finance Committee report with an overview of this past fiscal year, which ended on June 30, 2021, then summarize the FY 2021-22 Income and Spending Plan.

How we ended the fiscal year

The GSB Finance Committee is pleased to report that the Income and Spending Plan for 2020-2021 ended with a positive balance of \$98,777.57. Considering that the plan presented at last year's WSC anticipated a balanced plan, the difference is the result of cost containment by the Board and increased donations from the Fellowship as a whole. It must be noted that due to sustained contributions, sufficient funds were transferred from our operating checking account back into the prudent reserve, which brought the prudent reserve to our goal of nine months operating expenses.

In attachment 2, you will note that the total bank account balance on June 30th was higher than at this same time last year. This results in an increase of the Total Assets of the Fellowship by \$113,588.23 over fiscal year 2019-2020.

Contributions

For the fiscal year, group and individual contributions received were \$198,483.37 or 52.67% over the plan, and 56.92% over the same period in the previous fiscal year.

Effective August 1, 2018 the Fellowship was provided the option of making group and individual contributions online through the D.A. website. For this fiscal year, \$68,025.90 in contributions were made online, representing 34.27% of all contributions received.

Broken down, group contributions were 118.3% over the same period last year, and individual contributions were 23.61% over the same period last year. On behalf the of entire D.A. Fellowship, the Finance Committee thanks the D.A. groups and individual D.A. members who have contributed to D.A. during the last year. Those contributions were an essential part of improving the financial health of the Fellowship.

Literature sales

The Fellowship has received \$26,794.68 in electronic literature sales.

For the fiscal year, total literature sales accounted for \$47,082.48, or 44.30% under the plan, and 28.39% under the same period in the previous fiscal year.

Expenses

For the fiscal year, expenses for the Board, bookkeeping, operating the General Service Office, and WSC Committee and Caucuses were \$123,150.98 or 28.33% under the plan, and 19.11% under the same period in the previous fiscal year.

Fiscal Year 2021-2022 Income and Spending Plan

As members of the GSB Finance Committee, we are responsible for developing an Income and Spending Plan for each incoming fiscal year. A proposed Income and Spending Plan for FY 21-22 was forwarded to the board for approval. The Income and Spending Plan was approved. The Income and Spending Plan considers continued contributions at the level we been seeing this year, providing services for the Fellowship, and maintaining a balanced spending plan. The approved Income and Spending Plan for FY 21-22 is presented here.

The Income and Spending Plan for FY 2021-2022 includes:

- Income based on current group and individual contribution levels
- Income based on current group and literature sales, estimating six months of virtual meetings and six months of face to face meetings
- Committee and Caucus Expenses
- A winter F2F for the General Service Board
- Funds for professional website maintenance

Prudent Reserve – Status and Board Actions

Debtors Anonymous and other Twelve Step groups maintains a prudent reserve. As a home group treasurer in another Twelve Step Fellowship, we maintained a prudent reserve at an amount of operating expenses as agreed upon by the group conscience.

The Board has been creative in ways to bring in more income while at the same time serving the Fellowship.

- The Board has made more literature available electronically, including the Newcomer Packet, Newcomer Packet BDA, seventeen of the pamphlets in one book, and single pamphlets. By making D.A. literature available through Kindle, we increase the availability of literature through different media to reach the Fellowship.
- The Twelve Steps Study Guide for D.A. and B.D.A. has been published and is available for sale to the Fellowship.

The Finance Committee has made recommendations to the board for moving funds into the prudent reserve. We are pleased to report that we have reached the goal of establishing nine months of operating expenses in the prudent reserve. The prudent reserve will be maintained at nine months of operating expenses for each fiscal year, and may be adjusted each year depending on the operating expenses in the approved Income and Spending Plan.

Recommendations for next year's committee:

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

Report 1: FY 2020-21 Plan vs Actual

**Debtors Anonymous General Service Board, Inc.
Income and Spending Plan vs. Actuals:
FY 2020-2021 Income and Spending Plan - Profit and Loss
July 2020 through June 2021**

	Actual	Plan	Over Plan	% of Plan
Income				
Conference Related Income	\$			
Literature Sales	\$			
Audio Visual	\$ 0.00	\$ 500.00	\$ 0.00	0.00%
Books	\$ 9,272.00	\$ 30,000.00	\$ (20,728.00)	30.91%
Electronic Books	\$ 26,794.68	\$ 15,000.00	\$ 11,794.68	178.63%
ePamphlets		\$ 3,000.00 (see Electronic Books)		
Pamphlets	\$ 7,490.00	\$ 30,000.00	\$ (22,510.00)	24.96%
Print on Demand Literature from Amazon	\$	\$ 2,000.00 (see Electronic Books)	\$	%
PSA Sales	\$ 0.00	\$ 25.00	\$ 0.00	0.00%
Shipping Literature Sales	\$ 3,525.00	\$ 25,000.00	\$ (21,475.00)	14.10%
<u>Total Literature Sales</u>	\$ 47,082.48	\$ 84,525.00	\$ (37,742.52)	55.70%
Member Contributions				
Groups	\$ 97,144.08	\$ 50,000.00	\$ 47,144.08	196.28%
Individuals	\$ 101,339.29	\$ 80,000.00	\$ 21,339.29	126.67%
<u>Total Member Contributions</u>	\$ 198,483.37	\$ 130,000.00	\$ 68,483.37	152.67%
Sales of Product Income	\$ 22.05	\$ -	\$ 22.05	%
z Interest	\$ 171.29	\$ 700.00	\$ (528.71)	24.47%
<u>Total Income</u>	\$ 245,759.19	\$ 214,525.00	\$ 31,234.19	114.56%
Cost of Goods Sold				
Audio Visual Duplication	\$ -	\$ -	\$	%
Book Production and Printing	\$ 9,705.27	\$ 10,000.00	\$ (294.73)	97.05%

Cost of Goods Sold	\$ -	\$ -	\$	%
	\$ 5,918.22 *			
	(reconciliation of previous inventory records v. verified actual inventory)			
Inventory Shrinkage		\$ 100.00	\$ 5,818.22	5,818.22%
Kindle Formatting	\$ -	\$ 800.00	\$ -	%
Pamphlet Production and Printing	\$ 2,043.52	\$ 15,000.00	\$ (12,956.48)	13.62%
Shipping & Postage	\$ 4,853.93	\$ 10,000.00	\$ (5,146.07)	48.53%
Shipping Supplies	\$ 117.57	\$ 1,000.00	\$ (882.43)	11.75%
Translation Services	\$ 1,187.13	\$ 3,000.00	\$ (1,812.87)	39.57%
Original Translation Costs	\$ -	\$ -	\$	%
<u>Total Cost of Goods Sold</u>	\$ 23,840.64	\$ 42,700.00	\$ (18,859.36)	55.83%
<u>Gross Profit</u>	\$ 221,928.55	\$ 171,825.00	\$ 50,103.55	129.16%
Expenses				
Archival Expense	\$ -	\$ 200.00	\$	%
Bank Charges	\$ 3,495.31	\$ 1,000.00	\$ 2,495.31	349.51%
	\$ 3,495.31	\$ 1,200.00	\$ 2,295.31	291.27%
Board Related Expenses				
Discretionary/Other	\$ -	\$ 1,000.00	\$	%
F2F Board Mtg_Car Rental	\$ -	\$ 500.00	\$	%
F2F Board Mtg_Lodging	\$	\$ 6,000.00	\$	%
F2F Board Mtg_Per Diem & Meals	\$	\$ 2,400.00	\$	%
F2F Board Mtg_Travel	\$	\$ 3,000.00	\$	%
Liaison Visit to GSO	\$ 4,603.46	\$ 3,000.00	\$ 1,603.46	153.44%
GSO Travel for GSO Site Selection	\$ -	\$ 3,000.00	\$	%
Other (from P&L Stmt)				
*Include Intl. Travel	\$ 622.29	\$ 2,000.00	\$ (1,377.71)	31.11%
<u>Total Board Related Expenses</u>	\$ 5,225.75	\$ 20,400.00	\$ (15,174.25)	25.61%
Bookkeeping, Accounting & Legal				

Bookkeeping Services	\$ 12,057.50	\$ 13,000.00	\$ (942.50)	92.75%
CPA - Tax and Review	\$ 4,660.00	\$ 4,400.00	\$ 260.00	105.91%
Legal Services	\$ (459.00)	\$ 2,000.00	\$ 2,459.00	22.95%
Web Related Services	\$ 431.32	\$ 1,000.00	\$ (568.68)	43.12%
<u>Total Bookkeeping, Accounting & Legal</u>	\$ 16,689.92	\$ 19,400.00	\$ (2,710.08)	86.02%
Depreciation & Amortization	\$ 308.72	\$ 500.00	\$ (191.28)	61.74%
Dues & subscriptions	\$ -	\$ 200.00	\$	%
Fraudulent Charges	\$ -	\$ 0.00	\$	%
Insurance	\$ 2,181.96	\$ 2,200.00	\$ (18.04)	99.18%
Internet	\$ 664.09	\$ 1,800.00	\$ 1,135.91	36.89%
John H. Scholarship Expense	\$ -	\$ -	\$	%
Licenses, Permits & Regulatory Fees	\$ 200.00	\$ 250.00	\$ (50.00)	80.00%
	\$ 3,354.77	\$ 4,950.00	\$ (1,595.23)	67.77%
Office Expense				
Office/General Administrative Expenses	\$ 880.00	\$ 0.00	\$ 880.00	%
Office Supplies GSO Office/Equipment Upgrade	\$ 8,575.04 (includes new furniture, computer, and copier/scanner)	\$ 1,500.00	\$ 7,075.04	571.67%
Office Expense	\$ 1,848.06	\$ 2,000.00	\$ (151.94)	92.40%
Office Rent and Real Estate Taxes	\$ 16,324.06	\$ 16,000.00	\$ 324.06	102.02%
	\$ 27,627.16	\$ 19,500.00	\$ 8,127.16	141.67%
Payroll				
Salary & Hourly Wages	\$ 50,016.00	\$ 80,600.00	\$ (30,584.00)	62.05%
Taxes - Soc Sec Medicare Futa Suta	\$ 5,523.69	\$ 6,350.00	\$ (826.31)	86.98%
Payroll Service Fees	\$ 1,568.28	\$ -	\$ 1,568.28	%
<u>Total Payroll</u>	\$ 57,107.92	\$ 86,950.00	\$ (29,842.08)	65.68%
Office Move Reserve	\$ 3,000.00	\$ 3,000.00	\$ -	100.00%

	\$ 3,000.00	\$ 3,000.00	\$	100.00%
Postage	\$	\$ 500.00	\$	%
Printing and Copying	\$ -	\$ 500.00	\$	%
Telecommunication	\$ 2,086.43	\$ 3,000.00	\$ (913.57)	69.54%
Temporary Labor	\$	\$ 500.00	\$	%
Utilities	\$ 712.30	\$ 700.00	\$ 12.30	101.75%
Trademark Registration and Renewal	\$ 4,160.00	\$ 2,800.00	\$ 1,360.00	148.57%
	\$ 6,958.73	\$ 6,200.00	\$ 758.73	112.23%
Outreach Expense	\$ 2,208.41	\$ 2,000.00	\$ 208.41	%
PI Outreach Expense	\$ 700.00	\$ 1,000.00	\$ (300.00)	%
Worker's Compensation	\$ 32.96	\$ -	\$ 32.96	%
WSC Committee & Caucus Expense	\$ (250.00)	\$ 5,000.00	\$ 5,250.00	%
	\$ 2,691.37	\$ 10,225.00	\$ (7,533.63)	26.32%
Total Expenses	\$ 123,150.98	\$ 171,825.00	\$ (48,674.02)	71.67%
Net Operating Income	\$ 98,777.57	\$ -	\$	%
Other Income/Expense				
Income John H				
Contributions WSC 2020	\$ 5,077.81	\$		
Expense John H. Fund Paid Expenses	\$ 0.00	\$		
Net John H. Fund	\$ 5,077.81	\$		
Other Income/Expense				
Income World Service Conference	\$ 29,296.50	\$		
Expense World Service Conference	\$ 22,905.95	\$		
WSC Board Car Rental	\$	\$		
WSC Board Lodging	\$	\$		
WSC Board Per Diem & Meals	\$	\$		
WSC Board Registration	\$	\$ -		
WSC Board Travel	\$	\$		

**Net World Service
Conference Expense**

\$ 7,468.36	\$		
	\$	\$	%
Net Net - Operating & Other			
\$ 106,245.93	\$	\$	

Report 2: Balance Sheet, as of June 30, 2021

Debtors Anonymous General Service Board, Inc.
Balance Sheet
As of June 30, 2021

	Total	
	As of Jun 30, 2021	As of Jun 30, 2020 (PY)
ASSETS		
Current Assets		
Bank Accounts		
Bank of America Accounts	-108.97	-108.97
1. Main Checking		
1a. Operating	90,116.05	52,310.32
1b. Literature Reserve	0.00	0.00
Total 1. Main Checking	\$ 90,116.05	\$ 52,310.32
2. Unrestricted Savings	60,464.67	31,222.66
3. WSC Checking	9,811.40	5,560.00
4. John H. Checking	-15,287.51	-15,142.51
John H. for WSC 2015	0.00	0.00
John H. for WSC 2016	0.00	0.00
John H. for WSC 2017	0.00	0.00
John H. for WSC 2018	3,130.48	3,130.48
John H. for WSC 2019	12,416.14	12,416.14
John H. for WSC 2020	5,512.06	4,805.70
John H. for WSC 2021	13,391.45	
Total 4. John H. Checking	\$ 19,162.62	\$ 5,209.81
5. First Data Clearing	39,775.02	142.64
Total Bank of America Accounts	\$ 219,220.79	\$ 94,336.46
EverBank Reserves Account	-3,864.98	-3,874.58
5a. 12x12x12 Reserve	0.00	0.00
5b. Basic Text Reserve	20,000.00	20,000.00
5c. Step Study Reserve	13,000.00	13,000.00
5d. Website Reserve	0.00	0.00
5e. Prudent Reserve	67,755.65	67,755.65
5z. Interest Earned	4,760.49	4,626.03
Total EverBank Reserves Account	\$ 101,651.16	\$ 101,507.10
Office Petty Cash	11.56	11.56
Total Bank Accounts	\$ 320,883.51	\$ 195,855.12
Accounts Receivable		

*Accounts Receivable		5.50		-13.00
Total Accounts Receivable	\$	5.50	-\$	13.00
Other Current Assets				
Advances				
Other Advances		0.00		0.00
WSC Host Committee Advances		5,000.00		5,000.00
Total Advances	\$	5,000.00	\$	5,000.00
Conference Prepaid Expenses		0.00		8,000.00
Deposits in Transit		0.00		0.00
GSO Prepaid Postage meter		0.00		0.00
Inventory Asset-1		3,129.67		3,339.85
Inventory On Hand				
Audio-Visual Materials		0.00		0.00
Books		10,482.00		12,253.15
Pamphlets		22,514.24		23,143.36
Total Inventory On Hand	\$	32,996.24	\$	35,396.51
NSF Checks Receivable		1,548.26		1,538.26
Prepaid Board Meeting Expenses		7,116.98		7,116.98
Prepaid Expense		3,795.12		4,794.61
Refund or Reimbursement				
Expected		0.00		0.00
Undeposited Funds		0.00		0.00
Total Other Current Assets	\$	53,586.27	\$	65,186.21
Total Current Assets	\$	374,475.28	\$	261,028.33
Fixed Assets				
Office Equipment		7,137.96		7,137.96
zAccumulated Depreciation		-8,514.02		-8,352.02
Total Fixed Assets	-\$	1,376.06	-\$	1,214.06
Other Assets				
Intellectual Property				
Copyrights & Trademarks		6,883.06		6,883.06
zAccumulated Amortization		-6,294.11		-6,147.39
Total Intellectual Property	\$	588.95	\$	735.67
Rent Security Deposit		750.00		300.00
Website Development Costs		15,985.88		15,985.88
Total Other Assets	\$	17,324.83	\$	17,021.55
TOTAL ASSETS	\$	390,424.05	\$	276,835.82

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable			
Accounts Payable x		0.00	1,894.00
Total Accounts Payable	\$	0.00	\$ 1,894.00
Other Current Liabilities			
Accounts Payable		0.00	0.00
Accrued Salaries		3,260.46	3,260.46
Mass. Dept of Revenue Payable		-102.87	-136.58
Massachusetts Department of Revenue Payable		-47.00	-49.13
Payroll Corrections		0.00	0.00
Payroll Liabilities		1,670.61	590.64
WSC Conference Registration		11,965.00	3,844.51
Total Other Current Liabilities	\$	16,746.20	\$ 7,509.90
Total Current Liabilities	\$	16,746.20	\$ 9,403.90
Total Liabilities	\$	16,746.20	\$ 9,403.90
Equity			
Fund Balance		137,666.37	137,666.37
John H. Scholarship Fund Equity acct		0.00	0.00
Opening Bal Equity		-9.48	-9.48
Retained Earnings		129,775.03	111,491.31
Set Aside for Office Move		0.00	0.00
Net Income		106,245.93	18,283.72
Total Equity	\$	373,677.85	\$ 267,431.92
TOTAL LIABILITIES AND EQUITY	\$	390,424.05	\$ 276,835.82

Report 3: Fiscal Year 2021-2022 Income and Spending Plan

Debtors Anonymous General Service Board, Inc.	
FINAL GSB FY 2021-22	
INCOME & SPENDING PLAN	
	Final FY 21/22 Income & Spending Plan (12 Months)
INCOME	
Billable Expense Income	
Literature Sales	
Audio Visual	
Books	20,000.00
Electronic books	15,000.00
ePamphlets	3,000.00
Pamphlets	20,000.00
Print on Demand Literature from Amazon	2,000.00
PSA Sales	25.00
Shipping_ Literature Sales	7,000.00
Total Literature Sales	\$ 67,025.00
-	
Member Contributions	
Groups	75,000.00
Individuals	90,000.00
Total Member Contributions	\$ 165,000.00
-	
Miscellaneous Income	
z Interest Income	700.00
	\$ 700.00
TOTAL INCOME	\$ 232,725.00
-	
Cost of Goods Sold	
Audio Visual Duplication/PSA Duplication	
Book Production and Printing	10,000.00
Inventory Shrinkage	100.00
Kindle Formatting	800.00
Pamphlet Production and Printing	15,000.00

Production Costs	
Shipping & Postage	10,000.00
Shipping Supplies	1,000.00
Trademark Registration & Renewal	2,800.00
Cost of goods sold	
Translation Verification Services	3,000.00
Writer's Fund	4,000.00
Original Translation Costs	
<u>Total Cost of Goods Sold</u>	\$ 46,700.00
-	
GROSS PROFITS	\$ 186,025.00
-	
EXPENSES	
Archival Expense	200.00
Bank Charges	1,000.00
	\$ 1,200.00
Board Related Expenses	
Discretionary / Other	
F2F Board Mtg_Car Rental	
F2F Board Mtg_Lodging	6,000.00
F2F Board Mtg_Per Diem & Meals	2,400.00
F2F Board Mtg_Travel	3,000.00
Liaison Visit to GSO	3,000.00
GSB Travel for GSO Site Selection	3,000.00
Secretary for GSB Meetings	2,400.00
Other (from P&L Stmt) * Incl. Internal Travel	2,000.00
WSC Board Car Rental	
WSC Board Lodging	
WSC Board Per Diem & Meals	
WSC Board Registration	
WSC Board Travel	
<u>Total Board Related Expenses</u>	\$ 21,800.00
-	
Bookkeeping, Accounting & Legal	
Bookkeeping Services	13,000.00
CPA - Tax and Review Services	4,700.00
Legal Services	2,000.00
<u>Total Bookkeeping, Accounting & Legal</u>	\$ 19,700.00
-	
Depreciation & Amortization	500.00

Dues & subscriptions	200.00
Fraudulent Charges	
Insurance	3,000.00
Internet	700.00
Licenses, Permits & Regulatory Fees	250.00
	\$ 4,650.00
Office Expense	
Office / Fellowship Mailing from the Board	
Office Supplies GSO/Equipment Upgrade	1,500.00
Office/General Admin Exp (from P&L Stmt)	
Office Expense	2,500.00
Office Rent & Real Estate Taxes	22,360.00
	\$ 26,360.00
Payroll	
Salary & Hourly Wages	80,600.00
Taxes - Soc Sec Medicare Futa Suta	6,350.00
Workers Comp Insurance	250.00
Payroll Service Fees	1,550.00
Total Payroll	\$ 88,750.00
-	
Office Move Reserve	3,000.00
	\$ 3,000.00
Postage	500.00
Printing and Copying	500.00
Telecommunications	2,300.00
Temporary Labor	500.00
Utilities	750.00
Trademark Registration and Renewal	
Web Related Services	125.00
	\$ 4,675.00
Outreach Expense	2,000.00
PI Outreach Expense	1,000.00
Meet the GSB - Room Rental, AV, Lite Refr.	1,000.00
Bankruptcy Judge's Conference Expense	3,000.00
LRPC Facilitator Expense	100.00
Prudent Reserve Replacement	0.00
WSC Committee & Caucus Expense	3,500.00

	\$ 10,600.00
TOTAL EXPENSES	\$ 180,735.00
-	
NET OPERATING_ Gross Income Less Total Exp	\$ 5,290.00
-	
OTHER INCOME/EXPENSE	
Income_ John H. Fund Contributions WSC 2019	
Expense_ John H. Fund_ Paid Expenses	
Net_ John H. Fund	\$ -
OTHER INCOME/EXPENSE	
Income_ World Service Conference	
Expense_ World Service Conference	1,500.00
Host Committee Handbook	1,200.00
WSC Board Car Rental	
WSC Board Lodging	
WSC Board Per Diem & Meals	
WSC Board Registration	
WSC Board Travel	
Net_ World Service Conf Expense	\$ 2,700.00
-	
NET NET_ OPERATING + OTHER	\$ 7,990.00

PART 6: 2020 – 2021 GSB Committee Reports

35th Annual Debtors Anonymous
World Service Conference
August 6-8, 14-15, 2021

GSB Committee Reports

2020-2021 Conference Year

GSB Audit/Legal Committee and Long-Range Planning Committee

The 2020-2021 GSB Audit/Legal Committee and Long-Range Planning Committee consists of Bill D. (Chair), Josie P., Bob D., Tom R., and Bob R. (ACM)

The focus for the Long-Range Planning section of the Committee since the World Service Conference in August has been planning a survey intended to ascertain how the GSB can better attract members from the lower than 40 years old demographic. Bob R. has authored a list of questions which he believes will help to determine how younger members find out about D.A. and access its information as well as how future members may use the Fellowship's resources. The Committee plans to send the questions through eNews resources and personal referrals.

It is also seeking two Project Contributors—one to help organize the D.A. digital archives and one to organize the physical archives in Needham.

In addition, the Committee has hosted three “Meet the GSB” phone forums and will hold one more during 2021.

The Legal Committee investigated whether the Fellowship has the right to use recordings from Glenn K Audio, which for many years recorded the speakers and panels during the World Service Conferences. After several attempts to contact them, they got back to us and confirmed they still own the copyrights.

In addition, Legal Committee guards D.A.'s copyrights, three of which are coming due for renewal this year. One has been renewed, and the committee will renew *Ways & Means* this month. The GSO has also asked it to determine for what period of time it must retain literature orders in the office. D.A.'s attorneys advise that the Office keep the orders for the standard seven years.

The Legal Committee has also been consulting with GSB Licensing and Translation of Literature to negotiate the license for France to print D.A. literature in the French language.

GSB Communications and Technology Committee

The 2020-2021 GSB Communications and Technology Committee (CommTech) consists of Matthew E. (Chair), Bill D., Tom B., and Rob B. (Secretary), and Sherri H. (ACM). Project Contributors are Jeff F. (website) and Stacy L (publication layout).

The members of the committee are grateful to be of service to the Fellowship.

The committee has been working on adding features to the recently redesigned Debtors Anonymous website. Project Contributor (PC) Jeff F. is collaborating with the GSB Office committee to add an online literature store (with “shopping cart”) to the site.

Having implemented the digitization of D.A. books and pamphlets for e-books last year, the committee has been asked to create an app for mobile devices that could include a meeting search as well as access to key D.A. literature commonly read in meetings.

The GSB registered for and received a Google for NonProfits account two years ago. CommTech is currently using this account to buy Google Ads that will drive traffic to the Debtors Anonymous site based on Google searches. Should someone Google a term like “student loan debt,” “compulsive shopping,” or “credit card debt,” the Debtors Anonymous site will come up in the search results as an option. The GSB feels that “advertising” like this qualifies as attraction rather than promotion since the ads are aimed directly at the eyes of people who might need help from the D.A. Fellowship and are provided free to us as part of the Google for NonProfits program. The committee recently approved 80 different search terms. The committee has continued publishing both the *Ways & Means* magazine and the *DA Focus* newsletter on a quarterly basis; the magazine has featured several issues curated by WSC committees and caucuses. Both *the DA Focus* and the *Ways and Means* have a new look thanks to redesigns by Matthew E. and Stacy L., respectively.

Members of the committee also are charged with sending eNews announcements by email regarding important updates to the Fellowship. There are currently more than 7000 subscribers to the D.A. mailing list, and the typical open rate is 20% which is higher than industry standard. ACM Sherri, with the help of the committee’s Trustees, has finished writing a CommTech manual of operations which is now a living document. Each member of the GSB and every WSC committee and caucus now has their own “@debtorsanonymous.org” domain email address.

Yours in Service,
CommTech

GSB Conference Support Committee

The 2020-2021 GSB Conference Support Committee (CSC) consists of Tom B. (Chair), Karma K. (Treasurer), Rob B. (Secretary), and Matthew E.

The Conference Support Committee acts in an advisory capacity to make recommendations to the GSB regarding the production of the D.A. World Service Conference (WSC).

Our first order of business was to negotiate with the Marriott Newark regarding our contract with them to host a live event in August 2021. After months of negotiation, we signed an agreement in March 2021 to be released from our contract due to Covid-19 and for the \$5000 fee that we paid in 2020 toward the cancellation of the 2020 WSC to be applied as a credit toward a future event to be determined by the end of 2022.

The Board unanimously approved a virtual Conference for a second year, which will take place on Zoom over the course of two weekends in the first two weeks of August. The Conference will

start on a Friday to give more time for WSC committees and caucuses to meet. Committees and caucuses again can schedule more meetings during the interim week if needed.

Thanks to the work of the WSC Conference Committee, a Mentor/Mentee program was developed to provide new delegates with peer-to-peer mentorship in their new service position. To implement the program, we set an early registration discount at a rate of \$200 to encourage delegates to register by the deadline of July 4. After July 4, registration fees were \$300 with a final deadline of July 25—11 days before the start of the Conference. Our hope is that our team will have more time to devote to organizing the Conference than managing last minute delegate registrations. A record-setting 155 delegates paid and registered by the early deadline of July 4.

Twenty-two John H applications were received and funding was available and approved for all, including four groups from Russia, four groups from Africa, three groups from Brazil, and one group each from Canada, the UK, and Ireland. An unprecedented number of new groups registered with the General Service Office this past year, and most are sending delegates to the Conference.

Fellowship Day, with speaker panels, keynotes, and a talent show and dance party open to all D.A. members, will take place on Zoom on Saturday, August 14. Debt-Anon plans to participate by hosting its own speaker panels.

There were two pre-Conference orientation calls for delegates. All D.A. members interested in world service were welcome to attend. The first call featured WSC committee and caucus chairs or representatives delivering their year end reports. The second call provided a general overview of the Conference. Both calls can be found at <https://debtorsanonymous.org/wsc>. For the first time, a Parliamentary Procedures 2-hour training for delegates was scheduled before the Conference featuring two outstanding parliamentarians in the field: Michael Malamut and Mary Remson. Michael is a special worker hired by D.A. for more than 20 years to guide Convocation during the WSC because of his knowledge of Twelve Step procedures.

This year we hired Derek C. and Marcia L. as special workers again—both are videoconference specialists who assisted last year’s virtual Conference. We listed a new position for Event Planner and received many applications, for which we are grateful. We conducted several Zoom interviews and hired Deborah C., a former D.A. board trustee from two decades ago who established many of our early procedures. The hiring process took longer than expected and we did not have time to explore event applications to help us organize, which is unfortunate. Hopefully her recommendations can be implemented next year. CSC also listed a position for a Recording Secretary/Editor to transcribe the recordings of the 2020 WSC into minutes and organize the 2020 WSC Report, which is available on the D.A. website.

At the 2020 World Service Conference, the delegates approved the bid for London Intergroup to host the 2022 World Service Conference. London Intergroup conducted much research into multiple venues, and GSB Conference Support Committee started the process of negotiation. The first venue wouldn’t budge on meal and meeting room costs, which were beyond our spending plan. The second venue posed logistical challenges for members as far as accessibility. The London Intergroup conducted more research and selected a venue that fits our needs. The venue

representatives have been wonderful to negotiate with, but at this moment we still do not have a signed contract due to the fact that it's been very difficult to find an insurance company to provide liability coverage for D.A. in the UK. After months of research, we hope that we have found an insurance company that can help us, and we have provided all of our paperwork for them to review. Thanks to everyone involved, especially our GSB Chair Sharon S. for her tireless research and our Event Planner Deborah C. and the London Host Committee for their recommendations.

We have received one bid to host the 2023 World Service Conference from the D.A. New York City Intergroup. We are grateful after these past two years of having the New York Area Host Committee produce two Fellowship Days and help us plan two virtual Conferences that these trusted volunteers are still willing and energized to host an in-person WSC. The Conference will be voting on this bid at the upcoming 2021 WSC.

GSB Finance Committee

This year's committee members were Tom R., Chair, Paul M., Assistant Treasurer, and Sharon S., Secretary.

The GSB Finance Committee is involved in creating the Income and Spending Plan, overseeing the bookkeeper and accountants, paying the bills, reporting financial information to the Fellowship, making recommendations on revenue, expenses, pricing, and cost of goods sold. The committee meets monthly via conference call and in person at the two annual face-to-face meetings. It provides quarterly reports for the D.A. Focus.

The Committee:

- Moved additional funds into the prudent reserve, reaching the goal of establishing an amount of nine months of operating expenses in the prudent reserve.
- Developed Action Items for the committee to work on throughout the year, including improving our processes regarding our literature inventory, educating the Fellowship on our finances, and the importance of contributions.
- Continues to monitor income and spending, online contributions, and the prudent reserve on a monthly basis.
- Reviewed and forwarded to the GSB the Year End Contribution Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the John H. Scholarship Announcement from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed and forwarded to the GSB the Annual Anniversary Appeal from the WSC Resource Development Committee, which was approved for distribution by the GSB.
- Reviewed the tax return and financial statements for FY 2020-2021 as prepared by our accounting firm.

- Sent announcements to the Fellowship requesting applications for Appointed Committee Member and Project Contributor.
- Prepared the Income and Spending Plan for FY 2021-2022.

Recommendations for next year's committee:

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

Thank you for allowing us to serve you.

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

GSB International / Literature Translation and Licensing Committees

The members are Bill D. (Legal), Chris S. (ACM), Josie P. (Chair), Roger H., and Rody D. (Project Contributor).

The GSB International (Int) / Literature Translation and Licensing (LTL) Committees are still merged for the time being. LTL's mission is self-explanatory, whereas the International Committee supports the structure of the Fellowship worldwide where it can and liaises with the WSC International Committee. LTL works with the GSB Legal Committee and GSB Lit Pub.

This year the combined committees have responded to a request from the Spanish speaking fellowship to translate the World Service Conference materials and to have simultaneous translation at the conference for delegates from Spain and Latin American Spanish-speaking countries. We obtained a quote to look at the costs and unfortunately they are currently prohibitive for us at approximately \$30,000 US for materials and two translators working alongside approximately 5 delegates at different committees. LTL has therefore asked GSB Finance to put the figure in the GSB's ideal spending plan.

Otherwise we motor on at a steady pace, working with international members who serve by translating Literature. LTL submits translation samples to professional "checkers" for accuracy and provides feedback to those translating.

The French version of the Twelve Steps, Twelve Traditions, and Twelve Concepts is coming to fruition, and LTL has provided support. The Committee is also working with translators in

Russia, Brazil, and Iran. We are always happy to hear from translators or people thinking of translating literature at translations@debtorsanonymous.org

In its Legal purview, the Committee is renewing three of D.A.'s trademarks this year.

GSB Literature Publications Committee

The 2020-2021 GSB Literature Publications (LitPub) Committee consists of Tom B. (Chair), Josie P. (Secretary), and Sharon S. (Secretary)

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

This year LitPub focused primarily on publishing the Debtors Anonymous Twelve Steps Study Guide. We negotiated contracts with two paid special workers to function as Copy Editing/Proofreader and Layout Editor. The Copy Editor made many acute suggestions related to theme, consistency, and flow, and LitPub spent much of December and January reviewing the manuscript in light of them. The layout process took several months, including final proofreading and final layout. The GSB decided to publish the Step Study Guide for D.A. and B.D.A. in a single volume in 2021. To make the book available in as many countries as possible, the Step Study Guide was published as a paperback via Print on Demand (POD) on Amazon. The paperback is also available for purchase through the D.A. General Service Office with the customary bulk discount for Intergroups.

As of this writing Debtors Anonymous has sold 1480 copies of the Twelve Steps Study Guide which we've been able to track in eight marketplaces (Australia—12 copies, Canada—78 copies, France—3 copies, Germany—15 copies, Italy—1 copy, Spain—7 copies, UK—81 copies, U.S.—1292 copies).

In June, LitPub hired the Layout Editor to create separate versions of the D.A. and the B.D.A. Step Study Guides for Kindle eBooks. Two separate volumes were published to Kindle in mid-July, providing a more affordable and accessible option for members around the world. Currently LitPub is researching how best to publish the 12&12&12 in French via Amazon Print on Demand. LitPub has also made preliminary arrangements to publish the D.A. Manual of Service via Print on Demand so that members who wish to purchase a hard copy for \$8.00 may order one through the GSO or directly online. Free electronic downloads will be made available, as usual. The POD platform allows for updates to the DAMS on an annual basis.

The Literature Services (LitServ) Subcommittee consists of Tom B. (Chair), Janet S. (ACM), Josie P., Matthew E., Rachel A. (ACM), Rob B., Roger H., and Sharon S.

LitServ focused primarily on reviewing chapter drafts of the D.A. Basic Text project from the writer, culminating in a three month review of an 81-page rough draft. The potential of this project continues to inspire the GSB, and LitServ is delighted with the direction of the writing.

LitServ approved a Newcomer Meeting Format originally drafted by the 2016 WSC Literature Committee. This Board-approved service literature is now included in the D.A. Manual of Service and on the D.A. website at <https://debtorsanonymous.org/resources>. LitServ also approved the creation of a Health Issues Pamphlet Volunteer Writer Task Force chaired by Sharon S. to create a draft in the Voices series, featuring personal accounts of D.A. members related to various topics, in this case how D.A. members with health issues have handled challenges of not incurring unsecured debt.

Calls went out via eNews announcements for volunteer writers and editors willing to serve the D.A. Fellowship by creating first drafts of any of the multiple literature projects currently on the LitServ agenda. There were zero responses. This year's 2020-21 D.A. Spending Plan did not include money for paid writers, although a line item has been added to the 2021-22 D.A. Spending Plan. These literature projects remain in limbo until writers can be found.

The Daily Reader Book Volunteer Task Force consists of Amy O. (Chair), Anna H., Jill P, John C., Leslie G., Peter S., plus support from LitCom Daily Reader Subcommittee members Mary Jane B. (chair), Helen O., and Jeanine C. As of this writing, the Task Force has completed reviewing and revising 217 out of 365 final submissions for the book. This is a multi-year project and we are grateful for their dedicated service work buoyed by Amy's leadership.

GSB Nominations and Procedures Committee

The 2020-2021 GSB Nominations and Procedures (NomPro) Committee consists of Sharon S. (Chair), Paul M. (Secretary), and Tom B.

The Nominations and Procedures Committee is concerned primarily with identifying, developing, and nominating potential trustee candidates to the D.A. General Service Board (GSB). The committee maintains a "watch list" of candidates who may be interested in becoming involved in service as a GSB Trustee, an Appointed Committee Member (ACM), or a Project Contributor (PC). In July 2020, the scope of the committee was expanded to include "Procedures," as the GSB identified a need to track approved motions from the GSB and Convocation related to policy.

Among the activities worked on by the Nominations and Procedures Committee in 2020-2021:

- Potential Trustee candidates were notified to determine interest in general service at the Board, ACM, or PC levels. A concerted effort has been made to identify and contact a diverse cross-section of our membership to encourage service at all levels within D.A.
- "Watch list" indicating interest in GSB, ACM, or PC service was updated. Contact was established with all members who had expressed interest at some point, as well as potential Class B trustee applicants.

- We continue recording applicant interviews so the full GSB has access to interviews.
- We have implemented and continue to use the GSB Class A trustee and ACM applicant credit card questionnaire.
- Composition, Scope and Practice document will be updated to include “procedures” process.
- Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has two Class A and will have three Class B trustee openings at the conclusion of this Conference year. The GSB application process now includes a submit form. The URL for GSB applications is <https://debtorsanonymous.org/gsbapply>
- Continues to develop the new service opportunity of “Project Contributor” and welcomed members in that role on several GSB Committees.
- Nom Pro Committee members prepared a Board Development Topic for GSB Face-to-Face Meeting in July 2021.

Respectfully submitted,
2020-2021 GSB Nominations and Procedures Committee

GSB Office Committee

Members:

Paul M – Chair

Bob D – GSO Liaison

Karma K – GSO Liaison in training

Roger H – Recording Secretary (thank you Roger for your timely minutes!)

Sharon S – Attending as GSB Chair (thank you Sharon!)

Significant Accomplishments

1. Recruited and hired the new General Service Office (GSO) Manager, Teresa Harten
2. Reviewed job duties for the Literature Fulfillment Clerk and continued the employment of Patty Butters in this position.
3. Standardized the human resources (HR) paperwork and processes for the GSO staff including:
 - a. Established job descriptions for the Manager and Literature Fulfillment Clerk positions. These are now signed by the employees and in their HR files.
 - b. Established a performance management process for the Manager and performed her first 6-month review.
 - c. Established a procedure for recording time worked and time off (vacation time, sick time). Time sheets are signed by the appropriate staff or GSB trustee and sent to our bookkeeper for payroll processing. Payroll period is every two weeks.
 - d. Reviewed our workers compensation insurance and set up an automatic pay-as-you-go payment method for this insurance.
4. Established a weekly meeting with the GSO Manager and two members of the Office Committee—Bob D and Karma K—to review workload and other GSO issues.

5. Performed an inventory of the Debtors Anonymous literature items stored at the GSO. This was completed in June 2021.
6. Rented additional office space adjacent and connected to our current office space in Needham, MA. This space is approximately 250 square feet and will allow a more efficient workflow within the GSO.
7. Negotiated extensions of our three office leases (Suite 1, our new space, Suite 2, our existing office space, and the Storage Room down the hall) for up to 3 years beyond their current expiration date of October 31, 2022. The first-year extension will be at current rent rates and the following two years will include 5% per year rent escalation. This extension clause is agreed to by the parties, signed, and in the file.
8. Visited the GSO in June 2021 and identified and implemented a plan for physical improvements to be completed in July 2021.
9. Liaised with WSC Internal Operations Committee (IOC) to refine goals and scope of both the WSC IOC and the GSB Office Committee to best serve the needs of the Fellowship.
10. Continued to investigate options for a possible GSO move including queries about not-for-profit office space availability in Tier 1 cities.

GSB Public Information Committee

This year's committee members were Bob D. (GSB PI Committee Chair), Matthew E. (Secretary), Tom R., and Siobhan K. (Appointed Committee Member)

The GSB Public Information Committee works closely with the WSC Public Information Committee to carry the message of D.A. to the outside world. The GSB Public Information Committee works with the media through the Media Contact Person (MCP), a position created in 2006; creates tools; forwards requests; and ensures all communications follow the Traditions. The committee meets monthly via conference call and at the two annual meetings. The committee provides quarterly reports for the D.A. Focus.

The Committee:

- Responded to numerous public information requests from the public and from the media.
- Worked closely with the WSC Public Information Committee and its board liaison, Tom R..
- Media Contact Training was held on March 13th, 2021 by a Fellowship-wide call conducted by our Appointed Committee Member, Siobhan K.
- In partnership with the WSC Public Information Committee, reviewed and made revisions to the Debtors Anonymous Public Information Manual.

Recommendations for next year's committee:

1. That the GSB Public Information Committee continue responding to public information requests from the public and from the media.
2. That the GSB Public Information Committee continue to schedule Fellowship-wide Calls on Media Contact Training, considering redesigning the format to a two or three part training.

3. That the GSB Public Information Committee through its board liaison continue working closely with the WSC Public Information Committee.
4. That the GSB Public Information Committee brainstorm innovative ways to carry the message of Debtors Anonymous and reach as many people as possible

Thank you for allowing us to serve you.

Respectfully submitted,
Bob D., Chair—GSB Public Information Committee

PART 7: 2019-2020 WSC Committee and Caucus Reports

35th Annual Debtors Anonymous
World Service Conference
August 6-8, 14-15, 2021

WSC Committee & Caucus Reports

2020-2021 Conference Year

WSC Business Debtors Anonymous Committee

This past year has been an incredible year. We had some member who were personally impacted by Covid 19 and so was the committee's work. We stood strong, continued to meet monthly, and accomplished our mission. It was an exciting year with fresh new initiatives. Our committee focused on bringing Business Debtors Anonymous to the business debtor who still suffers.

So a major thanks to the committee members who finished with us. Darleana M. (Chair), Helena K. (Vice Chair), Grant F. (Secretary), Kelly L. (Treasurer), Sharon S. (Board Liaison), Beatriz S., Jerome S., Nicole R. Orion-Cy, Kelly S., Michael B., Ingrid S., James W., and Susan J.

The Underserved and Under-represented Subcommittee partnered with D.A. Madrid and facilitated two BDA workshops on the Tools translated into Spanish. We expect to continue this exciting collaboration for the 2021-2022 year. We intend to collaborate with the WSC Underserved and Under-represented Caucus and possibly the WSC International Committee.

We collected stories from Business Debtors Anonymous members as content for the *Ways & Means* quarterly publication. We expect to continue this project every year.

We celebrated the publication of the BDA Step Study Guide which is an excellent resource for BDA Meetings. We have received rave reviews on the new BDA Step Study Guide.

The Literature Subcommittee recommends to the WSC Literature Committee that a Black Voices of BDA be published to reach even more debtors. Our goal is always to reach the debtor who still suffers with the stories of Black BDA members. We are also reaching out to the Anti-Racism Committee of UUOC. We are all in here together.

We created a Frontiers Committee. The goal is to be a resource to those starting a Business Debtors Anonymous meeting in the frontier where there are no BDA meetings. We are collecting the names of Business Debtors Anonymous with the languages that they speak. We are reaching out to the WSC International Committee to partner with them in this endeavor. We will be compiling a list of business debtors who can be mentors, sponsors, speakers, and PRG team members to the business debtor in places where there are no BDA meetings.

The next year is pregnant with possibilities. We are proud of the work that we have done this past year. We are stretching to reach the business debtor who still suffers.

WSC Conference Committee

Held annually for more than three decades, the D.A. World Service Conference (WSC) functions as the group conscience of Debtors Anonymous as a whole. Your WSC Conference Committee ensures that this process happens within D.A. Steps, Traditions, and Concepts by looking at the overall functions, the Charter, the relationship with the General Service Board (GSB), issues of format and location, and through assistance to the host committees.

We had a vibrant and active committee this year made of diverse trusted servants—in terms of geography and WSC experience—who focused on making the Conference format and participation as rewarding and accessible as possible. Members: Tracey O. (Chair), Lolly A. (Vice Chair), June D. (Secretary), Deb G., Gillian W., Kathryn G., Paul W., Starr H. (Timekeeper), Tom F., and Karma K. (GSB Liaison).

As you may know, we hosted our first virtual WSC in 2020 due to the exigencies of the COVID-19 pandemic. This format put a spotlight on opportunities to make our WSC more inclusive, productive, and welcoming.

Projects Accomplished and Topics Discussed

- Established Mentor/Mentee Program to match experienced WSC participants with new delegates to help them navigate the WSC agenda, which is often bewildering at first. At our in-person conferences, we note that there are more opportunities to swap ideas and experience in hotel hallways, hot tubs, and over shared meals. Kathryn G. led an active and thoughtful Mentor/Mentee Subcommittee, which developed a comprehensive set of guidelines for the inaugural program. They also shepherded the proposal through the GSB approval process for a launch at this year's 2021 WSC, which is also virtual. Hopefully, many delegates will find that serving as either a mentor or mentee will enrich their own experience and enjoyment of our Fellowship's annual meeting.
- Curated 2nd quarter issue of *Ways & Means* magazine on "Joys of D.A. World Service," which was just published at <https://debtorsanonymous.org/share> in time for this year's Conference. Gillian W. coordinated this massive undertaking, with the help of the rest of the Conference Committee, to collect stories, artwork, and images illustrating the theme. The twenty-three-page issue radiates joy while offering up practical WSC conference tips, personal journeys, and the collected D.A. wisdom of those of us doing World Service. We expect that at least one of these eleven original articles will spark interest and that the publication will serve as an inspiring and useful guide for all D.A. members—whether new to the Fellowship; GSRs/ISRs attending their first WSC; or any of the many hard-working delegates and trustees currently serving on behalf of the Fellowship to carry the D.A. message around the world.
- Discussed planning and logistics of the Virtual 2021 WSC, the second such conference, with the NY Intergroup's Host Committee, along with the possibility of a 2023 bid from them for a face-to-face Conference.
- Discussed planning and logistics of the London 2022 WSC, the first non-U.S. conference, with the U.K. Intergroup's Host Committee, including the hotel and other costs involved with the possibility of a hybrid conference.
- Considered and responded to two WSC Conference Committee 2020 Issues & Concerns (20-8/20-15) regarding conference participation.
- Made suggestion to GSB Conference Support Committee that Debt-Anon continue to be invited to Fellowship Day activities.

Recommendations for Incoming 2021-22 Conference Committee

- Consider motion that any WSC D.A. Committee or Caucus that wishes to make a motion at or a recommendation to the World Service Conference General Assembly approve such motions or recommendations no later than six months before the scheduled date of the General Assembly.

The Conference Committee notes the following:

1. This will allow GSRs and ISRs to be able to seek a group conscience from their meetings on whether to accept, amend, recommit, or reject these motions.
 2. The Conference Committee reminds GSRs that, as per the Debtors Anonymous Manual of Service (DAMS), they are to be informed but not strictly bound by the group conscience of their group when voting at the Annual Conference. The GSR shall reflect upon the discussion at committee and general assembly meetings at the WSC and vote their conscience on the motions as amended.
- Consider motion to hold all virtual WSCs every three years and a face-to-face—and possibly a hybrid WSC—each of the other two years in a GSR’s three-year rotation.
 - Discuss I&C 20-15 response: The WSC Conference Committee takes the 20-15 concern expressed to heart and recognizes the importance of rotation of service. One issue to be resolved is one member representing different groups and Intergroups at different times due to lack of available members for world service. We also recognize the importance of members with world service experience to the D.A. Fellowship. We are working on proposals that will address both concerns.
 - Consider suggestions to increase awareness of and participation in the WSC follow-up survey to make it more useful for future conference planning.

Yours in loving service,
Tracey O., 2020-21 chair

WSC Fellowship Communications Committee

The Fellowship Communications Committee facilitates communication and promotes collaboration among the debtor who still suffers, the Debtors Anonymous membership, the World Service Conference Committees and Caucuses, the General Service Office, and the General Service Board, and oversees Sponsor-A-Group and Promise Six Day. (Rev. 2019)

FCC Members: Anne M. (Chair), Zeborah T. (Vice-chair), Tamala S. (Secretary), Kate E. (Treasurer), Bill D. (GSB liaison) Julia B., Deborah O. Deniese R., Joe F., Marilyn Sue P., Rody D., Sandra A., Vivian B.

The 2020–2021 Fellowship Communications Committee worked diligently throughout the year to carry out its primary objective to facilitate communication and promote collaboration throughout the Fellowship. Our theme this year was:

Serving to Connect Voices of Fellowship Around the Globe.

Our small Committee of six members blossomed into 15 at the WSC 2020. We currently have 13 members remaining. Committee involvement was significant and our monthly meetings were well attended. Three members had served on the committee during the previous year, bringing continuity and context to complete recommendations and work-in-progress. Bill D., our Board Liaison, provided support and guidance to us with his calm and reflective presence.

These were our subcommittees and what our team accomplished this past year:

FCC SUBCOMMITTEES:

Promise Six Day

- Committee Members: Chair: Kate E, Vice Chair: Tamala S. and Anne M, Rody D.
- The second annual Promise Six day occurred on 4/24/21 this year.
- This year we developed a Save the Date flyer with a jovial type font to encourage members to plan assorted activities together to foster fellowship. We also curated a Promise Six Day barbershop style jingle, with the lyric ‘have some fun’ that we played at various member meetings during the year, and during our Fellowship call on 4/24.
- Our P6D Committee organized two foundational events: First we hosted a 90-minute Fellowship-wide Call featuring three speakers focusing on “What Promise Six has meant to My Recovery.” Following the call, we sponsored a Zoom demo by committee vice chair Tamala titled “how to make a proper British tea.” Because COVID protocols were just beginning to ease, we kept our events virtual.
- As the world continues to emerge and COVID protocols become even more relaxed, it is our hope and expectation that future Promise Six Days will provide a foundation for many in person activities for members to organize all over the globe; helping them to avoid isolation and to remember to have fun with their fellows.
- The 20-second jingle and “Save The Date” flyer are available for future use in the hopes of some consistency that members may recognize in future years.

Recommendations for 2021/2022

- FCC recommends that the GSB establish a dedicated Tech Liaison with direct access to the website to facilitate all communication for Promise Six Day.

Sponsor-A-Group/Sponsorship Hub (“SAG/SH”)

- Committee members: Zeborah T(chair), Joe F., Rody D., Sandra A., Vivian B.
- One of the LIT Committee's goals is to make D.A. Literature accessible in as many languages as possible. Rody D, a member of S.A.G./S.H. has been a Project Contributor for the Spanish Translation process for the past two years and was able to work with an amazing group of fellows from Spain and Argentina. They are Jose Luis from Spain, Mario from Argentina and Beatriz R., also from Spain and serving in the BDA Committee. As part of Rody D’s service in the FCC this year, and in the SAG Sub-Committee, Rody was able to tap into this "resource" and thanks to the service of fellow Jose Luis, we now have the SAG material translated to Spanish!

- S.A.G./S.H. regularly monitored incoming emails sent to sponsoragroup@debtorsanonymous.org responding to all inquiries. The SAG subcommittee's priority was to find meetings that were willing to sponsor groups. Berkeley, CA D.A. meeting offered to sponsor. SAG requests came in asking for sponsorship from D.A. How, and from European Intergroup to connect with Toronto Intergroup for sponsorship. Additionally, European Intergroup was connected to UK Intergroup. There was a request for Spanish speaking meetings. S.A.G. connected Mirian to Argentina for Spanish speaking meetings on What's App.
- SAG/ S.H. became aware that the auto-reply to the sponsoragroup@debtorsanonymous.org email was not working. The request was made to the board liaison to ask the D.A. webmaster to reset the response.
- SAG/ S.H. worked in connection with UUOC which is compiling info on D.A. groups looking for sponsorship.
- S.A.G./S.H. developed proposals to feature sponsorship and sponsor a group resources more prominently on the website.

Recommendations for 2021/2022

- S.A.G./S.H. recommends that modifications be made to the D.A. website to bring resources for sponsorship and sponsor a group more prominently featured and in one place
- S.A.G./S.H. recommends that GSB establish a Tech Liaison to assist in getting information out about upcoming events and to help keep emails and responses current.

Connecting GSRs

- Committee members: Julia B. (chair), Deborah O., Deniese R., Kate E., Sandra A., Tamala S., Zeborah T.
- Summary of activities/accomplishments
 - We spent some time discussing the formation of a mentoring program for GSRs. We then found out that this project was being carried out by the Conference Committee in response to a recommendation from FCC at last year's WSC.
 - We created a Guide for GSRs with detailed information about the position, as well as links to documents (such as the *DAMS*) and relevant pages on the D.A. website. The Guide for GSRs will be published as an article in *Ways & Means* for Q2 2021.

Recommendations for 2021/2022: Some possible projects to pursue:

- Informing the Fellowship about the D.A. service structure, World Service activities, and service opportunities through Fellowship-wide calls and articles in *Ways & Means* and the *DA Focus*
- Exploring ways for GSRs on different committees to stay connected during the Conference year, perhaps through a mid-year Zoom meeting

Quarterly Committee and Chair Meetings

Chair: Anne M.; Board Liaison: Bill D.

FCC continued to facilitate quarterly meetings with the Committee and Caucus Chairs. With the help of the Tech Com Chair, we set up a template which tracts the ongoing work of committees as they respond to recommendations. This can be an ongoing resource to facilitate collaboration between Committees and Caucuses. We also allotted time during each meeting for Chairs to communicate with each other. It was an honor to facilitate this quarterly meeting and to witness the voices of the Fellowship as we shared our work with each other. I hope that this forum will continue to develop new pathways to connect our service on behalf of the Fellowship.

Issues and Concerns

FCC responded thoughtfully to five Issues and Concerns

Closing

The experience of chairing this wonderful Committee has enhanced my love and gratitude for D.A. as I have witnessed the dedication demonstrated by so many members who have served on Committees and Caucuses on behalf of the Fellowship. Our continued use of a virtual platform allowed for a greater personal contact and ease in communicating with one another. My personal recovery had deepened throughout this year as I have witnessed how we do not do service alone. There is always the hand of a Fellow nearby. I wish to thank every member of our vibrant FCC Committee for your support to me as Chair and for your loving service on behalf of the Fellowship. It has been a great privilege to work with each of you.

As the year comes to a close, I glimpse new horizons for our FCC Committee work, hoping that we can continue to be of service to all Committees and Caucuses in creative initiatives.

In service and gratitude,
Anne M.,
FCC Chair 2020–2021

WSC Hospitals, Institutions, and Prisons Committee

The HIP committee consisted of a small number of very dedicated and motivated members- five in total, from all over the continental United States. In spite of the stringent restrictions due to the Covid epidemic, much headway was made carrying the message of Debtors Anonymous to various facilities.

We also sponsored two Fellowship wide calls with the intention of sharing our experience strength and hope from some past HIP members as well as from our current members on an upcoming call: HIP Awareness DAY, July 10.

Below are the accomplishments divided by states:

A. NEW YORK

1. Zoom meetings were utilized to provide outreach to isolated debtors throughout the US and abroad:

- a. Became an action partner with a woman in South Africa.
 - b. Worked on developing a sponsor-ponsee relationship with a Compulsive Debtor from the West Coast.
 - c. Contacted a visually impaired debtor in South Carolina where only one D.A. meeting exists in the entire state.
2. Provided a guest speaker at an English-speaking meeting in Berlin, Germany.

B. NEW JERSEY

1. Reached out to 40 local and national organizations via “cold calls” or e-mails to provide information about Debtors Anonymous including the following:
 - a. Substance Abuse and Mental Health Services Administration (SAMHSA).
 - b. West Bergen Mental Health of New Jersey.
 - c. National Council on Alcoholism and Drug Dependency (NCADD).
 - d. Several treatment facilities and private therapists in NJ.
 - e. A chaplain of a local health care facility.
 - f. Counseling department of Montclair State University in NJ.
2. Coordinated an interactive Zoom presentation on Debtors Anonymous as part of a “Wellness Wednesday” Series hosted by a local church. Guest speakers from Debtors Anonymous told their stories and answered questions.
3. Provided information on D.A. to Otisville Prison in Otisville, NY.
4. Confirmed a continuation of D.A. volunteers carrying the message at the Bergen County Jail when reopening to outside visitors.

C. SOUTH CAROLINA:

1. Several health care facilities were contacted and expressed desire for information on D.A. Information was sent to the following. This information will be utilized to support staff as well as patients at the facilities.
 - a. All of the McLeod Health Care facilities in SC.
 - b. Employee Assistance Program (EAP) that provides support at all Medical University Medical Centers in SC MUSC).
 - c. Psychiatric Department at MUSC.
 - d. Life Matters”: a Personnel support system for staff at health care facilities in SC.
 - e. First Sun EAP, which is a standard benefit on all Carolina Advantage Plans and is the leading source of EAP services in SC.
 - f. Guardian Work Life Matters EAP of at least Six primary care practices, including Behavioral health, of the Regional Medical Center of Orangeburg and Calhoun Counties.
 - g. The Central Heath Care Resource Center for all 22 Shriner facilities in the US
2. Created flyer with information on the major 12 step support groups. In process of disbursing them to local facilities that work with the homeless.
3. In process of providing local churches with information on D.A.
4. Information on D.A. displayed in several newspapers in SC.

D. CALIFORNIA: SAN FRANCISCO/SACRAMENTO/LOS ANGELES AREA

1. Provided information on Debtors Anonymous to "Family Promise", a non-profit organization that finds shelter and eventual homes for homeless families.
2. Provided D.A. literature to a member of the Disciplinary Committee of the California Board of Nursing so that nurses with debting issues can be given this information.
3. Provided D.A. literature to 42 organizations that assist unserved populations in the greater San Francisco areas.
4. Contacted Clinical Pastoral Education directors for Sacramento and Sutter Hospitals. To provide D.A. literature to chaplains so that they can utilize it in their ministries.
5. Contacted the Human Resource Departments of three major hospital systems in Sacramento and San Francisco to provide D.A. literature to their Employee Assistance Programs (EAP).
6. Reached out to probation officers and people reentering society from these various websites:

Thanks for letting us be of service,
Roger D
Chair, HIP Committee 2020/21

WSC Internal Operations Committee

This year's vision for the Internal Operations Committee was enhancing the physical, mental, and spiritual environment of the General Service Office while working to upgrade our physical facilities and provide additional support to the members of Debtors Anonymous in the coming years.

The following was accomplished by members of the IOC this year:

To provide additional support for members of D.A., IOC members Piper N. and Kathleen I. discovered a need for members to easily communicate with the General Service Office (GSO.) Two items were to be addressed—staffing the phone lines during off-hours and developing an international phone line for members of other countries to more easily contact the GSO. They worked in a diligent and tireless manner in developing volunteer requirements, a phone script for volunteers to reference, and the framework for a rotating schedule of volunteers to answer the GSO phone lines. Once accomplished, the work began with procuring adequate volunteer staffing for the rotating schedule and successfully maintaining staffing during the week. Work also began to investigate the effort and commitment involved in establishing an international phone line for members of other countries to be able to contact the GSO.

To enhance the current physical General Service Office space, IOC member Kathleen I. worked with the GSO Office Manager Teresa H. and a volunteer designer to determine ways to make the physical appearance of the office more suitable. The IOC committee also assisted with obtaining repair requests for minor items within the office.

The General Service Office Relocation subcommittee built on efforts initiated last year with member Kim G. drafting a letter to cities that expressed interest having the GSO relocation to their city and all subcommittee members creating visions for the function and layout of a new General Service Office and how this would integrate into our growing Fellowship. This information was passed along to the D.A. GSB for their review and work related to the relocation.

During efforts of the IOC this year to assist the GSO and GSB with developing a literature inventory procedure and an office policy and procedure manual and researching GSO office relocation, the IOC discovered and brought to light a lack of clarity of the description of its purpose as written in the D.A. Manual for Service related to the GSB Office Committee, resulting in the IOC halting this work. Through a meeting with GSB members, it was determined the IOC has outgrown its purpose, and an ad-hoc committee was formed to re-write the purpose of the Internal Operations Committee.

Our recommendations for the upcoming World Service Conference are the following:

1. The primary task of the IOC in the upcoming year would be to re-write the description of the IOC in the D.A. Manual for Service in a way that will provide a list of things the IOC can work on to support and improve the growth of the D.A. General Service Office to allow the full utilization of the Internal Operations Committee members.
2. Continue efforts to fully staff the GSO phone lines to include weekends.
3. Continue developing an international phone line and present a report with various options and spending plans for the Board to review and discuss.
4. Continue with the beautification efforts for the current General Service Office space to provide an inviting workspace for staff.

In gratitude for service,
Mark I., IOC Chair 2020-2021

WSC International Committee

The International Committee (Intercomm) is composed of members from around the world including Alex A from the UK, Shalini G. from Kenya, Sindai A from Brazil, Emmanuelle D. from France/UK, Jeanne F from USA, Joan N from USA, Jeff B from USA, Kristin B from USA, Monisha R from USA, Mario B from Argentina, Roger H from Canada and Oscar B from the UK. Roger H was our trusted liaison and was instrumental to many of our initiatives. Marcelo and Carla from Brazil Intergroup assisted with translation from English to Portuguese.

This year we spent a lot of time sorting through what we wanted to accomplish and feel wonderful about what we've done as a group. This was the first year that we were able to call ourselves a committee and we took the time to really focus on what kinds of legacy we wanted to leave behind. One of the ways we started our year was to build a culture of connection and collaboration by meeting an hour before our meeting every month, for some kind of conscious contact. This included yoga, meditation, movement, etc. ahead of our meeting so that we could connect with our higher power, ourselves and with each other. This culture of connection and collaboration carried over to the types of activities we participated in for the year - with the intent of serving the D.A. community and living our mission.

In the first half of the year, we executed on a major project which was the first ever Global 24-hour New Years Day marathon. This was a wildly successful event that attracted a global audience (gratitude to the New York Intergroup for their kind assistance). We had the good fortune of having up to +171 people at some meetings. In addition to the event, Alex A, Joan N and Jeff B have put together a "Virtual Event Guidebook." The guidebook is designed to be a playbook for these types of virtual events in the future. We hope that this playbook can be used as a guide for future Intercom events but also for the GSB.

In addition, the committee created subcommittees which brought together the several ideas which we are prioritizing and working through to better understand where to put our focus. The second half of the year consisted of hosting two listening calls, which are calls we set up with the Service Committee of Russian Speaking D.A. from Russia, Ukraine, Georgia and Armenia in May 2021 and Brazil D.A. in June 2021 to deeply listen and better understand how we can support the suffering debtors in these regions.

Some of the recommendations we are making for next year include:

1. For the International Committee to work with the Fellowship Communications Committee (FCC) and Public Information (PI) to help expand each committee's mission
2. Explore working with the Mapping Project currently being developed by the Underserved, Underrepresented Outreach Caucus (UUOC) to identify global areas that lack D.A. meetings and/or need support as they start meetings.
3. Follow-up on the request for PI on International countries for getting the message to new countries with tight TV and radio channels. Explore ways in which the D.A. message could be shared in specific global areas via radio talk shows and/or public service announcements.
4. To collate stories for an issue of the *Ways and Means* that address various ways of debting, particularly in countries from the "Global South", as a way to hear other global voices from debtors and to increase awareness as we work with more countries in D.A.
5. Continue to explore alternative platforms for hosting D.A. literature for people in countries with poor internet infrastructure and/or high data costs.
6. Explore ways in which non-English recorded stories (podcasts) might be shared either on the D.A. website or with specific intergroups. Review if a YouTube channel might be suitable for sharing D.A. stories.
7. Continue with listening calls from countries/regions that are starting D.A. meetings (i.e. Iran, China, etc.)

8. Host another New Years Day event - size and scale TBD
9. Continue to work on worldwide sponsorship

Suggested Motions For Incoming Intercomm:

1. Intercomm makes a motion to allow for a mechanism to allow funds to be earmarked for literature for under-served countries.
2. International Step Study - size and scale TBD
3. Update and expand D.A.'s Awareness pamphlet to include information on the sorts of mobile financial debiting systems prevalent in Africa, Asia, and other parts of the world. The purpose for this is to bring more clarity and awareness for debtors in other countries, whose avenues to incurring debt, might be quite different from those in North America or Europe. The pamphlet would include common pitfalls debtors face regularly in nations where the banking and economic systems present different challenges and therefore, different red flags.

WSC Literature Committee

Chair: Ruby G, Vice Chair: Mary Jane B. Secretary: Nathaniel, (Partial) Treasurer: Lisa B.
Committee Members: Will, Fatimah, Taylor, Rivka, (partial), Peter, Marian (partial), Peter S, Mary Ellen, Leslie, Jackie, Joanne, Helen, Sasha, Jeanine C, Deborah, Herb, Nikki, Mile, Michael
GSB Liaison: Tom B

LitCom Statement of Purpose

D.A. Conference-approved literature begins with Literature Committee. Members participate in all levels of the literature creative process, including generation ideas for new D.A. literature, working closely with members of Literature Services, reviewing drafts of literature in process (given to them at the Conference by Literature Services), approving final drafts of D.A. literature, and bringing motions to approve drafts of literature to Convocation to become Conference-Approved Literature.

Committee Report

LitCom 2021 Presented five motions to the Convocation, including three new literature concepts. The concepts originated from topic suggestions made by committee GSRS and ISRs in attendance at the Virtual 2020 World Service Conference. Two of the new concepts that were presented to the Convocation were approved by a substantial majority. Unfortunately the third motion for a Race and Debt pamphlet failed to reach a vote when a procedural injunction was invoked by a D.A. fellow leading to the motion being recommitted to LitCom.

Two additional motions to approve the D.A. Step Study Guide and the B.D.A. Step Study Guide, after much discussion, were also passed with a substantial majority.

The members of LitCom then formed seven new subcommittees which met at least monthly throughout the program year to craft outlines and draft content as a guide for each concept's further development by GSB Literature Publications (LitPub) and Literature Services (LitServ) Committees.

Litcom also continued to review and develop works-in-progress from previous years, forming a subcommittee for the Black Voices, Basic Text, and the Daily Reader. These subcommittees' aim was to continue to solicit, review, and edit submissions that are made by the Fellowship-at-large.

We are happy that the D.A. and B.D.A. Step Study Guides are now available online and for purchase through the GSO. Although originally published together the GSB Literature Publications Committee has announced they will be available in separate volumes in digital form. I am so grateful that this marvelous publication was made possible. I am grateful for the opportunity to be of service and I am proud of the members of LitCom who, after ten years waiting, rose to the task in approving and moving this stellar work forward last conference year. The feedback from the Fellowship has been very positive from both D.A. and B.D.A. fellows.

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

Visibility and Vulnerability (V & V) D.A. Pamphlet

(Subcommittee Chair: Nikki. Members: Fatimeh Deborah, Lisa, Will Peter, Julia)

Created an outline for the ' V & V Pamphlet' which was submitted for review in May and was approved by the Literature Committee as a whole in our June meeting.

Race and Debt

(Chair: Jackie, Members: Sasha, Peter S, Lisa B, Taylor, Will)

A motion was voted on by 2019-2020 LitCom for approval on August 13, 20 and submitted to the Conference. The original motion read that "the Literature Committee moves that the Conference approve a literature concept for a pamphlet on the theme of Race and Debt to address how debt and privilege affect all non-white racial groups around the world and in D.A, why so few black and brown bodies stay within D.A., the ways in which the Tenth Tradition is used to silence communities of color by treating race as an 'outside issue' to debting, and how D.A. can embody anti-racist practices."

Having failed to reach the floor for a vote, the motion was re-committed to LitCom as amended simply "to approve a pamphlet on Race and Debt" and will be heard at the 2021 Conference.

PRG outline Pamphlet

(Chair: Herb., Members, Jeanine, Will)

This subcommittee task is to create a PRG booklet to guide members in serving on PRGs.

Glossary For Beginners

(Chair: Mike, Members: Michael, Deborah, Mary Jane)

The task of this subcommittee is to develop a glossary of terms for the beginner and long-timer alike. It's purpose is to help navigate the sometime confusing acronyms employed by the Fellowship. This is a highly anticipated piece of literature by the D.A. Fellowship.

Three additional subcommittees were formed to work on ongoing projects. Unfortunately two encountered technical difficulties along the way. Below are progress updates.

Basic Text Stories

The database vanished and a restart had to be made. An eNews blast was utilized and the submissions were eventually recovered and expanded. In the meantime the subcommittee was dissolved.

D.A. Voices from the Black Community

(Chair: Ruby G, Members: Leslie, Lisa B, Nathaniel, Mary Ellen)

Black Voices continued gathering content for this concept through an innovative crowd-sourcing process that requests either written or recorded responses from Black debtors. These contributions have been solicited through notices distributed via e-newsletters, email blasts, Intergroups, and personal outreach efforts by individual members. Early in the year they reached out to BDA, the International Committee, as well as the UUOC for input. Black Voices worked closely with the UUOC, BDA, and the International Committee to expand submissions from South Africa, Australia, Black UK, West Africa, and South America. To that end, the subcommittee is setting up a viral D.A. meeting global network to carry the mission via literature to the Black debtor who still suffers everywhere. The process of reviewing and curating the submitted content in the pamphlet continues.

Daily Reader

(Chair: Mary Jane B, Helen, Jeanine, Leslie)

This book-in-progress was carried over from previous years. Calls for submissions continue to be made via eNews blasts, the D.A. website and the D.A. Fellowship-at-large. At the time of this writing at least 189 submissions of the required 365 daily readings that are required for the 365-page book have been reviewed, finalized, and compiled.

Recommendations from LitCom Chair to the Incoming Literature Committee (not committee-approved):

- 1 We ask that you honor and continue the work of all of the LitCom members who came before you by continuing the work they have started on projects currently in the queue and those assigned by the GSB. Many new groups have been added to the D.A. Fellowship, and I would ask that the work started in LitCom give the newcomer a voice and space in our ever-growing and global Fellowship of debtors seeking recovery,
- 2 We challenge you to collaborate, innovate, and find new ways to solicit ideas and input from our wonderfully diverse Fellowship. With that in mind, I ask that the incoming LitCom to create a dedicated email for the global community of color to compliment the

dedicated email wsc.litcom@debtorsanonymous.org that is currently used to collect stories of Black Voices in LitCom.

- 3 Honor a request from BDA to create a pamphlet concept for Black and Brown entrepreneurs.
- 4 Update the Records pamphlet which is seriously out of date. It is riddled with outdated language and does not reflect the changes in technology.
- 5 Create service literature to help welcome Black and Brown chairs and/or first time chairs.
- 6 Service piece to help in the training and welcoming of the new GSR.

Lastly many, many thanks to all who have held my hand throughout the year. I am grateful beyond words for all that I have learned although I feel like I have just scratched the surface. I want to say that this has been a wonderful experience despite the challenges of Covid-19. I lost many family members to this plague and it was service work that kept me going even during my worst times. I applied the Traditions and Concepts to the best of my ability in all of my affairs and program life carried me through this service. Looking forward to next year.

Yours in Service

Ruby G., 2020-2021 WSC Literature Committee Chair

WSC Public Information Committee

The purpose of the PI Committee

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

Helping Professionals Sub-Committee

Committee Members: Sean, Charlotte, David and Lauri

We have written to several Helping Professionals, including therapists, medical providers, service listings and places of worship, introducing the various helping professionals to D.A. We have reached out to various helplines including suicide prevention and places where A.A is listed asking if they could also list D.A. This work is ongoing. We have revised the standard letter to Helping Professionals in the D.A. PI Manual. Most health fairs around the globe were cancelled this year, this is traditionally a source of outreach for the committee.

Media Outreach Sub-Committee

Committee Members: Sean

Outreach was made to TV and Radio stations as well as magazines such as “psychology today”. So far, these outlets have shown little interest, however no information put out there about the existence of D.A. is wasted.

Sub Committee for PI rep training

Committee Members: Karen, Sabina and Charlotte

A private Facebook page has been set up as an information hub for PI people in D.A. meetings around the world. This has become a valuable resource for D.A. members who do PI service in their local areas. The page contains links to useful documents and podcasts. It is also a place to ask questions that are not covered in the PI Manual. The link to the group is as follows:

<https://www.facebook.com/groups/342916886983562>

During the year the sub committee also composed a three-minute script which is hoped will be read out at local meetings going forward, asking D.A. members to consider doing PI service in their local groups or intergroups. The script, which is not meant to be followed exactly but is rather a guide, centers around Tradition Five “Each *group* has but one primary purpose—to carry its message to the debtor who still suffers” and Tradition Eleven “Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films”.

At our May meeting members agreed to pilot this script by reading at their local meetings. Some members have already done this, and it has been well received.

Fellowship Wide Calls Sub Committee

Committee Members: Juhli

On January 16th 2021, this sub-committee hosted a Fellowship Wide Call entitled “Supporting Newcomers”. The purpose of the call was to encourage newcomers so they could hear from people in the program who had recently gained some solvency. This was organized in conjunction with the Newcomers Support Committee below.

The call was very successful and there were four speakers from different parts of the world and about 30 attendees.

Juhli, from our FWC committee will supporting the international committee in their 12- step study guide call/zoom taking place this weekend (June 19 & 20 2021).

Newcomers Support Sub Committee

Committee Members: Ellen

When this year’s PI committee formed, we agreed that an important part of our work would be to increase D.A.’s efforts in meeting and greeting the newcomer. In the spirit of this, the Newcomer’s Support Sub Committee have successfully set up and maintained special newcomer meetings being held in New York on zoom. Members encouraged to write their bottom stories. There is also a beginner’s Step study group and a D.A. and A.A Traditions study. Members are encouraged to cut up their credit cards and they have a piggy bank for the broken pieces. This is

a vibrant community of newcomers and a safe and supporting place for members to begin their journey of abstaining from incurring new unsecured debt one day at a time.

Linking with other committees of the WSC

The chair of the PI Committee recently attended a meeting of the International Committee to start the ball rolling on a recommendation from the last WSC to find ways to carry the message of D.A. to countries where internet access is not widely available. A brainstorming session was held and it was felt that going forward the PI Committee and the International committee could form an inter committee group to look at ways to carry the D.A. message in this way.

Recommendations for next year's PI committee

- Continue to reach out to Health Fairs and Mental Health Fairs around the world as they re-open.
- Continue to work with the international committee to find ways to reach out to the debtor who still suffers in countries where the internet is not widely available.
- Reach out to bankruptcy and insolvency services.
- Continue to host and maintain the PI Committee private Facebook group.

WSC Resource Development Committee

The 2020-2021 Resource Development Committee of Debtors Anonymous consisted of eleven enthusiastic and talented GSR and ISR's from around the United States and the UK including: Celia M., Eric CP, Jeff N, Michael L, Dianna D., Edward K, Jane A., Maia W., Phil M, Sarah F, and myself, with Sharon S., our GSB liaison. Celia was Vice Chair, Jeff N. Secretary, and Eric CP was Treasurer. Unfortunately, time and family commitments led to Eric CP and Jane A.'s withdrawal from the Committee but their service and friendship were greatly appreciated.

Given the economic challenges of the 2019-2020 fiscal year under the cloud of the Covid19 global pandemic, the 2020-2021 RDC voted to ambitiously increase its Fellowship Contribution goal to 21% over fiscal 2019-2020 or \$153,041, and our service-oriented resource development activities would continue to focus on the tool of. Sponsorship and, as an addition, Service Sponsorship. Multiple subcommittees were created to meet these goals at our first post Conference Committee meeting including:

1. RDC Communications Subcommittee
2. Fellowship Wide Call Subcommittee
3. Group/Meeting Subcommittee
4. Service Sponsorship Subcommittee
5. DAMS (Debtors Anonymous Manual for Service) Subcommittee
6. Ways & Means Subcommittee

The subcommittees each presented their ideas and efforts to the full Committee each month, I am excited to share their many accomplishments below:

1. The Communications subcommittee updated all three annual Fellowship letters and announcements: the end of year contribution (tax benefit) announcement, John H. Scholarship Announcement, and the April D.A. Anniversary Appeal. Further the subcommittee finished edits on what we affectionately call the 777 flier encouraging Fellows (in accordance with their prosperity) to contribute make a 7th Tradition Contribution of \$7 to the Fellowship on the 7th of each month. The 777 flier is timed for July 2021 distribution for the first time.
2. Three Fellowship-wide Conference Calls were held this year sponsored by the RDC and hosted by Dianna D. Call themes included both Sponsorship/Service Sponsorship and the Service Role of Treasurer, and were widely attended.
3. The group/meeting subcommittee felt it was critical to engage with the Fellowship at the group level and gather more information re how the RDC could be of greater service to them. Accordingly, the subcommittee drafted and received approval from the GSB for a Fellowship-wide Research Questionnaire that will be distributed and returned by email for analysis and greater clarity re how the RDC can best be of Service. The committees \$100 budget was earmarked for a research analysis software license to ultimately manage this effort.
4. The DAMS subcommittee continued the work of last year's subcommittee to refresh the language of the DAMS regarding Treasury and Service Sponsorship. Unfortunately, Eric CP, who left the committee, was spearheading much of this effort and some of the DAMS updates may be passed to next fiscal's RDC to complete.
5. In continued support of the tool of Sponsorship and Service Sponsorship, and in light of the continued questions RDC receives regarding processes for managing remote 7th Tradition Contributions, the RDC has edited the last Ways and Means issue of the fiscal year. This issue will contains Fellows' courage, strength and hope regarding the tools of Sponsorship and Service Sponsorship, as well as testimony by individuals re how they addressed the challenge of remote 7th Tradition contribution processing for a zoom meeting.

Finally, the Covid 19 pandemic sadly left most groups without any ability to meet in person but also in many cases, no rent liability accrued. Thus, the Fellowship saw a substantial increase in 7th Tradition Contributions in fiscal 2020-2021 and, with at least one more month left in this fiscal year, the RDC has already far surpassed its 21% contribution growth goal over 2019-2020. To be specific, through May 31, 2021 the Fellowship's aggregate contribution total is 63% greater than the same period last year. See below:

Aggregate Fiscal YTD	Fiscal 19/20	CHANGE
186,057.85	114,201.47	71,856.38 or +63%

In Service
Diana B, Chair

WSC Technology Committee

The WSC Technology Committee is composed of delegates who have experience with and/or interest in leveraging technology to grow the Fellowship of D.A. The Tech Committee focuses on harnessing technology to improve access to D.A.'s resources, facilitate communication within D.A. and reach out to the debtor who still suffers. The committee advises the Conference and the GSB, as well as providing hands-on technical expertise where applicable. (rev. 8/13). Members of the WSC 2020-21 Technology Committee included Cris F. - Chair, Roxie K. - Vice Chair, Adam F. - Secretary, Stephanie M. - Treasurer, Bryan Z., David L., Kimberley S., Lenore M., Linda M., Roger S., and Rob B. served as the GSB Liaison.

Two subcommittees were formed to tackle ongoing website improvement, WSC recommendations, new initiatives, and to respond directly to GSB requests for support.

1. The Website Subcommittee picked up on the work from last year. And while the D.A. website got a much needed facelift and upgrade to a new platform last year, it was not redesigned. Our Project Contributor from last year did a wonderful job and continues to act as our webmaster, however, we need to engage a paid person to actually do the website redesign work when it is decided on.

We received GSB approval to conduct a thorough website audit, which is underway. Specific phases of the audit include data collection to identify which areas of the website need improvement:

- Content and pages
- Design
- User Interface
- Security, back-up and maintenance

Data collection methods include:

- interviews with the GSB, past WSC and Tech Comm members, Committee and Caucus Chairs, and other stakeholders (ongoing)
- Comparison to other recovery websites
- Surveys on eNews to the D.A. Fellowship (planned)
- Creation of a form that will collect suggestions from the D.A. Fellowship (in process)

Analysis of the collected data will be used to identify key requirements and practices so that a summary findings report can be presented to the entire Tech Committee. Finally the Tech Committee will present recommendations to the GSB for approval, funding and implementation. This will not be completed in time for it to be presented to this year's WSC.

Aside from the audit of the website, ‘quick’ fixes to the existing website will be recommended to the GSB for implementation. With a complete website redesign on the near horizon, significant changes to the current website are not a good use of resources and will not be recommended.

2. The New Initiatives Subcommittee is handling all things not website specific, however there are items of overlap with the Website Subcommittee. Some of the main projects and accomplishments include:
 - We are creating a process to implement translations of the D.A. website into non-English languages for D.A. worldwide, in collaboration with other D.A. WSC committees, caucuses, and the GSB. We have translation functionality on the website platform and we have done various translations, our role was to formalize the process/procedures for new translations. This is currently in progress.
 - We developed a digital document for recording numbers based on D.A. conference approved booklet, and are coordinating with the GSB to have it released to membership.
 - Developed suggestions and a bill-of-materials example for transitioning from virtual to face-to-face meetings and hybrid meetings. We evaluated multiple platforms (Zoom, Google Meet, Free Conference Call, Microsoft Teams, Skype, WebEx) and hardware options without endorsing or mandating any one in particular.
 - Worked to determine standards for digital communication, data sharing, storage and technology use, including recommendations to establish a new digital archive system - a way to archive important documents automatically onto our G-Suite Drive into the appropriate folders, etc. This work will continue next year.
 - Made two proposals to the GSB in support of these initiatives:
 - Create a technical support service position that each WSC committee and caucus would have to coordinate and assist with technology issues.
 - Have each WSC committee and caucus create a small informal report that would brief the next year's committee on vision and ongoing work– a resource to orient and guide the incoming committee on in-progress projects. This would be different from the final report to the WSC.
 - We have been investigating and sampling apps to allow participants to donate to D.A. via text only. Investigated Mobile Cause and Snowball. Working toward a test of Snowball app.
 - Responded to the GSB's request for information and recommendations on digital archiving.

Outside the subcommittee work, the Tech Committee members responded to individual tech support questions from Committee and Caucus Chairs such as Google Drive use, Zoom use, and Google Meet use. We have also been working with the Office Committee members and GSO manager to optimize equipment use at the D.A. Headquarters office.

Recommendations for the incoming committee:

- Complete the website audit.
- Start working with the GSB on website redesign, including hiring a person to actually do the work.

- Complete website translation process and implement it – in order to have the D.A. website available in other languages.
- Complete recommendations for WSC committees use of Google Drive.
- Implement new technical support service position in all WSC committees and caucuses, and coordinate with people holding those positions (if this proposal is accepted).
- Continue to work on providing recommendations and technical support for hybrid meetings.

WSC Intergroup Caucus

The Intergroup Caucus is composed primarily of ISRs but also includes GSRs and Trustees who have experience with their local Intergroups. The main function of this caucus is to create tools, resources, and a better understanding of the role of an Intergroup in the overall organizational structure of D.A. The Intergroup Caucus helps support both new and existing Intergroups. The Intergroup Caucus also contributes to the efforts to regionalize D.A.

Recommendations from the Intergroup Caucus to the 2020 WSC:

1. The subcommittee strongly suggests that the Caucus submit an official recommendation to the WSC that the link to the document “Intergroup Service Handbook” also be listed on the “free downloads” literature page on the www.debtorsanonymous.org website.
2. The subcommittee strongly suggests that the IG Caucus recommend to the WSC that the 2 documents, “Intergroup Service Handbook” and “Chapter 3: Intergroup Service” in the DAMS
 - a) be integrated to become 1 document (because some info is in one and not the other and vice versa)
 - b) be updated to reflect current best practices
 - c) be revised for readability
3. Recommend that the D.A. website have a specific and dedicated page for Intergroup information, purpose, tools and understanding.

Work of the caucus during 2020/21:

- Work on the Intergroup Service Handbook and DAMS Chapter 3: Intergroup Service - A sub-committee has drawn up an outline, revised, updated Intergroup Service Handbook. A precis of the completed document could then be included in chapter 3 of the DAMS.
- Fellowship-wide Call - Tool 11 - Service at Every Level - Why Intergroup? The call on 15th May was very successful with shares from 3 intergroups and a share / question and answer session. The speakers responded to questions and went on to speak directly at other intergroup meetings. We had 37 attendees.

- Sponsor an Intergroup is now up and running as a result of the Fellowship -wide call. There are now 4-5 Intergroups requesting sponsorship by stronger intergroups.
- We are gathering data to identify other intergroups that may be out of touch with WSC. Plans are to reach out to them in time.
- Tech Com has agreed to establish an Intergroup page on the website. The Intergroup Caucus will be responsible for providing and editing content.
 - Please make it so that any search for “Intergroup” would display anything and everything related to Intergroup.
- The caucus suggests that ISRs are strongly encouraged to join the Intergroup Caucus. Action taken: Recommended to members at the pre-conference orientation call

Notes for incoming WSC Intergroup Caucus 2021/22:

- Consider curating a Ways and Means future issue
- Recommend continuing the revision of the Intergroup Service Handbook and DAMS Chapter 3: Intergroup Service Intergroup Manual (Revised) draft version 0.1
- Remove the last sentence from the statement of purpose: “The Intergroup Caucus also contributes to the efforts to regionalize D.A.” or further define what it means in vision and practice. Might time zones be a possible framework of regions?

WSC Spiritually Sustainable Earning Caucus

The members of our Caucus are totally engaged in Service around the Concept / Mission of SSE

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

Members 2020–2021: 19 plus our GSB liaison.

Chair: Ed K.

Vice-Chair: Jeanine C.

Treasurer: Kelly L.

Secretary: Helena K.

Board Liaison: Bill D.

Members: Joan N., Roger S., David J., Celia M., Grant F., Jeff N., Julia B., Laura L., Lauri I., Maia W., Peter S., Shalini G. Sindai A., Carolina S.

Our accomplishments for Service year 2020–2021:

- FWC Subcommittee. Hosted three Fellowship-wide calls: 11-01-20 (From Spiritual Bankruptcy to Spiritually Sustainable earning), 02-07-21 (A Path to Solvency), and 04-11-21 (Retirement in Recovery).
- Literature Subcommittee. We curated the 4th Quarter (2020) *Ways & Means*, with 9 stories. We are continuing to collect stories for the “Big Book” with a focus on Spiritually Sustainable Earning. We are continuing to collect submissions for our “Daily Meditation” reader (with a focus on Spiritually Sustainable Earning).
- “Meeting Format” Subcommittee. This committee put together an outline for a new meeting with a targeted focus on “Spiritually Sustainable Earning.” There are currently 3 “test meetings” being held weekly. The attendance at these meetings is growing. There seems to be a real thirst within the Fellowship for this type of meeting. This subcommittee also came up with a Definition of “What is Spiritually Sustainable Earning?” (see below) and revised the Spiritually Sustainable Earning Signposts.
- A Definition of “What is Spiritually Sustainable Earning?”
When we first come to D.A., we may feel that if we only earned more money, all our problems would be solved. Our work life is out of balance. In D.A., we learn that it’s not really about the money, it’s about the quality of our life and our relationship with our Higher Power. As we work the Steps and apply the Tools, our earning efforts come into alignment with our Higher Power’s will. We discover that we can be of service regardless of what kind of work we are doing. It can be the vision job or the “B” job. Spiritually sustainable earning gives us the opportunity to become the person our Higher Power wants us to be. It is about the journey, not the destination, about applying the 12 Steps and 12 Tools in everything we do. As a result, we find ourselves living a prosperous life, wealthy in relationships and rich in experiences. As we say in the D.A. Promises, “All this and more is possible. When we work this program with integrity and to the best of our ability, one day at a time, a life of prosperity and serenity will be ours.”

Recommendations for next year’s SSEC:

- Continue to host Fellowship-wide calls on the topic of SSE.
- Write and submit stories for *Ways & Means*, the Daily Meditation Book, the D.A. Big Book, and other literature in process.
- Discuss how to best assist D.A. members with earning issues in the D.A. program.
- What would we like other committees and caucuses to consider in light of the SSEC?
- Continue to host the three newly formatted meetings on spiritually sustainable earning.

Yours in Service,
Ed K.

WSC Underserved & Under-represented Outreach Caucus

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

UUOC started with 22 members and today we are a multi-racial, multi-cultural and multi-gendered group of 17 members. We have 5 sub-committees:

- 1) The Anti-Racism subcommittee proposed a Fellowship Wide Call titled 'Race is an inside issue: a celebration of Black History Month'. It was unanimously voted down by the Board. The groups Black In D.A. and Black in UA went ahead and hosted the event in February with help from UUOC. It was a big success with 170 attendees from all over the world sharing powerful stories about race and how it affects their economy.
- 2) The Gender Neutral Language Review subcommittee has been reviewing literature and making suggestions on changing pronouns, making it inclusive to all who identify differently.
- 3) The Awareness & Outreach subcommittee.
- 4) The Mapping Project subcommittee is working on identifying areas with few or no D.A. meetings. Next step is to partner with the International Committee to identify fledgling meetings in remote regions of the world and help start new meetings where none exist.
- 5) The Health Issues and Disabilities subcommittee is creating a questionnaire.

UUOC held a Fellowship-wide call in June to inform the Fellowship of who we are and why our work is timely and crucial.

Recommendations for incoming caucus:

- 1) Continue to locate remote meetings and areas with no meetings, on the Mapping Project while working in partnership with the WSC International Committee.
- 2) Write a questionnaire for the debtor with health issues and disabilities to better understand how the Fellowship can serve them.
- 3) Continue to review D.A. literature and write recommendations to switch to gender-neutral language.
- 4) Continue to explore requesting that D.A. hire outside Equity Diversity Inclusion (EDI) experts to mediate and train at World Service level.
- 5) Continue to host Fellowship-wide calls to speak of UUOC's crucial work and to reach underserved communities.
- 6) That the Underserved and Underrepresented Outreach Caucus become a committee.
- 7) That Equity, Diversity and Inclusion (EDI) experts be hired by the Fellowship, in an impartial process that includes UUOC in the decision making, regards to training in racial/ diversity communication AND resolving the current specific conflict between the GSB and the UUOC, through mediation.

In grateful service,
Monisha R.
Chair UUOC

2021 WSC New York City Area Host Committee

Chair: Maureen C., Treasurer: Paula, and Secretary: Lisa M.

The Host Committee works closely with the General Service Board, the General Service Office, and the WSC Conference Committee to host a successful World Service Conference. A GSB Liaison will be assigned to each WSC Host Committee by the GSB Chair. Our liaison is Matthew E. The GSB liaison is the link between the Host Committee and the General Service Board as a whole and the Board's Conference Support Committee (CSC) as well as their liaison, Karma.

The WSC Conference Committee and the Board's CSC committee provide support to the Host Committee. The Conference Committee may have past host committee chairs in their group who can offer their experience, strength and hope to the current host committee. The Host Committee chair participates in the monthly WSC Conference Committee call to give a 3-to-5 minute update on the Host Committee's current work and progress. This is so the Conference Committee is kept in the loop about how the planning is going and so the Conference Committee can offer support in any way they can.

The Board's Conference Support Committee also typically has members with prior host committee experience. The CSC will closely monitor the Host Committee's work leading up to the conference, and will address all board-related responsibilities. The GSB liaison will sit on the CSC calls, and serve as the primary point of contact between the Host Committee and the CSC.

Only the Chair of the General Service Board has the legal authority to sign contracts and make legally binding agreements on behalf of D.A. The Host Committee is the local eyes and ears. The Host Committee gathers price estimates from potential vendors (such as possible conference sites and possible DJ's) and then submits the estimates to the Board liaison with a top-pick recommendation. The Board does all the negotiating and contracting from there. Basically, the Host Committee provides the WSC attendees with the necessary information to make them feel comfortable while having a very productive world conference.

Besides the Officers (Chair, Vice Chair, Treasurer, and Secretary), the following subcommittees play a vital role in a successful conference: Conscious Contact Coordination, Convocation and Credentialing, Decorations, Fellowship Day Workshops, Finance, Fundraising, Gala, Hospitality, Internet Services, John H Scholarship Awards, Keynote Speaker Selection, Local Volunteer Coordination, Lodging, Marketing, Meals, Open 12-Step Meeting, Registration, Signage, Site Selection, Special Needs, Tear Down and Clean-up, and Technology.

With help of the Site Selection Subcommittee, the Host Committee gathers price estimates for possible conference sites for the conference that affords the participants reasonably priced lodging accommodations while providing adequate meeting space for the work of the conference. The 2021 World Service Conference, hosted by the New York City Host Committee, was scheduled to be at the Newark Airport Marriott in Newark, New Jersey in August 2021. Due to the COVID-19 pandemic, the Conference will be virtual on August 6-8, and 14-15, 2021. Fellowship Day will be on August 14, 2021. Save the Date!!!

Projects Addressed by the Host Committee for the Virtual 2021 World Service Conference:

- Selected the slogan, *Sponsorship - Carry the Message: Be One, Have One*. Sponsorship is the theme.
- Kept the same (beautiful) logo as last year.
- Submitted the Fellowship Day and Hospitality schedule to the GSB Liaison.
- Discussed with Debt-Anon their schedule for Fellowship Day.
- Will provide virtual hospitality.
- Committed to send \$1,000 to the United Kingdom for the 2022 WSC.
- Established a Fellowship Day Committee of 5 members through e-news announcement.
- Signed a contract with DJ Jiji for the GSB.
- Provided a report for D.A. Focus.
- In the process of enlisting Zoom Hosts for WSC committees and caucuses.
- John H. scholarships were distributed.

2022 WSC London Host Committee

Hi, I am Susan, a debtor from the UK. Our committee has been meeting monthly since January 2019 and has grown to 10-12 members. It is a privilege for the UK to be trusted by the D.A. Fellowship to host the 1st conference to be held outside of the U.S. We have found an amazing hotel for the Conference and can't wait to announce it along with the date, once the contract is signed.

A strong focus of our meetings have been outreach, as there are many members outside of the U.S. who have never attended WSC, including most of our committee. We created a flyer and a video announcement to help explain this more clearly for our members. We are asking all groups to play this video during the announcement part of their meeting and there is written version too. Both can be found here <https://debtorsanonymous.org.uk/wsc2022>

If you want a member of the Host committee to come to your business meeting to answer any questions, please email us ***DAWSC2022@gmail.com***

Can you help to support our committee with your experience of hosting a prior conference? We could use your support to help with outreach and other subcommittees. Please get in touch if you can help ***DAWSC2022@gmail.com***

Lastly please get your group to send a GSR or an ISR to the Conference to help our Fellowship grow worldwide

PART 8: 2020 WSC Committee and Caucus Minutes

8.1 WSC Business Debtors Anonymous Committee Minutes

BDA COMMITTEE NOTES 8/7 Taken by Annelise H

Service Positions:

Darleana: Chair

Bill D: GSB liaison

Annelise: Secretary

Vice chair: Nita

Treasurer: Judy B Seattle

Committee Scribe for the Conference: Scout

Timekeeper: Charlotte L

Procedure and Etiquette Guidelines? Robert's Rules are usually good, anything else?
Distributing agenda ahead of the call, everyone should agree to be prepared reading prior notes

Start and end with Serenity Prayer, create agenda

Point 13: create a plan based on issues and concerns- doubt as to the validity of the existing ones

Sam offered to summarize these for the next meeting.

Anna suggested others review the Issues and Concerns so all can reference

ISSUE FOR REVIEW:

BDA Intergroup registration issue

Jerome: Essence of the issue was to create an intergroup for BDA online, universally, and not local

Marlena – attended some of the workshops on this, maybe a tradition violation? Had a for profit flavor.

Annelise added her esh, agreed with Marlena

Sam observed one person made ten points

Darleana read the Committee's year -end report from last year- addendum regarding BDA abundance and prosperity calls (prosperous businesses beyond just paying bills) started last year on this but it got waylaid. Darleana suggested we further that agenda in the next year. "Working together is key"

Carolina: asked if we can do a BDA workshop in Brazil ; translating, officializing a Brazilian BDA magazine in the committee as a goal?

Literature committee: How to set up a spending plan for your business, Business PRG, we should have a template and a format for BDA

Darleana asked if we want to continue last year's agenda

Anna asked what the process was.

Jerome emphasized the importance of reviewing and carrying on from last year or we will reinvent the wheel.

Gemini: HOW way...how does it relate, or is it available?

Darleana: 12 step study guide, secondary pamphlets, q and a's after each step

Listening to what people need, bringing it back to the committee

We have committees that decide what they're going to work on

Overview

Specifics sent to general committee

BDA subcommittees-

1.UNDER SERVED AND UNDERREPRESENTED

2.LITERATURE

3.FRONTIER

4.WAYS AND MEANS -COLLECTING STORIES

5.ABUNDANCE AND PROSPERITY FOR BUSINESS OWNERS

6.FELLOWSHIP WIDE CALLS

Marlena spoke to the HOW movement and said that it is not conference approved, but groups are free to choose non -conference approved literature by group conscience. Marlena observed it is concerning "Up, up and away" syndrome of not retaining old timers

Group fourth step inventory? What are proper channels? BDA committee?

Jeanine from Tucson volunteering to liaise with (abundance caucus?) Careful not to overstep; stay inside lines

Important to work the steps as a business owner

Judy: back to agenda: keep what we did or add new things? Motion?

Is anyone against continuing the prior business?

Minutes will be available for review.

Jerome restated and made motion that we dedicate our first few monthly meetings to overlook past resolutions and which to pursue and prioritized, motion seconded ;

Sabina asked for clarification on the order of forward movement

Darleana: We will submit the report, the subcommittees from last year and then next , in a few months subcommittees will submit their forward moving priorities

Anna amended to a two- month maximum period, Jerome does not accept, saying it will emerge spontaneously, does not have to be limited ,they may need to evolve for the year; he cautioned the danger of passing over past initiatives nor do we need to reinvent the wheel

Darleana suggested we have a meeting this week to go through all subcommittees, be able to see it, and then we have a better understanding. The subcommittees (and caucuses) will be able to decide.

Marlena, POI: can a UUOC committee member interface with a caucus?

Darleana: through the chairs

Subcommittee members can't liaise directly without chair

Jerome: You can be a member of a caucus and a subcommittee at the same time, and become a de facto liaison.

Darleana advises against this, as it may cause confusion, the subcommittee needs to bring to the committee, and it is facilitated by the chair.

No objections.

MOTION TO ALLOW THE REVIEW AND EMERGENCE OF PAST RESOLUTIONS (that we dedicate our first few monthly meetings to look over past resolutions and which to pursue and prioritize) **IS PASSED**

Committee meets again tomorrow.

Friday 8/13 deadline to submit recommendations and motions

Darleana; See how tomorrow goes before we make any new meetings

Bill: 3 hours and 45 minutes for specifically committee meetings, bulk of work should be done then.

Darleana thinks that is sufficient.

Bill asked the difference between UUOC and FRONTIER

Darleana clarified Frontier is for assisting with setting up new meetings outside of the country while UUOC is more within the US.

Two groups of people setting up different projects based on their priority

Marie H: planodagsr1578@gmail.com

Gemini; is there leeway to change committees etc?

Darleana said there's flexibility, this is for you.

We need to do elections for subcommittee chairs tomorrow, maybe meet during the week.

Create a poll for when we can meet?

Remember we are now an international fellowship. Consider when others can join.

Inclusivity.

End with Serenity Prayer

8.2 WSC Conference Committee Minutes

MINUTES SUN 8/8/21, 12PM ET / 9AM PT (4 HRS)

Minutes recorded by Mary Jane:

Open with Serenity Prayer at 12Noon EST/ 9am PT

Check Ins - 1-2 min each

Start recording

Roll Call - Karma, Mary Jane, Susan-(London Conference Liaison), Maureen-(New York Committee Presenter), Nikki, Tom, Starr, Deb, Grant, Lolly, Lone, Kate, Gill, Eunice, Doug-Host, Kate

Chair Business. - 3 min

a. Approve agenda- Approve by vote with the new time for the New York 2023 bid at 230PM EST /1130 AM PT from 1PM EST/ 10PM PT

2. The committee spent 90 minutes sharing on diversity, equity and inclusion issues that emerged from the Saturday, 8/7 meeting.

3. Liaison report (if any) GSB update - 5 min

4. Ione stepped down as recording secretary. Mary Jane volunteered and was voted in with no objections. Kate volunteered to be timekeeper and was voted in with no objections.

5. New Zoom Host/Link for our service year: Gill volunteered to let Conference Committee use her Zoom account (which does not need to be updated after 60 minutes) No objections from any members

6. 230pm ET / 1130 am PT 2023 NYC Bid - Host Committee

Sarah from the New York 2023 Conference Committee joined the Zoom meeting and described how the committee has been looking for options that are easily accessible to public transportation. They drew on DA members from the New York intergroup, New Jersey Intergroup and Philadelphia DA members.

New York is diverse, has many DA meetings, John H. started DA in NY.

Mike H from Hospitality confirmed what Sarah stated.

Sarah made the point that the hardest part for the New York group was changing the conference from face to face to Zoom the last 2 years because of Covid-19.

Motions / Suggestions for this conference (due by 8/13 11AM)

7. Members of our committee want to make sure that New York would be willing to conform to a hybrid meeting if needed.

We watched the New York city video again.

Motion: Make New York the host city in 2023 for the DA World Service Conference
Motion made by Mary Jane, seconded by Gill. CC voted unanimously yes. Motion passes.

8. Establish Call Time

A. ACTION ITEM: Ione will do a Doodle Poll to help us figure out when we can meet as a committee.

B. Everyone needs to respond so we can find a day and time accessible to all.

9. Previous Committee Suggestions

A. Read the previous Committee's 4 recommendations suggested from 2020
The Conference Committee moves that committees or caucuses make motions or recommendations to the World Service Conference General Service Assembly (WSC GA) and submit them to the Board no later than six months before the scheduled date of the General Service Assembly. Motion passes unanimously to present this motion at Convocation.

B. The last 3 recommendations will be discussed in the future.

10. Final Comments: Deb would like to discuss the scheduled time of Conscious Contact meetings before the WSC. Can they be held at a time where everyone in all time zones can go without getting up at the crack of dawn? To be discussed further in the future.

11. Closed meeting with the Serenity Prayer at 4pm ET

Agenda for next meeting: Issues and Concerns
Create Agenda - 2021-2022 service year

8.3 WSC Fellowship Communications Committee Minutes

FCC Meeting Minutes WSC August 7th, 2021

The Statement of Purpose was read:

The Fellowship Communications Committee facilitates communication and promotes collaboration among the debtor who still suffers, the Debtors Anonymous membership, the World Service Conference Committees and Caucuses, the General Service Office, and the General Service Board, and oversees Sponsor-A-Group and Promise Six Day. (Rev. 2020)

We discussed FCC virtual meeting platform for monthly meetings: We will be using Julia's Zoom account.

We went through List of Procedure Guidelines and agreed with all except for announcing our names every time we speak and no more than two pros and cons, because we are a small group.

2020 Theme: Serving to Connect Voices of Fellowship Around the Globe

FCC Members: Anne M., Zeborah T., Julia B., Donnalee B., Vicki L., Marissa A., Ronna J., Rob B.,
Joe F. (All members were present except for Joe F.) [Note: two new members joined the committee at our meeting on August 8.]

We elected officers:

Chair - Julia B.

Vice Chair - Donnalee

Secretary/Tech - Zeborah

Treasurer - Victoria

Announcement: Tech committee is offering google training Google Shared Drive (Committee members need to sign in to Google with their WSC-registered email address to access):

<https://drive.google.com/drive/u/3/folders/0AEq1AZYO9HctUk9PVA>

Rob reread FCC statement of purpose.

We looked at the 20-21 Issues and Concerns, Rob will post those that the FCC will be addressing to the google drive. Please review before the next committee meeting

We reviewed last year's FCC report from the chair.

Donnalee suggested that we wrap up any ongoing projects from last year.

Our statement of purpose says that our committee oversees Promise 6 Day and Sponsor-A-Group

Julia stated that the work of the Connecting GSRs subcommittee had concluded.

Zeborah: Sponsor-a-Group and Sponsorship Hub submitted Proposals to the GSB at the end of the year.

The FCC submitted two recommendations to the GSB:

- S.A.G/S.H. recommends that modifications be made to the DA website to bring resources for sponsorship and sponsor a group more prominently featured and in one place
- S.A.G./S.H. recommends that GSB establish a Tech Liaison to assist in getting information out about upcoming events and to help keep emails and responses current.

New Projects were discussed:

- Julia suggested that we host a Fellowship-wide Call on World Service in DA, service beyond the Group level

- Julia suggested an Inventory for the Fellowship as a whole. How can we go forward to help the suffering debtor?

Vicki proposed that given our purpose, we play a role to address our bigger concerns.

Zeborah proposed a step study workshop for Men's Iran DA Meeting.

Anne asked Rob if there is a way for the FCC to enhance communication and a way that we can provide support.

Donnalee commented regarding bullying and exclusion.

Promise 6 Day moving forward:

How can we connect everyone in the fellowship and find ways to inspire people to participate and have fun?

Promise 6 Day is the 4th Saturday of April. The coming year's 3rd Annual Promise 6 Day will be April 22, 2022.

Promise 6: "Isolation will give way to fellowship, faith will replace fear."

We discussed our theme for the year. Suggestions:

- Unity
- Unity through communication
- Communication to promote unity

We will continue this tomorrow

We discussed times for monthly meeting:

We agreed on the 3rd Saturday of the month at 2:00 PM Eastern Time

Our first meeting will be September 18, 2:00 PM EDT.

8.4 WSC Hospitals, Institutions, & Prisons Committee Minutes

HIP Committee Meeting, World Service Conference, August 7, 2021

Meeting opened with the Serenity Prayer and readings of the DA 12 Steps and 12 Traditions

Present to facilitate the meeting:

- Tom B., GS Board Liaison filling in for Matt, permanent HIP GSB Liaison
- Barbara in NY – Committee Tech Host

As GSB Liaison, Tom B. directed the committee to Starter Kit in WSC binder for meeting format and began the meeting with Section A items.

- HIP Mission Statement
- Use Robert's Rules of Order
- Select meeting time (Consult Matt, permanent GSB Liaison)
- Address Issues and Concerns directed to committee – there were none
- Leave with an Action Plan
- Chair will have 4 meetings during year with other chairs
- Service Positions elections

Laura Le was elected HIP Committee Chair. Meeting was turned over from GSB Liaison, Tom, to newly elected chair, Laura Le.

There was a reminder that minutes have to be turned at end of meeting (by Friday 8/13/21)

Other service positions filled:

~~Co-chair:~~ **Vice Chair:** Tamela

Recording Secretary: Mary A

Treasurer: Laura La

Decisions/Affirmations:

- Etiquette Guidelines and typical agenda were reviewed. The committee **adopted suggested Etiquette guidelines on P. 3 of Committee Starter Kit.**
- Motion passed to **record committee Zoom meetings** –to be acted on in future meetings.
- Question was raised as to whether or not **people other than WSC committee members could do work and report to the committee. Consensus was in the affirmative.**

2020-2021 Committee Report was read and discussed. Verbal project updates and reports were given by individual committee members.

Discussion topics explored:

- wealth of resources existing in HIP Starter Kit
- Attraction vs promotion and carrying the message.
- Individual HIP projects
- Group HIP projects
- Possibility of sub-committees to focus on one project, i.e. domestic focus, worldwide focus
- Build infrastructure
- Develop Speaker List

- **Review DAMS for items for items relevant to HIP work**

Each committee member gave a short statement about why they chose the HIP committee and ideas for projects and collaboration. Each member spoke to their personal passions/interests/skill sets. Interest was expressed in prisons, treatment facilities, youth detention centers, and institutions such as psychiatric hospitals, hospital systems, and prison zoom panels

Action Plan to include:

- Development of prison outreach panels, mental facilities
- Link on webpage
- Fellowship-wide calls

Next Meeting to Discuss:

- Time and schedule for ongoing meetings
- Recommendations for Convocation
- Motions

Meeting closed with the Serenity Prayer

Respectfully submitted: Mary A., HIP Recording Secretary 8/7/21

8.5 WSC Internal Operations Committee Minutes

INTERNAL OPERATIONS COMMITTEE, MEETING NOTES, August 9, 2020, 11 am to 3 pm EST

Committee members in attendance:

Paul M, Bert C, Kathleen I, Kim G, Mark L, Melody P, Patricia E, Peter A, Piper N, Bob E, Ronna J, Teresa H

Introductions of committee members:

Paul M- GSB liaison, has been to GSO, chaired this committee for 3 yrs

Kim G - 2nd yr on committee, was secretary last year, on Office Relocation committee

Teresa H – new Office Manager, been in DA for 7 years

Bob E – GSR, N. CA Chair, on IOC last year, worked on what to do about financial issues in office, visited GSO

Mark I – GSR, lives in city west of Pennsylvania, 5 years solvency, Intergroup Chair, 15 years in business of renovations, did proposal for new office

Kathleen I – BDA in LA, helped answer office phone calls

Bert C – in DA 5 years, GSR for 1 month

Piper N - Goes on weekend to Woodland CA, GSR, 17 years in DA

Peter A – attends Thurs BDA in LA, 15 years in DA, went to WSC last year, worked on Tech Committee, 30 years in Tech, would like to see a virtual office

Melody P – business owner, 1st year GSR in LA, 5 ½ years in DA

Ronna J – ISR for DASWIG current secretary, Phoenix Sunday afternoon DA current treasurer, representing Wednesday BDA meeting, whom I thank for paying my registration to WSC, 5 yrs solvency

IOC procedures:

Paul M explained that commitment to WSC is for 3 years. He explained that the DA Service Manual has more information. Explained what IOC does, IOC supports GSO operations, works with liaison. After WSC responds to issues, each committee can choose to continue last year's committee work, vote on motions, establish an action plan for the year, and set monthly calls. Meeting is being recorded and there will be a written transcript.

Nomination of Officers:

Chair: Mark I. Vice chair: Kim G. Treasurer: Kathleen I. Secretary: Ronna J.

Motion made for the above Officers. Motion passed unanimously.

Issues and Concerns from 2019

According to 2020 WSC Issues and Concerns there are no issues from last year.

The following issues and action items were identified to be discussed at further meetings.

Long Term Planning – Office Relocation

- Motion made to have this as our priority. Motion passed unanimously.
- Prepare motion for relocation to convocation, due August 14 at 8am EST.
- Establish subcommittee/liaison to communicate with other committees
- Review previous subcommittees work
- Review 2019 actual and 2020 spending plan
- New location fundraising
- Consider virtual office space vs physical office or TBD
- Send response to groups expressing interest in relocation site

Office Improvements – Physical, Telephone, Manual

- Establish subcommittee/liaison to work with Office Manager
- Review this years spending plan
- Request money for GSO
- Request some of \$3800 fund as needed
- Report that we requested funds on convocation report
- Need volunteers to handle some work
- Need more people to work in GSO
- Purchase fridge and file cabinet
- Pay \$35 for International calls
- Phone system not resolved
- Office manual needs to be completed
- Pat E to research status of Online Literature

Website Accuracy

- Establish a subcommittee/liaison to work with committees involved

Archives

- Motion to keep off our agenda was made. Motion passed 6-3.

Next meeting

Tuesday (8/11/2020) and Wednesday (8/12/2020) at 8:00 pm EST

- Use same login as Sundays meeting
- Read spending plan, starts pg 59.

Meeting adjourned at 3pm EST

8.6 WSC International Committee Minutes

August 8, 2021

Session 2 & 3 Notes/Minutes

Time 12pm-1:50 and 2:20-4pm

Attendees: Alex, Evgeniy, Beatriz, Roger, Alex, Stephanie, Joan, Sin, Marcelo, Nicole, Tereska, Patty, BV, Shalini, Angelica, Anna, Orion, Michelle

12pm -Open with Serenity Prayer

Review of recommendations from carry over of last year

Explanation of Recommendation vs Motion

Recommendation - plans to do (no vote)

Motion - item of discussion (voted) -if passed, then binding; if fail, then falls off table

Divided time into 20 minute sections

Goals:

Connection and collaboration globally for diverse and inclusive program

For the International Committee to work with other WSC committees and caucuses to help expand each other's missions.

Changed and combined wording for first 3 recommendations.

Point: Pamphlet could take years; Ways and Means could be published the same year

Wording to combine points

Ways and Means articles can be a good way to start to get content for a possible pamphlet

Shalini- mentioned subcommittee

Stephanie worded the recommendation #1

To develop and deliver multilingual and multicultural stories related to debt

Deleted #2 and #3 because they fell under #1.

Suggestion: hold workshops with simultaneous translations as they have had a hard time when only in English

Suggestion: shipping literature out to other countries

Issues: cost to send, no access to PayPal accounts and Amazon/Kindle

Suggestion: PDF literature making it accessible, print on demand -multiple sites around the world

Google docs download

Issues: may need min # of copies, numbers game etc.

Replaced 'Global South' wording with Underserved Countries

Discussed listening calls - having members of board to listen in to hear what is going on for that country

Discussed New Year's Day Marathon event - meetings on the hour all around the globe. Last year started with New Zealand and ended in Hawaii

suggestion: added collecting 7th Tradition and Zoom contact for each meeting that sponsored an hour.

D.A. at World Service level cannot host this as a Zoom call (Used the account hosted by D.A. Intergroup of Greater New York last year)

suggestion: Use "facilitate" wording instead of "Host" for legal reasons

Discussion: building international step study meeting 6 months after NYD event or depending on the how the steps are gone through, step study may come at different times

Added bullet for Worldwide Step Study and YouTube Channel.

Suggestion: possibly petition funds from General Account for own channel

issue- account funds must be divided among all committees and caucuses, not available until December

Nicole and Beatrice did BDA workshops together and sometimes issue is a host

Also would also like translation into other languages. Evigeny would like this for Russia as well.

Facilitate Int BDA workshops with dual language workshops

FCC- subcommittee 'Sponsor a group' - Iran and Brazil

Need for International Sponsors - Shalini made point that with Zoom others are reaching out for sponsors internationally much more now.

Note: Nicole was chair of sponsorship subcommittee, submitted a proposal that was declined by WSB

suggested tying into Step Study and including workshops

Point: just not enough volunteers -other option com/caucus could have a call or a Ways and Means article.

1:50pm BREAK 30 min

2:20pm Resume

Issues: Website Audit from Tech committee, Lack of service to communities outside the US and general feeling website only serving the United States; Search for meetings does not work well; creation of content

Recommendation: Create directory of International Intergroups for native language etc.; Offer calls /recordings of D.A. stories in other languages

possibly a link to a Google doc, Intergroup websites seem to be more up to date

Note: search for meetings on website does not work well

Suggestion: subtitles for YouTube recordings

Adding 2 points:

1- create international directory

2-create international content

Stephanie added wording.

Noted: Assignment of Rights - to be signed by speakers

Next: Speakers Bureau added in bullet

Nicole: Having Database of people willing to speak and in what languages

Joan: 24 speakers were on the recording for the previous Worldwide Step Study plus those on New Year's Day Marathon. List of people who have done this

Recommendation: YouTube Channel creation

Add other platforms; And content needs to match platform- focus on 2-3 platforms

Point: YouTube is accessible around the world

Issue: Other countries such as Africa need additional pathways to reach people

Alex: Do we want to condense to one point?

Evigeny: YouTube single largest platform attracting newcomers

Joan: Podcasts- 20 min audio recordings of shares all on google drive since 2015. Easy way to distribute podcasts.

Suggestion: Own channel (for Inter Committee) @ \$200/month for our committee to facilitate translation for at least 8 months (upgraded Zoom account)

Note: Same idea came up in open forum yesterday

issues: Liability/Legal; anonymity

Suggestion: Ask for Serenity prayer moments throughout meeting as needed

was seconded

Suggestion: Reach out to/work with finance and resource development committee for funds

Suggestion: pay once a month, share accounts, closed captioning, hearing aid translation

Closed Captioning being explored now- does exist

Issue: How to reach under served as over 60% do not have access to media or electronic devices -Need another means/way to reach out and address

Point: many members are using WhatsApp but have no way of downloading content.

Add non-digital platforms in wording.

-Orion and Anna joined.

Discussed Australia-Asia: Past Intergroups - Sydney and Asia-Pacific has gone dormant

New Australia Intergroup- requested help from all different countries- can West Coast US intergroup support this?

Too much for Australia to handle, can we help them? (100 members)

Suggestion: start with Listening call with Australia and get an idea of what they need

Reminder/Note: Try not to list too many things to do as staffing and volunteers are limited.

Will reach out to Australia-Asia and Lone groups

Which points to be motions?

Merged points into one.

Discussed motions...

asking for funds for literature would be a motion

International step study- more recommendation -work with other group

pamphlet- check with Literature Committee

Decided to keep \$\$ for literature motion and Int Awareness pamphlet motion.

Pamphlet could take several years

Kept International Step Study as recommendation

Decided to resume this week on Thursday August 12th at 8:00am PST/11:00am EST

-will discuss meeting etiquette etc.

And to meet regularly on the 2nd Saturday of each month at 8:00am PST/11:00am EST

Suggestion: 4th step inventory proposed for group

4pm

Closed with the Third Step Prayer in various languages.

8.7 WSC Literature Committee Minutes

8/7/21 WSC Lit com meeting minutes

Josie B is the GSB liaison who led the meeting following the Agenda for the first committee meeting starter kit from the DAMS.

Opened with the serenity prayer and read the 12 steps and traditions
Josie explained her role as GSB liaison.
Did a round of introductions. All the committee members introduced themselves.

From here are Mary Ellen's notes

**MEETING MINUTES OF COMMITTEE SESSION NUMBER 1 OF THE LITERATURE
COMMITTEE AT THE 2021 WORLD SERVICE CONFERENCE, SATURDAY, AUGUST 7 2021**

- Serenity prayer
- Reading of the 12 Steps
- Reading of the 12 Traditions
- Reading from DAMS
- Present:

Annie M, Audrey O, Betty S, Cynthia K (Cyndi), Geraldine H, Helen O, Helena, Herb M, Jackie, John NorCal, Julia H, Kelly L, KC, , Leslie, Lisa B, Marisa, Mary Ellen, Michael S, Mike K, Peter S. Rivka R, Roz G, Rozanne, Ruby, Sacha Y, Susan J, Suzanne S, Tammy, Victoria H, Wendy H, Wil R, Will M, Zelene,

Also present: Tracey as tech host, and Josie P as GSB Liaison

- Reading of purpose/mission of Lit Com from DAMS
- Adoption of Robert's Rules DA style
- Decorum
- Set Lit Com monthly meeting schedule
- Unfinished biz from last year
- Read and respond to concerns forwarded to Lit Com by GSB
- Create action plan for coming year
- Prepare as a committee a short report for convocation stating action plan, etc, to be given by Lit Com chair at this year's Convocation
- Elections:
 - Chair:Lisa
 - Vice Chair:Susan
 - Treasurer:Tammy
 - Secretary (meeting minutes) Michael S
 - Scribe (writing notes during brainstorming during meetings)
 - Timekeeper -- included in the agenda for each meeting; as for a

Operating Procedures & Etiquette

Call leader leads the call -- adopted

Open and close meetings with the Serenity Prayer -- adopted

Rozanne moved that we read the Step, Tradition, and Concept of the month at the beginning of each LitCom meeting seconded by Susan adopted by acclamation

Helen O suggested we spend three minutes discussing the Tradition of the month at each meeting -- withdrawn

Zelene moved that someone shares for up to three minutes on the Step, Tradition, Concept of the month -- tabled

Motion to extend meeting five minutes until 5pm passed

Mute when not talking -- adopted

State our name before speaking -- adopted

Don't repeat what's already been said -- adopted

Those who have already spoken in a discussion allow others who have not yet spoken to speak before speaking again. -- adopted

No more than two people may speak in favor of and against a motion -- tabled

Meeting adjourned 1705 ET

8.8 WSC Public Information Committee Minutes

8/7/21 First PI Committee Meeting

Lauri- Chair

Charlotte R. Vice Chair

Doris G.- Recording Secretary

Seana- Treasurer

Melody- Timekeeper

Carolyn B.

Jeremy - Scribe

Lynne W.

Tom R- Board rep

Kris - tech consultant

Meet by Zoom- Lauri offered her account

Preparing for Meeting:

Proposed order:

- Statement of Purpose
- Tradition of the month
- Order of Committees

Etiquette guidelines

Creating first draft response to issues and concerns

Concerns (not due until October)

21-61: How to attract younger(18-35) debtors into the fellowship

21-74: Doing PI locally even though the meeting has international attendance?

Formulating a script to be read in meetings to include “What is PI” “What is a PI Rep”
“Qualifications, responsibilities”

Not everyone has access to the internet, so physical PI work is critical.

Recommend one year commitment for PI service position. PI service position is critical to growing the group

Motion made and passed to put the two agenda items on first meeting in September

Transitional recommendations:

- Helping Professionals subcommittee:
- PI training: Facebook page and scheduling training
- Media Outreach: work with international committee (requires training)

8.9 WSC Resource Development Committee Minutes

Resource Development Committee

August 8, 2021

Meeting opened 12:15 pm eastern

Members:

Dianna D., Cathryn (Cathy) H., Christine (Chris) W., Diana B., Edward (Ed) K., Jeanne S.,
Jeff N., Mike L., Philip G., Philip M., Sarah F.

10 members

Chair: Dianna D.

Vice Chair: Phil M.

Secretary: Chris M.

Treasurer: Mike L.

Tech Person: n/a

- Motion to recommend keeping target contributions at \$198,483.37. Seconded and passed.
 - Motion to recommend that the GSB create an updated ideal spending plan. Seconded and passed.
 - Motion to recommend that service people at all levels, including Treasurers, support their service roles with reference to and an understanding of the Debtors Anonymous Manual for Service. Seconded and passed.
-

Projects discussed and approved:

Continue past efforts - 4 communications pertaining to fellowship: end of year contributions, John H. Scholarship, Lucky 7, and Anniversary appeal.

The RDC sets a goal to continue hosting Fellowship-wide calls.

That the survey effort that began last year and was approved by the GSB continue this year. Next steps include dissemination and collection methods

Curate a Ways and Means issue.

Projects to be discussed:

Website - comb through website for language consistency, and get approval to provide edits to web committee.

Service sponsorship language development and submission to GSB for DAMS.

Issues and Concern resolutions.

Meeting adjourned at 4:10 pm eastern

8.10 WSC Technology Committee Minutes

WSC 2021-22 Tech Committee Meeting Notes Committee Session #1

Saturday, August 7, 2021 Committee Meeting, 3 PM - 5 PM Eastern

Time set aside for the meeting, 120 minutes.

1. Call to order – (3 pm eastern)
2. Moment of silence followed by serenity prayer
3. Reading of Technology Committee Statement of Purpose from page 84 of the DAMS
4. Volunteer reads 12 steps of DA
5. Volunteer reads 12 steps of Tradition four from page 7 of the DAMS

6. Adam F nominated and elected as Committee chair
7. Bryan Z volunteers as Recording Secretary; unanimously accepted
8. Roxie K volunteers as Vice Chair; unanimously accepted
9. Linda M volunteers as Treasurer; unanimously accepted
10. Time speaker using Roberta's Rules of Order
11. Considered issues and concerns and responses by October 2021.
12. Transitional Document shared from 2020-2021 Technology Committee.
13. Reviewed Recommendations for WSC Motions, Recommendations, Projects/Areas of Work
14. Second Sundays, 1-2:30 PM EST for Technology Committee

8.11 WSC Intergroup Caucus Minutes

INTERGROUP CAUCUS

Meeting #1 Minutes August 6, 2021 12:30 pm - 2:00 Eastern

Tom R., our GSB Liaison, called the meeting to order. We read the 12 Steps and 12 Traditions and we introduced ourselves. He asked for nominations/volunteers to be the chair and then turned the meeting over to Gill W, once she was elected. Our other officers were nominated and elected. See roster for details.

Even though a tech specialist role is not formally approved Marie does tech in her work life and she volunteers when the position is officially determined. Because Roxie K. serves on the Tech Committee, she will offer some guidance on Google Drive, Apps, naming conventions, file storage, etc. to help our fellowship not lose valuable work done by previous representatives.

Committee functioning agreements: (From the WSC Committee-Caucus Starter Kit 2020)

- Chair distributes an agenda ahead of the call
- Everyone agrees to read previous meeting minutes, agenda for current meeting and any supporting documents (and mark once you have)
- Let the call leader lead the call
- Start and end each meeting with the Serenity Prayer
- Read aloud the committee's statement of purpose at the beginning of every call
- Read aloud the Tradition of the month at the beginning of every call

- Mute when not talking
- Don't repeat what's already been said
- Wait for others who haven't shared yet to speak before speaking again

Issues and Concerns (see 2021_Issues_Concerns for Intergroup Caucus)

Of all the issues and concerns submitted, the following were assigned to Intergroup: 21-12, 21-30, 21-33, 21-34,21-35, 21-36, 21-37, 21-38, 21-39, 21-40, 21-41, 21-42) and were initially viewed with plan to further review and address before the October 2021 deadline.

Recommendations were read over the past year's Intergroup Caucus Final Report for 2020-2021

Recommendations were also reviewed from the new transitional document: INTC Transitional Recommendations from Conference Year 2020–2021 to Conference Year 2021–2022

Other comments -- a member encouraged us to stick with this caucus as we dig into some of the issues. Also, one member is an Intergroup representative of permanent DA online and telephone meetings which are permanent around the world.

8.12 WSC Spiritually Sustainable Earning Caucus Minutes

SSEC Minutes 8-6–21

Roll Call: Christine W, Grant F, Helena K, Joan G, Joan N, Julia B, Kelly L, Lisa B, Marlana S, Michael S, Orion Cy S, Roger S, Ruby S, Sabina, Sindai A, Taylor D, Will M, Bill D (Board Liaison), Phoenix (Tech Host)

Meeting opened with the Serenity Prayer.

Twelve Steps of DA were read.

Twelve Traditions of DA were read.

GSB Liaison Intro - Bill D

Bill D gave an orientation on the role and function of the SSEC and the board liaison's role within that.

Member Introductions.

SSEC's Statement of Purpose read.

Service Positions

The following service positions were filled:

Chair - Roger S
Vice Chair - Joan N
Recording Secretary - Grant F
Treasurer - Julia B
Tech Host / Scribe - Lisa B
Timekeeper for today - Taylor D

Procedure Guidelines

The Caucus voted to adopt the following guidelines:

- The chair distributes an agenda prior to meetings.
- Members read the agenda and last meeting's minutes prior to meetings.
- Allow the call leader (chair) to lead the meeting.
- Start and end meetings with the Serenity Prayer.
- Read the Caucus' Statement of Purpose at the beginning of meetings.
- Read the Step, Tradition and Concept of the month at the beginning of meetings.
- Remain muted when it is not your turn to speak.
- State name before speaking.
- Avoid repeating what has already been stated.
- Wait for others who have not spoken before speaking again.

There was discussion regarding limiting speakers to two pro and two con speakers, but this was voted down.

There was discussion on establishing a quorum which was tabled until the next meeting. There was discussion regarding what type of majority would constitute approving a motion which was tabled until the next meeting.

Review of Last Year's Caucus' Work and Accomplishments (From the Committee and Caucus Reports 2020-2021 document)

Accomplishments From Last Year's SSEC:

- FWC Subcommittee. Hosted three Fellowship-wide calls: 11-01-20 (From Spiritual Bankruptcy to Spiritually Sustainable earning), 02-07-21 (A Path to Solvency), and 04- 11-21 (Retirement in Recovery).
- Literature Subcommittee. We curated the 4th Quarter (2020) *Ways & Means*, with 9 stories. We are continuing to collect stories for the "Big Book" with a focus on Spiritually Sustainable Earning. We are continuing to collect submissions for our "Daily Meditation" reader (with a focus on Spiritually Sustainable Earning).
- "Meeting Format" Subcommittee. This committee put together an outline for a new meeting with a targeted focus on "Spiritually Sustainable Earning." There are currently 3 "test meetings" being held weekly. The attendance at these meetings is growing. There seems to be a real thirst within the Fellowship for this type of meeting. This subcommittee also came up with a Definition of "What is Spiritually Sustainable Earning?" (see below) and revised the Spiritually

Sustainable Earning Signposts.

- A Definition of “What is Spiritually Sustainable Earning?”

When we first come to D.A., we may feel that if we only earned more money, all our problems would be solved. Our work life is out of balance. In D.A., we learn that it’s not really about the money, it’s about the quality of our life and our relationship with our Higher Power. As we work the Steps and apply the Tools, our earning efforts come into alignment with our Higher Power’s will. We discover that we can be of service regardless of what kind of work we are doing. It can be the vision job or the “B” job. Spiritually sustainable earning gives us the opportunity to become the person our Higher Power wants us to be. It is about the journey, not the destination, about applying the 12 Steps and 12 Tools in everything we do. As a result, we find ourselves living a prosperous life, wealthy in relationships and rich in experiences.

As we say in the D.A. Promises, “All this and more is possible. When we work this program with integrity and to the best of our ability, one day at a time, a life of prosperity and serenity will be ours.”

Recommendations for This Year’s SSEC:

- Continue to host Fellowship-wide calls on the topic of SSE.
- Write and submit stories for *Ways & Means*, the Daily Meditation Book, the D.A. Big Book, and other literature in process. Discuss how to best assist D.A. members with earning issues in the D.A. program.
- Continue to host the three newly formatted meetings on spiritually sustainable earning.
- What would we like other committees and caucuses to consider in light of the SSEC?

This year’s Caucus voted to follow the following recommendations from last year’s Caucus:

- Continue with Fellowship-Wide Calls
- Continue with *Ways and Means* and other writings
- Continue to do the work of the SSE Meeting Format Sub-Committee

Scheduling a Regular Meeting Time

Voted to create a Doodle Poll to establish a regular meeting time.
Lisa B will create and distribute the poll.

Assisting DA Members With Earning Issues

- Ruby S encouraged us to look at supporting newcomers through outreach and

- developing guidelines for how to sponsor in a virtual setting.
- Roger S suggested the idea of a Virtual Sponsorship Experience
 - Michael S suggested a pamphlet on earning. It was confirmed that one is in the works.
 - Joan N suggested developing an Additional Tools For SSE document similar to the Additional Tools for BDA document.
 - Joan N suggested some sort of Earning Tracker or Earning Plan form would be helpful to members.
 - Joan N suggested that it might be time to make SSE its own thing the way BDA is its own thing within DA.
 - Marlena recommended we encourage the World Service Conference to do a DA-wide program inventory. She noted that when UA split off from DA there was no inventory done afterwards. We should also look at the fellowship's shortage of willing sponsors and those willing to do service work.

Meeting closed with the Serenity Prayer

8.13 WSC Underserved and Underrepresented Outreach Caucus Minutes

UUOC Meeting Minutes

Meeting minutes first UUOC meeting of WSC Aug 6 2021, 12:30-2:30pm ET

Elections:

Co-chairs of Caucus: Kimberley and Rivka

Secretary: Elissa

Vice Chair: dispensed with by motion and unanimous vote

Treasurer: Mary Ellen

Committee scribe for screen share during WSC for notes on brainstorming: Scout

Timekeeper: Patty for today. New one each time.

Suggested Procedure and/or Etiquette Guidelines based on those from DA DAMS/handbook, with our modifications.

- Chair distributes an agenda ahead of the meeting
- Everyone agrees to read previous meeting minutes, agenda for current meeting and any supporting documents (for example, motions to be voted on) before the meeting

- Let the call leader lead the meeting
- Start and end each meeting with the Serenity Prayer
- Read aloud the committee's Statement of Purpose at the beginning of every meeting
- Read aloud the Twelve Traditions at the beginning of every meeting
- Mute when not talking
- Wait to be acknowledged by the co-chair before speaking. No interrupting members.
- State name before speaking
- Don't repeat what's already been said
- Wait for others who haven't shared yet to speak before speaking again

Actions taken:

Motion to eliminate suggested last bullet point, "No more than two pro and two against for each motion". Passed.

Motion to add "Wait to be acknowledged by the co-chair before speaking. No interrupting members." Passed unanimously or close.)

Next, each member had an opportunity to speak on what would help them specifically to feel our meetings are both safe/compassionate and effective.

Members' ideas:

Use term, "hold a compassionate space" instead of "safe space".

Talk from "I" perspective, not "you". Adhere to principles above personalities.

Suggestion: Members google "bi-erasure" or "bi-phobic" to provide safety/compassion for non-monosexual people.

Have mindfulness of different physical and mental abilities among members.

Availability of documents for recording ideas / brainstorm

Assume positive intent between members of different groups.

Suggest that all of these compassion and etiquette recommendations be used not only in our face-to-face Zoom meetings, but also in our emails and all other forms of communication.

Proactively respect and support the leadership of people in the UUOC who are from typically underrepresented or underserved groups or places - let leaders lead, center the

voices, experiences, and leadership of underserved and underrepresented debtors, collaborate with leadership on all decisions

Contact (text, whatsapp, or similar) members who are not on any meeting within _____ minutes of its start time. That we split up this task.

Next:

Time was spent talking about how we will decide when to meet. Left open for now.

Motion to use Zoom for our format. Passed unanimously.

Minutes respectfully submitted by Mary Ellen and Scout with help from all!

PART 9: 2021 Issues & Concerns

Issues & Concerns

2021 World Service Conference

Virtual Conference

The Debtors Anonymous World Service Conference (WSC) addresses the issues and concerns of D.A. groups that affect D.A. as a whole. Members, groups and Intergroups have submitted the Issues & Concerns listed below during the past year via the debtorsanonymous.org website or by mailing them to the General Service Office. The receiving and processing of Issues and Concerns (I&C) from the Fellowship of Debtors Anonymous (D.A.) is an important communication vehicle aiding the health, unity, and growth of D.A. as a whole.

After the Conference, the committees of the General Service Board (GSB) and the World Service Conference committees and caucuses consider these Issues & Concerns as possible items for motions and recommendations at Convocation or as potential topics to discuss during their service throughout the year. Direct responses to each Issue & Concern are published in the WSC Final Conference Report (if they are submitted at the Conference) or on the D.A. website (if they are submitted by December 1 following the Conference.)

Each Issue & Concern has been assigned a number. Please include this number AND the original text of the Issue & Concern in any response submitted for publication.

<p>General Service Board Committees GSB: 21-02, 21-75 GSB: Audit/Legal Affairs: none GSB Communications & Technology: 21-26, 21-44, 21-73, 21-89 GSB Conference Support: 21-07, 21-08, 21-10, 21-29, 21-65, 21-85 GSB Finance: none GSB International: none GSB Literature Publications: none GSB Literature Translations & Licensing: 21-03 GSB: Long-Range Planning: 21-23, 21-32 GSB Nominations & Procedures: 21-05, 21-32 GSB Office: 21-52 GSB Public Information: none</p> <p>Did not meet criteria as an Issue & Concern 21-01, 21-05, 21-06, 21-18, 21-20, 21-28, 21-45, 21-57, 21-67, 21-68, 21-69, 21-88</p>	<p>World Service Conference Committees & Caucuses WSC Business Debtors Anonymous: 21-30, 21-33, 21-34, 21-35, 21-36, 21-37, 21-38, 21-39, 21-40, 21-41, 21-42, 21-50, 21-51, 21-59, 21-84 WSC Conference: 21-11, 21-21, 21-31, 21-56, 12-60, 21-62, 21-70, 21-72, 21-77 WSC Fellowship Communications: 21-13, 21-27, 21-53, 21-54, 21-55, 21-78 WSC Hospitals, Institutions and Prisons: none WSC Intergroup Caucus: 21-12, 21-30, 21-33, 21-34, 21-35, 21-36, 21-37, 21-38, 21-39, 21-40, 21-41, 21-42 WSC Internal Operations: 21-15 WSC International: none WSC Literature: 21-04, 21-09, 21-14, 21-25, 21-47, 21-64, 21-76, 21-79, 21-81, 21-82, 21-83, 21-86 WSC Public Information: 21-61, 21-74 WSC Resource Development: 21-16, 21-17, 21-22, 21-48, 21-49, 21-58, 21-63, 21-80, 21-87 WSC Spiritually Sustainable Earning Caucus: none WSC Technology: 21-24, 21-46, 21-66 WSC Underserved and Under-Represented Outreach Caucus: 21-19, 21-43, 21-71</p>
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21-01	Not Meeting Criteria
<p>Issue or Concern for the D.A. World Service Conference: Please post the signposts of B.D.A., (or the B.D.A. debting signals, or whatever it's exact title is), in the free downloadable literature section on the D.A. website. This is important literature for B.D.A. meetings and B.D.A. newcomers. Submitted May 20, 2020 by Ceilia [Submitter #1]</p>	
<p>Response: The Issue & Concern was immediately addressed and this literature is now posted on the downloadable literature webpage. For any suggestion like this that might be easily implemented, it is recommended to bring it to the attention of the General Service Office before submitting as an Issue & Concern.</p>	
21-02	Assigned to General Service Board (GSB)
<p>Issue or Concern for the D.A. World Service Conference: Please come up with a way to purchase D.A. literature with a debit card or other solvent means of payment. More pamphlets for free online? During the pandemic I purchased the books from Amazon but could not find pamphlets anywhere. Thank you very much for your service. Submitted May 23, 2020 by Kathie Lou, Brooklyn [Submitter #2]</p>	
<p>Response: To be determined.</p> <p>The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response here for publication in next year's WSC Report on the D.A. website.</p>	
21-03	Assigned to GSB Literature Translations & Licensing (LTL)
<p>Issue or Concern for the D.A. World Service Conference: Hi, in 2016, Rémy GSR of our group 3 Héritages Paris asked a question about the abstinence of insecure debts to the World Service Conference. Then, the Conference of 2016 proposed through a GSR of D.A. WSC Jean Camille that our group write a text about this matter. We did it. This text is based on the experience of 20 old members of D.A. in France in the way of 12th Step. These members are abstinent of unsecure debts and in strong recovery. Can you tell us if this text could be useful for the Fellowship and submitted to the Conference? Are you interested in doing a translation in English? <i>Summary (translated by Sandra and Florentine):</i> This text aims to clarify what D.A. abstinence is. It explains that abstinence in Debtors Anonymous is abstinence from unsecured debt. It explains the effects of debt and its hindrance to our relationship to our Higher Power. As in D.A., the main focus of recovery is clarity. The text first explains what a secured debt is and then what an unsecured debt is, so that D.A. members understand the difference. Again, following the principle of clarity, it insists on the need to date the beginning of our abstinence as we do in Alcoholics Anonymous in relation to alcohol. At the same time, it is recommended that we make an inventory of our debt situations as part of our 4th Step in order to stop reproducing our debt mechanisms and thus remain sober one day at a time; knowing that this work is inseparable from the work of the 12 Steps of Debtors Anonymous which leads to the liberation of the personality and to prosperity.</p>	

Finally, it is vital for us to identify the behaviors that trigger debt. That is, understanding the processes that led us into debt. Specifically, the actions that precede this debt, for example: actions related to the emotional and affective aspects of money. Once started, this process leads us into a spiral of indebtedness, the intensity and duration of which we can neither control, as in Alcoholics Anonymous, "the first drop of the first drink." It is not a matter of intellectualizing the program by searching for months or even years for these triggering behaviors, but rather as soon as we have identified them to stop going back to them one day at a time, one minute at a time. We can, of course, continue with the help of our recovering friends and our sponsor to continue to identify them as we recover one day at a time as well. In fact, to really do the fundamental work, here is how it is recommended to proceed: we make a statement of our unsecured debts. For each of them we take inventory of the causes and prior triggering behaviors (often specific repetitive situations, emotions, negligence) and then we list the consequences of each of our debts. In relation to this identification work, we also identify the underlying character defects at work. This is the 4th step (inspired by the Big Book of Alcoholics Anonymous, Our Method chapter from page 72, 4th edition).

Examples of unsecured debts: Overdraft, revolving loan..

Example of triggering behaviors: Not doing one's accounting and action plans, being impatient to buy, having the desire to please another, being unable to resist a "good deal", not going to work, going on sick leave to escape one's responsibilities and thus initiating a sabotage process.

The same method is proposed in BDA.

How to do it now? The goal is HOW: honesty, openness, willingness, one day at a time, be in the solution and avoid returning to our triggering behaviors which in reality are supported by our deficiencies. Always remembering our first day of abstinence is fundamental, writing it down and telling it to ourselves, telling it to our friends in meetings and sharing it.

(GSB NOTE: Draft pamphlet in French will be submitted to GSB LTL for consideration of translation before possibly being submitted to WSC Literature Committee for further consideration.)

Submitted June 6 2020 by Sandra (GSR), Group 50116 "D.A. 3 Heritages Paris," Paris [Submitter #3]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response here for publication in next year's WSC Report on the D.A. website.

21-04

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

For Literature Committee:

1. To remove all gender references to God. This is not a religious program, and yet there are "male" references to God throughout the literature. Those references come from "religious sources". And not everyone subscribes to them.
2. To replace the word "God" with the phrase "spiritual source". For the very same reason. There are many ways to describe/name a spiritual source: God, Higher Power, Buddha, Shiva, Allah, the Devine, nature, etc. Let's not give "mixed messages" in our program literature with religious references, when we clearly say: "We are not a religious program, but a spiritual

program."

Thank you for your consideration, Sherrie

Submitted June 21, 2020 by Sherrie, NYC [Submitter #4]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response here for publication in next year's WSC Report on the D.A. website.

21-05

Not Meeting Criteria

Issue or Concern for the D.A. World Service Conference:

. . . Could the GSB Long-Range Planning Committee and/or GSB Nominating Committee consider funding psychological evaluations for GSB candidates before they run for election? . . .

Submitted June 23, 2020 by Bob A., Seattle [Submitter #5]

Response: The original Issue & Concern has been edited down here from 362-words. Original versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The GSB encourages committees/caucuses to request original versions through their GSB liaison. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members as this document will be published on the D.A. website. Members of our Fellowship can have different viewpoints while still adhering to our First Tradition of unity.

21-06

Not Meeting Criteria

Issue or Concern for the D.A. World Service Conference:

Submitter pasted a 684-word email announcement sent to their website mailing list that did not have a discernible issue or concern for the Fellowship.

Submitted June 23, 2020 by Bob A., Seattle [Submitter #5]

Response: Original versions of 2021 Issues & Concerns are available upon request at the 2021 WSC. We encourage members to ask for them. Issues & Concerns are not an appropriate forum for personal announcements.

21-07

Assigned to GSB Conference Support Committee

Issue or Concern for the D.A. World Service Conference:

I'm sorry you have set the deadline for Issues & Concerns so early this year (2020). The leap from approximately two weeks before Conference in past years to more than four months before Conference this year — if that deadline is upheld — rules out addressing anything that has happened in the past 90-days or three months. Both are significant amounts of time to our individual members, especially newcomers and to our Fellowship. Please reconsider making the cutoff 30-days or one month before the 2020 WSC, send out an eNews to share the re-opening of Issues & Concerns, and discuss the possibility — if you really cannot afford to give us non-representative and sometimes non-represented D.A. and B.D.A. members more time to participate — an incremental plan for diminishing our window for input over a few years, rather

than taking such a big leap in one year. Thank you for your consideration of this suggestion. Bob A , primarily a phone member.

Submitted June 26, 2020 by Bob A., Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response here for publication in next year's WSC Report on the D.A. website.

21-08

Assigned to GSB Conference Support

Issue or Concern for the D.A. World Service Conference:

Thank you for publishing the 2019 WSC report to the DA.org website sometime during the past couple weeks. I feel much more informed now. I have read all of the business notes and reports and simply say: Thank you for your service to our GSRs; ISRs; GSB Trustees, both Class As and Class Bs; and to our GSO Office Manager, as well as to our 2019 Host Committee in SoCalDA. I feel inspired by reading about all the activities and actions to make D.A. and B.D.A. a bigger, better, and more loving place to recover together. Which brings me to my concern.

I began reading the 2018 Issues & Concerns, then visited this page --

<https://debtorsanonymous.org/fellowship-services/issues-and-concerns/> -- to download the report with both the submissions and responses for 2018. I have only read through I&C 18-27, and I am aghast.

First, there are a series of seemingly angry statements from [GSB Note: Redacted] that are sometimes attributed to the City, sometimes to a Group, and sometimes to an individual, yet they all read in the same voice including syntax, diction, and punctuation. That feels sketchy to me.

Second, many of these Issues & Concerns feel like they've been recycled from previous years' I&Cs, which I've been reading, along with the annual report, every year since 2010. If these submissions were repeatedly put on a business meeting agenda, they would quickly be rejected by the group or Intergroup, and rightfully so. This repetition and many of the "suggestions" being made fly in the face of many of the 36 Principles of our program and especially Concept 12 and its 8 General Warranties.

Third, in my opinion, any demands for reconsideration, let alone ongoing, repetitious demands for reconsideration are a purposeful disregard of D.A.'s own Warranty 8 of our long-form of Concept 12: always remaining democratic in thought and action. -- "Finally, the Eighth Warranty is a guarantee that D.A. will always adhere to democratic principles in conducting its business. If we adhere to the other Concepts, the Steps, and the Traditions, this should pose no problem. Throughout its history, D.A. has emphasized the right of individual conscience and the rights of individuals. Democracy implies this and more. It implies a corresponding duty on the part of the minority to accept the majority decision as the will of the Higher Power. There should be no efforts to undermine, or walking away in anger. If a mistake has been made, it will eventually become apparent to most. At that time, and only then, should efforts be made to change the decision of the majority reached by substantial unanimity."

Fourth, I find the language and tone used in these submissions completely inappropriate and disrespectful, especially but not only to our GSB members, past and present. The approach and insults used in these writings are also disrespectful to every D.A. and B.D.A. member who has

served at the WSC level since 2006, since that's where the rants begin their history of name-calling and opinion venting.

Fifth, I love the "San Diego" statement, and I love the person who wrote it. Yet, it is just one trusted servant's opinion, written while that D.A. member was in a specific service position and given a specific service platform. It ultimately does not speak for the entire Fellowship, and it does not speak for me. Unlike A.A., we do not have a singleness of purpose in D.A. and B.D.A. At minimum, we have a three-fold purpose.

Sixth, although closely related to 5, and more closely focused on the content of some of these unpleasant and unkind diatribes, our Tradition 5 says: "Each group has but one primary purpose—to carry its message to the debtor who still suffers." Each group has this primary purpose. Each group is allowed "its" message. Each group gets to serve the still-suffering debtor in the way its members and group conscience see fit. Each group may have secondary and tertiary purposes, too. My B.D.A. home group has 85 members and up to 50 callers each week. We have lots of purposes, most of them aligned with the Principles of the D.A. and B.D.A. program. Sometimes we get off track, individually and collectively. That's okay. God always gets us back where we belong, often through the requested advice and support of our GSB leadership.

Seventh, I may be wrong, but I am sensing a claim of and demand for perfection in these writings. From Chapter 5 of the A.A. Big Book: "Do not be discouraged. No one among us has been able to maintain anything like perfect adherence to these principles. We are not saints. The point is that we are willing to grow along spiritual lines. The principles we have set down are guides to progress. We claim spiritual progress rather than spiritual perfection."

Eighth, I wish for our GSB and WSC and their reports to our Fellowship to always be constructive, positive in tone, and including the sense that our interactions are always guided by the "loving God" of our Second Tradition and more. I didn't find these concerns and demands for change uplifting and inspiring. I felt heartbroken and like a powerless witness to abuse and targeting of others as I read them. On the other hand, I did find the many clear, calm, and thoughtful responses from GSB and WSC Committees and Caucuses exactly the opposite — heart-warming and inspiring. Yet I don't think any of our WSC and GSB trusted servants should have to work this hard to maintain their spiritual equilibrium and courtesy in the face of what feels like toxicity and has felt that way for years.

Lastly, I would ask that our WSC Conference Committee and GSB Conference Support Committee work together to weed meanness, repetition, and disrespect like this out of our Issues & Concerns and the discussions and reports that follow.

Thank you for considering my concern and suggestion. Thank you for your generous, loving service to our D.A. and B.D.A. Fellowship. Bob A, Primarily a phone member of both D.A. and B.D.A.

Submitted June 26, 2020 by Bob A., Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-09

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

I am grateful member of D.A.. A couple of weeks ago I had a PRG. I also suffer from anxiety panic disorder. One of my PRG wanted me to do an inventory using the Big Book. I said I will do an inventory if I could AI-Anon literature. He kept trying to force me to do something I did not feel comfortable with because I feel all my issues go back to AI-Anon. So, hardheaded me tried to force my way in return. The medical associations have never said Debting is a disease. That is why in our Preamble it says "a spiritual problem with a spiritual solution." Yes there is no mention of AI-Anon literature in the Tools but I was never told I can't use it. I was on the Literature Committee and was a GSR in 2006 and again in 2018 so I know a "How D.A. Book" is in the works. I would like to know if and when that comes out and if it has it's own way of working the Steps; or add AI-Anon literature to the Tools. We in D.A. beat ourselves up enough to use a book that calls us a disease. As AI-Anon says, "Easy Does It." Thanks for letting me share and listening to me. Have a great WSC.

Submitted July 16, 2020 by John, Group "Visions into Action," St. Petersburg [Submitter #6]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-10

Assigned to GSB Conference Support

Issue or Concern for the D.A. World Service Conference:

I would be so grateful if the Committee would consider having all the meetings close-captioned. Sometimes it is so difficult to hear, even on the phone meetings. I am a GSR and so glad we can show up on Zoom! Best, Katherine D.

Submitted August 5, 2020 by Katherine, Group "A Spiritual Solution," Seattle [Submitter #7]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-11

Assigned to WSC Conference Committee

Issue or Concern for the D.A. World Service Conference:

Overeaters Anonymous has unfortunately has a very deleterious effect on Debtors Anonymous very similar to the Oxford problem with A.A. They have tried to force their method and ways into D.A. using words like abstinence as opposed to solvency, and DA-How, etc. Can we restrict their participation in changing our original literature language? Can we ask them to move their DA-How program into O.A. and become O.A. money meetings in their own program? Can we restrict the number of Board members from O.A.?

Submitted August 7, 2020 [Submitter #8]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-12

Assigned to WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

Can we do an investigation and inventory of [GSB Note: Redacted] Intergroup? They are not behaving in accordance with the Steps, Traditions, and Concepts. They are very dysfunctional as a group and try to control other regions of the state where they do not belong. They wreak havoc at World Service meetings because they're so controlling and dysfunctional. GSRs who attend World Service throughout the country have experienced their dysfunctional behavior and are well aware of their bullying behavior. I propose a group inventory conducted by A.A. If reforms are not made a year later we may need to reconsider that if they are not following the group inventory recommendations made by an A.A. inventory, they lose their charter and be dissolved as they no longer follow the charter of D.A. or A.A.

Submitted August 7, 2020 [Submitter #8]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-13

Assigned to WSC Fellowship Communications

Issue or Concern for the D.A. World Service Conference:

The [GSB Note: Redacted] phone meeting has allowed a pack of bullies to run this meeting abusively for years. They refuse to follow recommendations of a group inventory. They refuse to rotate service positions. When a newcomer [GSB Note: Redacted]. This is no way to treat the still suffering debtor. The pack of bullies controlling the meeting routinely interrupt the meetings and business meetings, they refuse to follow the rules of the meeting, having one set of rules for others and one for others. Recommend that their meeting be removed from the phone bridge completely as they do not and willfully will not follow recs of group inventories and cause great harm to the newcomer as well as abuse to their GSRs, and other volunteers. They do not represent the best practices of 12-step recovery or of the D.A. Fellowship for many years now and since they will not change, they should be removed.

Submitted August 7, 2020 [Submitter #8]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-14

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

That the word “abstinence” used in O.A. be stricken from D.A. literature. Our keyword is solvency. That the O.A. greysheet format and concepts be returned and kept in O.A. program as it does not apply to our Fellowship. Their narrative is their own and does not apply to all of D.A. That this has caused irreparable harm to D.A. and confuses the still struggling debtor the way the Oxford group did A.A. which had similar origins. Please have A.A. and Al-Anon do an inventory of O.A. and DA-HOW and those meetings dominated by O.A. bullies who wreck our Fellowship and contaminate our Fellowship with their disease. They should run their own program, inventory themselves, and follow A.A. and Al-Anon principles, the original High Powered programs, not force their agendas on our Fellowship.

Submitted August 8, 2020 by Member in Mamaroneck [Submitter #8]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year’s WSC Report.

21-15	Assigned to WSC Internal Operations
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Issue or Concern for the D.A. World Service Conference:

That A.A. office do an inventory of our D.A. office which seems to live in a prolonged state of deprivation lacking resources. Establish similar practices that have helped A.A. have abundance and prosperity while we flounder. Adjusting D.A. spending plans to include less or no money to defunct ISRs, more money to harden their plans, more to tech and phone bridge costs. Currently the recommended spending plans for groups are outdated and fund dangerous cliques that have a controlling agenda and who do not support a full group conscience but impose their own agenda on the program.

Submitted August 8, 2020 by Member in Mamaroneck [Submitter #8]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year’s WSC Report.

21-16	Assigned to WSC Resource Development
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Issue or Concern for the D.A. World Service Conference:

That D.A. re-examine how it was that taking out loans for flipping real estate was deemed not debting and contributed to the crash of the real estate market and banking system. We need to go back to the original program of resisting predatory mortgage loans and lending that the original founders of D.A. espoused very specifically in our charter. This practice is not only dangerous, but extremely toxic to our economy and the global economy and resulted in huge bailouts to the banking system. This undermines our credit rating as a country. The only businesses and banks and people that survive are those with adequate prudent reserves. Not those overextended in predatory bank loans and mortgages.

Submitted August 7, 2020 by Member in Mamaroneck [Submitter #8]

Response: To be determined.	
The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.	
21-17	Assigned to WSC Resource Development
Issue or Concern for the D.A. World Service Conference:	
Individual meetings have not been kind to GSRs in their spending plans. Many resort to reimbursing GSRs after the GSR shells out money and then spending months and months to reimburse them which is denying. D.A. should set up a format where the GSR does not put up their own money and is reimbursed as soon as possible after the Conference. The [GSB Note: Redacted] took 4 months to reimburse several hundred dollars to the GSR, the treasurer postponing this matter for all that time deliberately to harass the GSR and exercise their helpfulness and control issues with the group's money. This needs to be addressed.	
Submitted August 8, 2020 by Member in Mamaroneck [Submitter #8]	
Response: To be determined.	
The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.	
21-18	Not Meeting Criteria
Issue or Concern for the D.A. World Service Conference:	
I am new and need some help. Where can I find a meeting, etc. Can one of the members drive me? Please help me.	
Submitted August 8, 2020 [Submitter #9]	
Response: The submission was immediately addressed upon reading. Language and a link has been added to the Issue & Concern submission webpage letting members know to contact the General Service Office if they need immediate help since I&C submissions are often not read until after each year's deadline.	
21-19	Assigned to WSC Underserved & Under-represented Outreach
Issue or Concern for the D.A. World Service Conference:	
I'm wondering what might be done for accessibility to literature for visually impaired individuals. Some options might include large print literature, audio books & pamphlets, and certain specific electronic formats which can be read by devices.	
Submitted September 30, 2020 by Member in Denver [Submitter #10]	
Response: To be determined.	
The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be	

published in next year's WSC Report.	
21-20	Not Meeting Criteria
<p>Issue or Concern for the D.A. World Service Conference: Guilt from relapsing. And no one contacts me. Submitted October 5, 2020 [Submitter #11]</p>	
<p>Response: The submission was immediately addressed upon reading. Language and a link has been added to the Issue & Concern submission webpage letting members know to contact the General Service Office if they need immediate help since I&C submissions are often not read until after each year's deadline.</p>	
21-21	Assigned to WSC Conference
<p>Issue or Concern for the D.A. World Service Conference: To whom do I direct what I believe to be is a real concern about the disrespect shown Black, Indigenous, and people of color at the World Service Conference? Now more than ever we need to address the particular struggles of these communities and should have literature particular to their real world experience. It is not an outside issue anymore than someone being abused by a family member or suffering PTSD or even starting a business. All can affect earning and debting. (I have a now treatable mental illness. I had a PRG that said, "Apply for disability. You need assistance until you get stable." If they had said, "That's an outside issue," I never would have gotten any recovery. The only time I ever overspent was when I was manic. We would never say, "We don't want to hear about your specific struggle with the IRS, that's a government agency, and so outside issue." When a person shares non Conference-approved literature that is an outside issue. When you say, "The President is an *** and people who think he isn't are ***," that is an outside issue. However, if I say, "I'm affected and triggered by what I believe is power-hungry, narcissistic leadership in this country that makes me frightened and angry and makes me feel like not even trying to work my program because I feel like everything is hopeless anyway," it is not an outside issue. Submitted October 15, 2020 by Hannah in San Diego [Submitter #12]</p>	
<p>Response: To be determined.</p> <p>The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.</p>	
21-22	Assigned to WSC Resource Development
<p>Issue or Concern for the D.A. World Service Conference: Hello I am having some frustration with the contribution system on the website. My other fellowship as well as my groups old way of contributing with DA-HOW use PayPal for contributions. PayPal is much more user-friendly and my sponsor agrees I can login with my password and my accounts are memorized it's a simpler method with less clicks and less typing. With the current system I have to enter in a 16 digit card number every time expiration date and even email is memorized in my PayPal account. Hopefully you will consider adding PayPal as an</p>	

option for contributions and with PayPal I get a type in the dollar amount every time simply without having to worry about selecting the amounts and having a default of \$50 selected for me as is the current method. Thank you for your consideration I'm happy to add any more information if you have questions.

Submitted October 23, 2020 by Andy in Kansas City, group 1129171 "DA Mens HOW Saturday morning" [Submitter #13]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-23

Assigned to GSB Long Range Planning

Issue or Concern for the D.A. World Service Conference:

A few years ago, there used to be a section in the DAMS about GSR Regional Area Groups. Now there is just one paragraph. Please add a section on GSR Regional Area Groups in the DAMS. It would ideally include questions like: What is a GSR Regional Area Group? Why have a GSR Regional Area Group? Where/how often does the GSR Regional Area Group meet? What does it do in it's meetings? How is a GSR Regional Area Group different from an Intergroup? It would also ideally include some basic information on creating/running a GSR Regional Area Group, such as the need to set up a non-profit corporation with a bank account, Bylaws, have annual meetings, elect officers, how to set up getting contributions from the area's meetings, how to manage scholarships from the GSR Regional Area Group's funds for local GSR's to attend the WSC, etc.

Submitted November 2, 2020 [Submitter #1]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-24

Assigned to WSC Technology

Issue or Concern for the D.A. World Service Conference:

I am at the website and can not find a way to print a list of the telephone meetings.

Submitted November 13, 2020 [Submitter #14]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-25

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

Hi. I've been in program since February of 1996. Have given more than 200 PRG's during that time. I'm thankful. Have noticed some people incur unsecured debt due to having sudden large losses and not having sufficient or any insurance to cover them. As a reminder to people to consider this topic I would like to suggest we add the words "insurance policies" after the word "assets" in number 3 of the BDA Tools. Questions are welcome. Thank you very much. Sincerely David W

Submitted November 14, 2020 by David in Los Angeles of Group "Brentwood Business Debtors Anonymous (BDA)" [Submitter #15]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-26

Assigned to GSB Communications & Technology

Issue or Concern for the D.A. World Service Conference:

Hello, yesterday I attended a Fellowship-wide call [GSB Note: Details Redacted]. I am writing to share my feedback and concerns as a long term member of the Fellowship. The first speaker was amazing. Beautiful share and inspiring B.D.A. recovery. The second speaker named multiple employers/outside organizations by name as part of their share. They also named non-D.A. financial support groups they were part of. I'm sure all of the employers and groups were very helpful to them, but referencing these outside groups is a direct violation of our D.A. Traditions. The third speaker did not speak about D.A. or B.D.A. They simply read from the Big Book of A.A. for almost their full 20-minute share. If I were a newcomer I would have been very confused by both the 2nd and 3rd speakers. Even as an old-timer, it was confusing and disheartening to be on that call. I am curious who is vetting our Fellowship-wide speakers? And what are the requirements and suggested guidelines for speaking? Thank you for allowing me to submit my concerns. I love D.A. and am forever grateful for our beloved Fellowship. Thank you for your service! Shoshana

Submitted November 16, 2020 by Shoshana in Richmond of Group 1315 "Sedona Into Action" [Submitter #16]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-27

Assigned to WSC Fellowship Communications

Issue or Concern for the D.A. World Service Conference:

In recent phone workshops sponsored and hosted by the DA-GSB and WSC committees, D.A. speakers ignored the letter and spirit of Traditions 6 and 12 by promoting their personal businesses and breaking their anonymity at the level of online media. These breaches of our

Traditions place the integrity of the entire Fellowship at risk. After attending these workshops, if I were a newcomer, I might think joining D.A. means I must break my anonymity. I might believe it is okay to use D.A. to promote my business. The progressive, insidious, and fatal disease of compulsive debting tells me that I can (and deserve) to do whatever I want, even without regard for the common welfare of the D.A. Fellowship. When I was a newcomer, I didn't understand the critical importance of the Traditions. Over my 25 years in D.A., I have learned how to uphold the Traditions from D.A. members who came before me. I ask our trusted servants on the D.A. GSB and D.A. WSC committees to fulfill their fiduciary responsibility to uphold the Traditions at DA-GSB and WSC-sponsored events and take every opportunity to educate the Fellowship on why upholding the Traditions is a matter of life and death for the survival of D.A.
Submitted November 27, 2020 by Carol [Submitter #17]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-28

Not Meeting Criteria

Issue or Concern for the D.A. World Service Conference:

I made donations in the following amounts and dates and I did not see them reported in the Group Treasurer's report. [GSB Note: Financial details have been deleted]. I asked my Sponsor for help and they would not answer me. I have reason to believe that [GSB Note: Personal names have been redacted] are breaking the 12 step Tradition for nefarious reasons and have broken my anonymity outside the group and amongst other members. As a result my computer systems have been breached and for many reasons I do not feel safe.

Submitted December 24, 2020 [Submitter #18]

Response: The submission was addressed upon reading. Language and a link has been added to the Issue & Concern submission webpage letting members know to contact the General Service Office if they need help since I&C submissions are often not read until after each year's deadline.

21-29

Assigned to GSB Conference Support

Issue or Concern for the D.A. World Service Conference:

Issues & Concerns used to be due much closer to the start of the WSC. While the old due date was too close to Conference — one year the urgency caused [GSB Note: Redacted] of the GSB in the past at the time to lose 80% or 90% of the concerns submitted and then refuse to apologize or to even admit they'd made a mistake; my Intergroup, having taken the time to prepare a handful of concerns by group conscience, felt completely underserved by the GSB that year — the new due date has gone too far in the opposite direction. With a due date of April 1, there are 4.5 months in which member concerns fall into a chasm and wait for more than an entire year to be accepted, let alone discussed or addressed. Please change the Issues & Concerns due date to July 1st, just over 30 days before WSC.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-30

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

This issue and concern would be submitted by the BDA Intergroup, but the GSB has refused to recognize the autonomy of our group of BDA groups to form an Intergroup, because we're not regional. For self-contradiction by the GSB, please visit the website of a non-regional phone Intergroup for DA-HOW which has been registered and listed on the D.A. website for at least two years, based on a note on their listing, probably much longer. We've asked why DA-HOW is more autonomous than B.D.A. — many, many times — but have received no response. So this Issue & Concern is being submitted personally:

The GSB has refused to support or even acknowledge the need for B.D.A. groups and members to serve together beyond our geographic regions, at least through the B.D.A. Intergroup, which formed in June 2020, just in time to attend WSC 2020. The GSB refused to give us a group (or Intergroup) number, which automatically made us unwelcome at WSC.

This lack of trust and support has been devastating to our home group, Sunday BDA Phone, and to our efforts to be of service to B.D.A. groups, members, and newcomers.

We have continued to serve, by consolidating with an existing group, Let's Do BDA, and taking on their Public Information efforts, under the name BDA Intergroup Startup Project, and the existing group #13017. The GSB has again refused to support or acknowledge the need for B.D.A. groups and members to serve together beyond our geographic regions, despite the fact that we have purchased \$3,204.85 in Conference-approved literature from the GSO in just 10 weeks and anticipate spending consistently on literature throughout 2021 and beyond.

I've never understood the politics of the GSB and WSC so, as a political novice, I ask that every WSC Committee that sees value in the services being provided by BDA Intergroup, let the GSB know that we want and need a BDA Intergroup now, through motions and/or recommendations. We do understand that Caucuses can't make motions, so we ask that every WSC Caucus that sees value in the services being provided by BDA Intergroup, let the GSB know that we want and need a BDA Intergroup now, through recommendations.

There are things we can do in service at the grassroots level, which groups and Intergroups are, which cannot be done at the national or international level. We are doing providing those services without the GSB's or WSC's recognition, forced to serve outside of the D.A. and B.D.A. service structure. We ask that our delegates change that and support us in providing service in the light, rather than in the shadows. We're fans of transparency in service. We would appreciate the same from the GSB.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-31	Assigned to WSC Conference
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Issue or Concern for the D.A. World Service Conference:

I ask the GSB to be better guardians of our funds. We've had the experience of a virtual Conference, about which I have heard nothing but raves. Why will we be returning immediately to spending \$140,000 to \$200,000 per year as a Fellowship to hold a face-to-face Conference when we now have a viable alternative? Maybe the Charter of the GSB and of the Conference will need to be revised to move to virtual conferences. So be it.

Let's look at those numbers: Average 80 participants attending the Conference — including our GSB members and GSO Manager — spending an average of \$1,800 each equals \$144,000 for a single year. I know many GSRs and ISRs who have spent more like \$2,000 to \$2,500 each, and some years there are more than 100 participants.

I read something in the motions from WSC 2020 that the Conference would be going to the UK in 2022. I was and am gobsmacked (that's British). Won't that raise our Conference expenses by half that year with international travel and other expenses, including unforeseen expenses in a foreign country for Americans? We'd be looking at \$250,000 easy, maybe \$300,000. That is not rational nor good fiduciary responsibility.

We also burn out the host committee most years. Hosting the Conference in 2012 almost destroyed the local D.A. community in Seattle, and hosting in 2013 did destroy Arizona's community and Intergroup. These people expenses need to be recognized, admitted to, and addressed. Our groups and members are not expendable.

Lastly, if we go to the midpoint of the annual Conference expense estimates above — \$170,000 per year — we spent more than two million dollars on WSC in the twelve years between 2008 and 2019. I believe that is insanity. I think our leaders and decision makers need to take a group inventory, perhaps with facilitation from A.A. leadership, and work out some of these compulsive spending issues. Can you imagine what just a half or a quarter or a tenth of those dollars would have accomplished had they been applied to Public Information?!

Please ask the GSB to figure out a way to make our annual WSCs virtual on an ongoing basis and to begin spending \$20,000 to \$50,000 per year on outreach opportunities instead. I would contribute more to those efforts and so would my fellow home group members, not to mention the participants of the BDA Intergroup.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-32	Assigned to GSB Long-Range Planning and GSB Nominations & Procedures
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Issue or Concern for the D.A. World Service Conference:

Could the GSB Long-Range Planning Committee and / or GSB Nominating Committee consider funding psychological evaluations for GSB candidates before they run for election?

For reference, please see the end of the chapter on Concept 11 in our own 12, 12, and 12 book: "This Concept on its face applies only to staff and consultants hired by the Trustees. However, it provides a model for the groups and Intergroups as well, in selecting their officers and

committees. Thus, great care should be exercised in the selection of a treasurer. Prudent supervision of our finances must always be our goal in Debtors Anonymous. Experience and recovery are important qualifications in this area. The position of GSR or ISR should also be given careful consideration. When a person is selected to fill one of those positions, she or he will be making decisions that may affect the future of D.A. for years to come. We should give at least as much care to the selection of such people as we would give to the selection of those who are to care for our children. After all, D.A. is the future of all of us."

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-33

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-34

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-35

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-36

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-37	Assigned to WSC Business Debtors Anonymous and WSC Intergroup
<p>Issue or Concern for the D.A. World Service Conference: The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.</p> <p>Submitted January 5, 2021 by Member in Seattle [Submitter #5]</p>	
<p>Response: To be determined.</p> <p>The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.</p>	
21-38	Assigned to WSC Business Debtors Anonymous and WSC Intergroup
<p>Issue or Concern for the D.A. World Service Conference: The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.</p> <p>Submitted January 5, 2021 by Member in Seattle [Submitter #5]</p>	
<p>Response: To be determined.</p> <p>The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.</p>	
21-39	Assigned to WSC Business Debtors Anonymous and WSC Intergroup
<p>Issue or Concern for the D.A. World Service Conference: The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited</p>	

text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-40

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-41

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-42

Assigned to WSC Business Debtors Anonymous and WSC Intergroup

Issue or Concern for the D.A. World Service Conference:

The ten Issues & Concerns from 21-33 to 21-42 submitted by the same D.A. member on the same day, totalling over 2500 words, are further elaborations of Issue & Concern 21-30. Unedited versions of 2021 Issues & Concerns are available upon request at the 2021 WSC (with redactions of names of or personally identifying details about other members). The unedited text of these Issues & Concerns will be provided to the Assigned WSC Committee and Caucus. Issues & Concerns are not an appropriate forum for personal resentments or complaints against specific D.A. members. Since this document will be published on the D.A. website, it is necessary to observe anonymity. We can have different viewpoints while still adhering to our First Tradition of Unity.

Submitted January 5, 2021 by Member in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-43

Assigned to WSC Underserved & Under-represented Outreach

Issue or Concern for the D.A. World Service Conference:

I'm a long-time member of D.A. I am concerned about the language used in the Underserved and Under-Represented Outreach Caucus. In recommendation 1, b: the word "alien" is used to describe undocumented immigrants. The word alien is very inappropriate to use. They are people not aliens. They are undocumented immigrants or residents, not aliens. I proposed changing that language here and in any other place it appears and dropping the word alien. Thank you for your consideration.

Submitted January 6, 2021 by Linda in Washington, DC [Submitter #19]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-44

Assigned to GSB Communications & Technology Committee

Issue or Concern for the D.A. World Service Conference:

Can it be set up to order literature directly from D.A. website instead of printing out the form

and mailing it in? Thanks.

Submitted January 16, 2021 by Janice M. in Morton [Submitter #20]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-45

Not Meeting Criteria

Issue or Concern for the D.A. World Service Conference:

Hi. My group is attempting to adopt the most current Conference-approved version of the Twelve Promises. I notice that the version on the website does not match the version printed in *A Currency of Hope*. We are preferring the version in the book because it seems to be free from grammar errors. It would probably be pretty easy to make the web version match the print version. When you get some spare time :) . Thanks for your service, Carol

Submitted January 30, 2021 by Member Carol B. in Portland, Oregon, of Group 1014 "Step Study DA" [Submitter #17]

Response: The Issue & Concern was immediately addressed and the current version of the Twelve Promises is now posted on the Downloadable Literature webpage and the Resource for Groups and Meetings webpage. For any suggestion like this that might be easily implemented, it is recommended to bring to the attention of the General Service Office before submitting as an Issue & Concern.

21-46

Assigned to WSC Technology

Issue or Concern for the D.A. World Service Conference:

I would like to bring to the D.A. WSC the following: Suggest to D.A. meetings a new Service Position. This Service Position would address the technology needed for PRGS during and after Covid. There are economic disparities between a number of D.A.s. Many D.A.s had to buy a computer after the start of COVID. Public libraries with their computers for the public are closed now for almost a year. The FedEx computers are expensive to use. Spreadsheets are large and cumbersome. Suggesting that a new D.A. take photographs of their numbers and forward them might be overwhelming.

How about a Tech Service person within a meeting who can advise how to do this? That person will know a variety of ways to handle this. I would also have Intergroups have a list of names of designated people who can help. It is stressful enough to call numerous D.A.s for PRGs and Sponsors. Let's give the Debtor/pauper a break. We sell (or used to sell) D.A. literature at the meetings. We frequently offer a sample template for spreadsheets to give the newcomer an idea of how their spreadsheets could look. Please don't say, well this is an outside issue. If we only have D.A.s who are sophisticated in the use of computers, we are going to have dropouts. Thanks.

Submitted February 19, 2021 by Member in Silver Spring [Submitter #21]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-47

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

What are the values that go with each of the 12 Steps? These values are inferred in the phrase, "We place principles before personalities."

Submitted February 21, 2021 by Blessing in Pleasant Hill of Group 1063 "Saturday Oakland Visions Meeting with Rotating Format" [Submitter #22]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-48

Assigned to WSC Resource Development

Issue or Concern for the D.A. World Service Conference:

Lack of anonymity for Treasurer at virtual-only start up meetings.

Submitted February 23, 2021 [Submitter #23]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-49

Assigned to Resource Development Committee

Issue or Concern for the D.A. World Service Conference:

I recently received an email from a D.A. member with this statement in it: "As for funding of this project, last week we received a pledge from an active D.A. and B.D.A. member for \$1,000 by the end of March." Can the GSB and the WSC committees please clarify the nature of a "pledge" in the context of compulsive debting? I am not a lawyer. I'm guessing these "pledges" are not enforceable because the entity collecting pledges is not a nonprofit. I would love to "pledge" to help all sorts of causes. As a compulsive debtor, I've found it works best for me if I only donate money I actually have. If I promise payment in the future without actual cash in hand, I know what will happen. I will spend that "promise" ten ways to Sunday, then feel utterly baffled when all my promises come clamoring for me to pay up. Maybe a short blurb in *the DA Focus* would help. Something I can point to when I receive solicitations for pledges, to help me explain when asked that making a pledge could put me at risk of debting.

Submitted March 8, 2021 by Carol B. of Portland [Submitter #17]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-50

Assigned to WSC Business Debtors Anonymous

Issue or Concern for the D.A. World Service Conference:

Group # 122319 submits the following draft of 12 BDA Promises, written in a format similar to the D.A. Tools, for consideration by the relevant Committees of both the WSC and the GSB. We have purposely ordered these proposed promises to align with the 12 Steps. We assign and surrender all rights to the following to the GSB and anticipate many rewrites before publication as either Conference-approved literature or service material. Thank you for reviewing our submission. (GSB Note: the 1250-word draft will be forwarded to the WSC Business Debtors Anonymous Committee for review).

Submitted March 10, 2021 by Bob A. in Seattle of Group 122319 "BDA Workshops" [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-51

Assigned to WSC Business Debtors Anonymous

Issue or Concern for the D.A. World Service Conference:

Group # 122319 submits the following draft of 12 B.D.A. Promises, written in a short format, for consideration by the relevant Committees of both the WSC and the GSB. We have purposely ordered these proposed promises to align with the 12 Steps. We assign and surrender all rights to the following to the GSB and anticipate many rewrites before publication as either Conference-approved literature or service material. Thank you for reviewing our submission. Proposed B.D.A. Promises (short form)

1. We are committed to our recovery from compulsive debting.
2. We are growing spiritually and are unafraid of letting others know about our recovery.
3. We properly fund our personal lives and live within our businesses' means.
4. We are rapidly becoming free of shame.
5. We focus on learning from our experiences and grow to appreciate both positive and negative feedback.
6. We have positive self-esteem.
7. We can identify and define the contributions we make.
8. We see ourselves as equals with everyone we meet through our jobs or businesses.
9. We charge appropriately for our time and services.
10. We are clear about our limits; we set boundaries.
11. We are engaged in work that is fulfilling and rewarding.
12. We know that we are enough.

We have found that it is only through working the Twelve Steps of Debtors Anonymous that

lasting solvency, recovery, and serenity may be obtained for our businesses and ourselves. Until we take all Twelve Steps, these promises for business owners and the other promises of D.A. will likely remain out of our reach. Please take the Steps and join us in the new life and experience described here.

Submitted March 10, 2021 by Bob A. in Seattle of Group 122319 "BDA Workshops" [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-52

Assigned to GSB Office

Issue or Concern for the D.A. World Service Conference:

Resource Development Committee has gotten donating electronically to D.A. down to an efficient process with excellent donor buttons. Please consider working on the process of paying electronically for the purchase of D.A. literature. If this is in the works, please let me know the estimated tentative date for implementation. Thank you for your service to WSC.

Submitted March 19, 2021 by Linda in Philadelphia of Group 496 "Simple Abundance" [Submitter #24]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-53

Assigned to Fellowship Communications

Issue or Concern for the D.A. World Service Conference:

Members bringing their personal politics into meetings or PRGs, etc.

Submitted March 21, 2021 by Member in NYC [Submitter #25]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-54

Assigned to WSC Fellowship Communications

Issue or Concern for the D.A. World Service Conference:

The name of our beloved Fellowship's magazine, "*Ways & Means*," is confusing to many, especially newcomers. I propose changing the name to "*Within Our Means*." I believe that captures our primary purpose. By not incurring new unsecured debt one day at a time, we learn to live within our means (yet our means will not define us). It reflects what has become a way of

life for us (just as sobriety is a way of life for recovering alcoholics). And it reflects the gift we discover by working our program — that the D.A. Promises are in fact well within our means. Respectfully submitted for the Conference's consideration.

Submitted March 21, 2021 by Allen in Croton-on-Hudson, NY [Submitter #26]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-55

Assigned to WSC Fellowship Communications

Issue or Concern for the D.A. World Service Conference:

Workshops that continue to incorporate non Conference-approved literature.

Submitted March 21, 2021 [Submitter #27]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-56

Assigned to WSC Conference

Issue or Concern for the D.A. World Service Conference:

Request that the World Service Conference representatives and Board members uphold the primary purpose of D.A. and decline to address outside issues or addictions other than compulsive debting in the financial sense.

Submitted March 21, 2021 by Blessing in Pleasant Hill of Group 1029 "Saturday Oakland Visions Meeting with Rotating Format" [Submitter #22]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-57

Not Meeting Criteria

Issue or Concern for the D.A. World Service Conference:

Other 12-step fellowships have a 12-step workbook. N.A. has an approved 12-step workbook. OA has an approved 12-step workbook, and ACA has an approved 12-step workbook, but D.A. has no approved 12-step workbook yet. A 12-step workbook is good for the Sponsor and Sponsee relationship. The newcomer can work the 12 Steps in the workbook and go over it with his or her sponsor.

Submitted March 22, 2021 by Benjamin in Virginia Beach of Group 1469 "Virginia Beach #1" [Submitter #28]

Response: Thank you for your Issue & Concern. The 2020 World Service Conference approved a 12-step workbook for Debtors Anonymous and for Business Debtors Anonymous. Both workbooks have been published in a single volume under the title *“Debtors Anonymous Twelve Steps Study Guide for D.A. and B.D.A: Recovery from Compulsive Debting.”* This Conference-approved literature is now available for sale through the General Service Office and at debtorsanonymous.org/ebooks.

21-58

Assigned to WSC Resource Development

Issue or Concern for the D.A. World Service Conference:

We have had extreme difficulty setting up a PayPal account without a member having to use their own personal bank account. Since the banking laws have changed under homeland security rules it is no longer possible to open a bank account for a group unless it is classified as a non-profit or LLC. Setting up an LLC is very expensive and is difficult to do when we are a virtual group with members all over the world. If PayPal is set up linked to an individual member's bank account and that position changes leadership, we have to recreate the PayPal account with another members bank account. It would be helpful to have guidance from WSC.

Submitted March 22, 2021 by Jeanne in Arroyo Grande of Group “DA Telephone-Internet Intergroup” [Submitter #29]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year’s WSC Report.

21-59

Assigned to WSC Business Debtors Anonymous

Issue or Concern for the D.A. World Service Conference:

I have been in D.A. for 2 years and am now debt free, financially serene, and prosperous. I wish to bring forward a major concern. I am a 64 year old female and am partially disabled. I have a considerable amount of money in retirement accounts. Due to my disability, my monthly income was limited when I can to D.A. I was emotionally and financially fragile. One of my first PRG members had a background in financial planning. They suggested I use their services for a substantial fee to determine if my investments were at an appropriate risk level.

Looking back, this member practically groomed me for their proposition. they asked me out to coffee. They approached me after meetings. I can't help but think they had further plans for managing my money. Whether this was conscious or unconscious on their part is uncertain and irrelevant. I almost took them up on their offer.

Due to years in our flagship program, I was familiar with the concept of "13th stepping." Due to a history of childhood trauma and subsequent therapy, I was (fortunately) able to identify predator behavior and discontinue the PRG relationship. Fortunately, members of my local groups confronted this member about their unethical behavior.

Please find a way to make it well-known that that type of predatory, opportunistic behavior is not tolerated in our Fellowship. It should be common knowledge and in the forefront of all members' awareness that we call it out immediately. It needs to be a value the we own. It needs to be part who we are.

Also, using our Fellowship as a means to build other types of business should be discouraged. Using Contact List emails to offer "Complimentary" or "Free Initial Services" is contrary to our Traditions. It should be common knowledge that this type of activity is not acceptable. Thank you for your service and for the read.

Submitted March 22, 2021 [Submitter #30]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-60

Assigned to WSC Conference

Issue or Concern for the D.A. World Service Conference:

Is the John H. Fund to send someone to the 2022 World Service Conference in London? This is what has been announced at the meeting I attend yet I see no description of this Conference at the website (no designated date, agenda, workshops, etc.). Please explain or provide a link to a flyer like other Twelve-step recovery programs do.

Submitted March 23, 2021 by Laura in Houston of Group "8pm Holy Name Retreat Zoom Meeting" [Submitter #31]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-61

Assigned to WSC Public Information

Issue or Concern for the D.A. World Service Conference:

How to attract younger (18-35 year old) debtors into the Fellowship?

Submitted March 23, 2021 [Submitter #32]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-62

Assigned to WSC Conference

Issue or Concern for the D.A. World Service Conference:

Please add into the DAMS a description of what the purpose a GSR Regional Area Group is, what the benefits are, why and when should starting a GSR Regional Area Group be considered, and some details on how it might be efficiently run.

Submitted March 24, 2021 by Celia in Montara [Submitter #1]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-63

Assigned to Resource Development

Issue or Concern for the D.A. World Service Conference:

Please add into the DAMS a description of what a Service sponsor is/does, why it is beneficial to have one, and when a member should consider getting a Service sponsor. Currently the only mention of Service Sponsor is in the Glossary at the end of the DAMS.

Submitted March 24, 2021 by Celia in Montara [Submitter #1]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-64

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

Please keep the focus of D.A. on debting itself, not other outside issues. I believe the San Diego Statement says it all.

Submitted March 24, 2021 [Submitter #33]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-65

Assigned to GSB Conference Support

Issue or Concern for the D.A. World Service Conference:

Please, could the I & C's and the actions taken of the most recent World Service Conference be posted on the website at least a month (or more) before the due date for submission of I&C's for the upcoming Conference year? I submit each year but often I do not know if the items I submitted the previous year were addressed or what happened with them. It would save redundancies. Thanks for all you do.

Submitted March 26, 2021 [Submitter #34]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-66	Assigned to WSC Technology
<p>Issue or Concern for the D.A. World Service Conference: Suggestion re: Literature Accessibility: On the D.A. website, would it work to have the links to all 3 types of literature appear each place that literature appears? So, for instance, in the "getting started" section, right after the Free Literature there could be a notation explaining we have lit for purchase as well, and then include the links to the paper lit order form and the digital lit page on Amazon all together in a grouping. The links for all 3 types could also appear on the 'order lit' page and other locations on the site where a user might look. Submitted March 26, 2021 [Submitter #34]</p>	
<p>Response: To be determined.</p> <p>The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.</p>	
21-67	Not Meeting Criteria
<p>Issue or Concern for the D.A. World Service Conference: Gratitude. Thanks to the Host Committee, board, and all involved with the first World Service Conference remote event on Zoom. The tech especially was done so professionally and seamlessly, and everything about it was such a pleasure — Fellowship Day, gala, talent show, speakers, music, all of it. Thanks. Submitted March 26, 2021 [Submitter #34]</p>	
<p>Response: For any feedback like this, it is recommended to bring it to the attention of the General Service Office rather than submitting as an Issue & Concern.</p>	
21-68	Not Meeting Criteria
<p>Issue or Concern for the D.A. World Service Conference: Gratitude. Thanks to staff, Board, techies, and anyone I did not think of — all involved in keeping D.A. going during this year of the 'plague.' The website especially was helpful in connecting debtors. Thanks so much. Submitted March 26, 2021 [Submitter #34]</p>	
<p>Response: For any feedback like this, it is recommended to bring it to the attention of the General Service Office rather than submitting as an Issue & Concern.</p>	
21-69	Not Meeting Criteria
<p>Issue or Concern for the D.A. World Service Conference: Gratitude for literature accessibility. In this year of remote meetings we had many visitors from overseas. We had a lot of great feedback on the digital literature available on Amazon and how much faster and simpler it was to help newbies. Thanks. Submitted March 26, 2021 [Submitter #34]</p>	

Response: For any feedback like this, it is recommended to bring it to the attention of the General Service Office rather than submitting as an Issue & Concern.

21-70

Assigned to WSC Conference Committee

Issue or Concern for the D.A. World Service Conference:

Upholding the primary purpose: I am still finding the lack of emphasis on D.A.'s primary purpose problematic. During my GSR years the board members assigned to us were way more hands on. They were with us on our calls, and at Conference were in the rooms with us on break-out committee meetings. They did not tell us what to do per se but did support us by explaining how the Traditions apply and how the processes of accomplishing agenda items worked. This practice greatly helped us avoid getting items on the D.A. agenda that are not 12-step nor pertinent to recovery from compulsive debting. If the current board is spread too thin, could there be a "TAP" or Traditions and Processes" advisory council made up of Project Contributors that could advise and educate each committee? I am not in a position run for the board but would be very willing to do work like this as a Project Contributor.

Submitted March 26, 2021 [Submitter #34]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-71

Assigned to WSC Underserved & Under-represented Outreach

Issue or Concern for the D.A. World Service Conference:

I am expressing concerns about the language used to describe the scope of the Underserved Outreach Recommendations. Here is the language:

Underserved Outreach Recommendation

The General Service Board of Debtors Anonymous recommends the following as guidelines for Intergroups to reach out to the still-suffering debtor in underserved communities:

Create a mailing list of community centers or places of worship that serve any of the following communities in your area:

- Minorities
- Undocumented or resident aliens
- Gay, lesbian, bisexual, transgender
- The disabled

These descriptions come across as demeaning to these groups. No where is the word "people,," as if those in these groups are only defined by the descriptions.

Would suggest:

- People of color
- Undocumented immigrant populations (certainly not aliens!)
- People who are Gay, lesbian, bisexual and transgender
- People with disabilities

Thanks

Submitted March 26, 2021 by Linda in Washington, D.C. [Submitter #19]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-72

Assigned to WSC Conference Committee

Issue or Concern for the D.A. World Service Conference:

Please consider writing something and publishing it in multiple channels about the importance of electing and sending solvent GSRs to the WSC. At past F2F conferences, we've had concerns about the handful of GSRs who are not solvent participating in the service work of the Conference. Remote participation has given the gift of doing World Service to so many more delegates, which is great; however, it is important that GSRs be solvent (not currently incurring unsecured debt) when making decisions for D.A. as a whole. We aren't the solvency police, but we can take steps to educate potential reps and group members about the critical importance of electing qualified reps. Thanks for your service.

Submitted March 28, 2021 by Carol [Submitter #17]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-73

Assigned to GSB Communications & Technology Committee

Issue or Concern for the D.A. World Service Conference:

I'm concerned that the first and only reminder that I received about submitting Issues & Concerns came on March 21. The Fellowship would be better served if a reminder was sent earlier and more often.

Submitted March 28, 2021 by Eileen N. in Prospect Park [Submitter #35]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-74

Assigned to WSC Public Information

Issue or Concern for the D.A. World Service Conference:

I am a PI rep for my local meeting meeting. But now we've gone online, we get people from all over the world come to our meeting, so I'm confused how to do local PI work on what is essentially now and international meeting even though we call ourselves a local meeting?

Submitted March 29, 2021 [Submitter #36]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-75

Assigned to GSB

Issue or Concern for the D.A. World Service Conference:

Supporting Debtors Anonymous' Primary Purpose - Reclaiming D.A.'s Focus: I am suggesting possibly have a task force of former GSR's GSB trustees, ACM's, archivists and historians, and other interested parties to come up with some actionable items and recommendations to reclaim D.A.'s focus on: Don't Debt - Clean House - Trust God - Help Others.

One idea that comes to mind is sharing an expanded version of D.A. history by numbers — or the numbers it took the D.A. founders to form Debtors Anonymous: 20+8+3+3.

20: D.A. was founded by an alcoholic with a 20 year A.A. background.

8: The Fellowship that evolved into Debtors Anonymous took founders 8 years to realize a Fellowship for debtors was needed.

3: It took 3 tries — a group about saving, one group about frugality, and the final one about not debting — to uncover the "drug of choice" behavior that needed to stop.

3: Fellowships that our founders emerged from — (1) A.A. but it took some of them doing a hitch in (2) Gamblers Anonymous and (3) Overeaters Anonymous to uncover:

G.A.'s were in money trouble, a circumstance, but their problem causing the circumstance was compulsive gambling. D.A.'s got the idea for the pressure meeting from G.A.'s who were being pressured by their bookies for gambling debts. But D.A.'s had to learn what their true compulsive addiction was through trial and error. D.A.'s only realized the need to stop debting on the 3rd try, after eight years.

Overeaters (OAs) were addicted to a substance — food that could not be given up entirely. Their fellowship introduced D.A.'s to the concepts of quantifying — counting calories, weighing and measuring food, as well as food planning and allocating what food was for self-care vs. what food was self-medication.

The Tools to stay stopped from debting — telephone, service, sponsorship, record maintenance, pressure relief meeting, spending plan and the like — came from three fellowships: A.A., G.A. and O.A. It took all of that for it to "sink in" to the founders what it would take to recover from compulsive debting. WSC ends up composed of mostly members that only have one suggested year of abstinence from debting at the delegate level, and three years at the Board/ACM level. I would suggest, like the founders, that many members of Conference are not in the phase of D.A. recovery where the real problem has "sunk in." They are still in that trial and error process, like the founders were, thinking that more saving, frugality, and increased income will fix them. I would love to see an initiative of some sort, composed of D.A.'s for whom the full D.A.

Concepts have "Sunk in." These PC's could serve in an advisory (not policing) capacity to share the trials and errors of the past, and support literature/message consistency going forward. I personally am not in a position health-wise, to travel, or to take on D.A. Board level responsibility. But I would happily participate remotely as Project Contributor in such an effort, or join one if there is one already in place.

Submitted March 29, 2021 [Submitter #34]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-76

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

My concern: The Tools of Debtors Anonymous are way too long and too detailed.

Example: the Fourth Tool goes into minutiae of when PRGs are scheduled, who participates, etc. The Tool, when read, loses its effect. It could be rewritten much more simply, such as: "We organize Pressure Relief Groups which meet in Pressure Relief Meetings to review our financial situation."

Another example: the Fifth Tool could be shortened to, "Through our Pressure Relief Meeting, we develop a spending plan which puts our needs first." The minutiae of the categories is not needed for the Tool to be understandable.

One more example: the Tenth Tool could be rewritten to, "We attend business meetings of our Group and Fellowship."

I can give a number of other examples, but I believe the point is made.

My suggested solution: We should task the Conference with writing either a shortened set of the Tools or produce a Conference-approved short form of the Tools (similar to A.A.'s short and long forms of the Traditions).

Submitted March 29, 2021 by Mike in Dallas of Group 364 "Prosperity Group" [Submitter #37]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-77

Assigned to WSC Conference

Issue or Concern for the D.A. World Service Conference:

My sense is this Issue and Concern should be referred to the WSC Conference Committee for consideration and response. My concern is that we, as a Fellowship, have lost any sense of guidance through the Traditions. In particular, we have lost trust in and belief regarding the ultimate authority, a loving God as He may express Himself in our group conscience. Instead, we believe that our Fellowship's ails, whatever they may be, can be solved through better governance by the Board and the Conference. Further, we have lost recognition that Debtors Anonymous has NO opinion on outside issues. Period. We have forgotten that our public relations policy is based on attraction. And, turning to the Concepts, many of our committees have lost sense that their responsibilities are limited to their authority as defined by tradition, resolution, or the Charter. Thus, we have arguments about whether D.A. should be heard regarding the racial and gender politics of contemporary culture. We fight about the nature of God, beyond the simple idea that He is a loving God who can restore us to sanity and expresses Himself in our group conscience (if we let Him). We debate about whether better marketing ideas would improve the Fellowship's finances. We have committees weighing in on matters

that are the responsibility of other committees. I can go on, but I think the problems are obvious and, to a point, were apparent during the 2020 Open Forum and 2020 Convocation. My recommendation is that the Conference develop guidelines to ensure that every decision made by the Conference is considered in the light of the Traditions and that every committee be reminded that committee activities and discussions are limited to those matters falling within the committee's purpose, as set forth in the D.A. Manual of Service (DAMS).

Submitted March 29, 2021 by Mike in Dallas of Group 364 "Prosperity Group" [Submitter #37]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-78

Assigned to WSC Fellowship Communications

Issue or Concern for the D.A. World Service Conference:

Having been in DA for 17 years, I am saddened that our Singleness of Purpose is being splintered. My perception and concern is twofold:

- 1) a seemingly promotional effort to appeal to the "masses."
- 2) a sidestepping or naiveté that a Spiritual Awakening is the true recovery.

Historic patterns are guides to current events. In 1840, the "Washingtonian Movement" was founded by alcoholics who desired to stop drinking. The group was unrelated to A.A. The Washingtonian's Primary Purpose became fragmented when members involved themselves in politics and social movements separate from alcoholism. Within +/- 10 years they no longer existed. To my understanding, this event along with other information served to inspire the development of the A.A. Traditions. A.A.'s basic message has endured through the years. It has served well for D.A. and has never failed when groups and individuals follow the guidance provided.

Diversity is a current social issue. As a double minority I truly support Diversity as well as Inclusion. My concern is that in an attempt to mollify everyone's comfort zone, the essence of D.A.'s Primary Purpose is diluted. Issues such as location, culture, nurture, gender preference and/or physicality are but symptoms. These are the excuses for, not the causes of, our debting behaviors. Our common problem is Compulsive Debting. It is a Spiritual Disease with a Spiritual Solution. Sincerely working through the Steps with a sponsor, a Steps partner, or group helps address the issues. I believe that when we carry the D.A. message we are practicing diversity and inclusion, as we witness that Compulsive Debting is worldwide, unbiased, and indifferent to who, what, or where we are. Everyone is welcome in D.A.

Clarity of D.A. terms and concepts might make the program more understandable and more "user friendly" for many people. Perhaps Fellowship Conference Calls and/or workshops could emphasize Steps and Traditions; and in e-Newsletters, inclusions of recovery "lingo" such as Singleness of Purpose, or the difference between Spiritual Awakening and Spiritual Experience. In a speech regarding the Traditions, Bill W. said, "May we never forget that without permanent unity we can offer little lasting relief to those scores of thousands yet to join us in their quest for freedom."

Submitted March 29, 2021 by Jo in Los Angeles [Submitter #38]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-79

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

The Second Promise was rewritten a few years ago in response to a copyright issue with A.A.: "Clarity will replace vagueness. Confidence and intuition will replace confusion and chaos. We will live engaged lives, make decisions that best meet our needs, and become the people we were meant to be."

The current text is too wordy and out of line with all the other Promises which are cogent and reflect a single D.A. principle each. Suggestion: remove the vacuous general third sentence in its entirety. Too long, too many unrelated concerns: 'engagement,' 'decisions,' 'life meaning.' What does all that have to do with our with our well-focused purpose?

Submitted March 30, 2021 by Robert of Westport, CT [Submitter #39]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-80

Assigned to WSC Resource Development

Issue or Concern for the D.A. World Service Conference:

Since 9/11, the bank that our meeting deals with requires names of officers of that meeting and Social Security numbers of same. This requirement obviously means that our treasurer, and perhaps others, can no longer remain anonymous. As an alternative, the bank would require the group to have a Federal tax ID number which we have not been able to get. Does D.A. have guidance on overall best practices for accounting and banking that are consistent with the 12 Traditions?

Submitted March 30, 2021 by Beverly of Group 240 [Submitter #40]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-81

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

I am a member of both D.A. and B.D.A. in London, UK, and have been for about 10 years. I have benefited enormously from being involved in the Programme, and although I am not completely debt-free, I have made considerable progress clarifying my financial position overall.

However, I am writing to you as I have a serious problem with the Twelve Steps of Debtors Anonymous book, which was approved at the 2014 World Service Conference. This is because of its blatantly religious tone, which of course stems from the original Alcoholics Anonymous Big Book.

In that book, there are misguided and dangerous statements that say, quite clearly, that in order to recover from addiction one has to believe in God. These are:

“That no human power could have relieved our alcoholism.”

“That God could and would if He were sought.”

These are purely quasi-metaphysical assumptions masquerading as fact. That would be bad enough, but when frightened, desperate people are told that they have to subscribe to a religious regime in order to stay alive, that strikes me as nothing short of wicked.

So imagine my disappointment when reading the D.A. Twelve Steps book, I find that in a slim volume of 68 pages, God is mentioned 35 times and Higher Power 66. This trumps the original alcoholism literature several times over, and I’m afraid that I can no longer attend a meeting that I went to for several years because I can’t bear to listen to the readings.

This is not just a matter of personal taste. I believe that many potential recoverees will shy away from the Programme because, at its core, it promotes the idea that an interventionist deity will guide them, help them, and remove defects that are hindering their progress. It may well be that some debtors coming to the Programme are quite happy to embrace these concepts, but there is a growing number who not only won’t, but can’t.

At this point, I would like to dispense with certain arguments that attempt to make the religious angle of the 12 Steps and the various commentaries more palatable.

- 1) It isn’t a religious Programme, it’s spiritual. This statement actually makes matters worse, because it substitutes a word that has a clear meaning (religious) with one that doesn’t.
- 2) God can mean Good Orderly Direction. No it can’t. It’s not an acronym. God means God. I can’t imagine how the world would operate if everyone started changing the meaning of words because they don’t like the original one.
- 3) Eventually you will come round to the idea of God consciousness in relation to recovery from addiction.

I’ve been in the 12 Step programme for over 40 years and I haven’t. I should now ask myself “why am I writing to you?” It’s mainly because I feel so strongly about this issue, and in the hope that alternative literature can be produced. I am not an atheist, but I know that there is a growing market among those wanting to recover from all kinds of addiction for literature with a more practical and secular bias. I have never personally been involved in the writing of D.A. literature, and understand that it’s easy enough to criticise from afar without making a contribution. I would be more than happy to make a start from here in the UK.

I fervently hope that this Issue & Concern can be considered by the relevant committee and that there can eventually be a resolution. I could write more but I think that I’ve made my point, and I stress again that there are many others that feel the same as I do so this is not merely a personal complaint.

With best regards, In Fellowship, Neil M.

**Submitted March 31 by Member Neil M. in London of Group “DA/BDA Double Winners”
[Submitter #41]**

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to

address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-82

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

We, three long-term members of D.A., have been meeting regularly to review the literature of D.A. and reflect on how we can continue to not debt one day at a time as we age and either choose to or can no longer work. By the grace of the program, we have paid off our debts, built cash reserves, and have prudent reserves/savings for retirement. Yet, we are seeking more guidance from D.A. on how to achieve life-long solvency, especially given rising costs for health care and senior housing, as well as the ramifications of inflation and diminishing purchase power. Thank you for your service. Jean C., Mary Ann S., and Bob U.

Submitted March 31 [Submitter #42]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-83

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

Many Blacks and people of color are experiencing racial bullying while attempting to render service as a GSR within D.A. Past GSR's have also spoken of this difficulty. To offset this stifling of participation, we ask for a creation of a pamphlet and a service piece addressing both open and covert racial bullying within D.A.

Submitted March 31 by Ruby in Los Angeles of Group "Rising Stars" [Submitter #43]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-84

Assigned to WSC Business Debtors Anonymous

Issue or Concern for the D.A. World Service Conference:

The BDA Committee is requesting that WSC Literature Committee create a pamphlet addressing the unique challenges faced by Black entrepreneurs using the Steps, Traditions, and Tools of the program. Given the limited access that Black entrepreneurs have to capital, maybe a collection of shares would be helpful to the newcomer to D.A.

Submitted March 31 by Ruby in Los Angeles of Group "Rising Stars" [Submitter #43]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to

address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-85

Assigned to GSB Conference Support

Issue or Concern for the D.A. World Service Conference:

During last year's World Service Conference, two members of our Fellowship attempted to bring to a vote a motion on the concept of a race and debt pamphlet. It is my understanding that another member of the Fellowship made a motion, presumably to block the matter from being discussed. When this failed, he made another motion, and the matter was sent back to committee, blocking the discussion for another year. I am very concerned about this because the intent of Robert's Rules of Order should be order. They should be used so that the Fellowship can have an orderly discussion and vote. They should not be used as a weapon that keep discussions from happening. I would like a review of the matter. I would like to see minutes of it at least, and a recording of it would be even better. I would like to see things slowed down if people are confused about what the motions mean before they vote.

Submitted March 31, 2021 by Angela in Seattle of Group "Building a Prosperous Business" [Submitter #44]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-86

Assigned to WSC Literature

Issue or Concern for the D.A. World Service Conference:

For the purpose of clarity of compulsive Debting recovery language and vocabulary, remove the term Underearning from all D.A. literature to avoid confusion with another fellowship. In early D.A., terms like temporary austerity and pauperism (TAP) or temporary under-compensation were used. These describe better the broken relationship with money and the temporary "scramble" to pay down credit cards. More money will not help this debtor. Underearning has another fellowship. The term has come to mean those whose inability to earn a basic living is chronic and compulsive, or a broken relationship with energy and time. More money actually would help this individual, and that confusion negates the Debtor's Step 1.

Submitted April 1, 2021 [Submitter #34]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-87

Assigned to WSC Resource Development

Issue or Concern for the D.A. World Service Conference:

We have a threefold purpose:"In D.A., our purpose is threefold: to stop incurring unsecured

debt, to share our experience with the newcomer, and to reach out to other debtors." Yet only the first two folds are consistently addressed throughout our Fellowship, and in some groups only the first fold. I wonder if it might be helpful if D.A.'s annual spending and service plans were broken down $\frac{1}{3}$, $\frac{1}{3}$, $\frac{1}{3}$ in alignment with our purpose:

- One third of our spending and service focused on supporting the needs of our successfully solvent, recovering D.A. and B.D.A. members
- One third focused on the needs of our newcomers to D.A. and B.D.A.
- One third focused on the needs of the still-suffering debtor through public information and outreach

Simply a thought for consideration.

Submitted March 31, 2021 by Bob in Seattle [Submitter #5]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

21-88

Not Meeting Criteria

Issue or Concern for the D.A. World Service Conference:

Regarding the instructions on this Issues and Concerns page:

"Anyone can submit an Issue & Concern at any time of year. All Issues & Concerns submitted before each year's deadline of April 1 will be considered at the World Service Conference (WSC) that year by delegates serving at the world level on behalf of the Fellowship of Debtors Anonymous."

A deadline is: "the latest time or date by which something should be completed."

So to say that something should be submitted before the deadline is to move the deadline to before the date listed. That feels very confusing. Please clarify this language for next year.

Submitted March 31, 2021 by Bob in Seattle [Submitter #5]

Response: The Issue & Concern was immediately addressed and the instructions have been clarified to "on or before" on the webpage. For any suggestion like this that might be easily implemented, it is recommended to bring to the attention of the General Service Office before submitting as an Issue & Concern.

21-89

Assigned to GSB Communications & Technology

Issue or Concern for the D.A. World Service Conference:

Hello! After listing our new pandemic-inspired Russian-language meeting on the D.A. website, I noticed that there is no filter available in the meeting search function by "LANGUAGE." Because non-English resources are extremely limited for debtors who speak other languages, it would serve the Fellowship to enable an additional meeting search function by language only. In particular, Russia is the largest country in the world and covers 11 time zones (vs. only 3 time zones in the US). Yet Russian D.A. is still very young and growing slowly having started around 2014. Currently, there are only 10 or so Russian D.A. meetings registered with Russian Intergroup, including a number of Skype meetings, several face-to-face meetings located in

large cities only, and now one virtual Zoom meeting (our meeting). I believe that it is vitally important to fulfill our mission of carrying the message to debtors who still suffer all over the world by making non-English meeting searchable by language (and not just by country and location). Please consider asking the webmaster to turn on a search function/filter by language. Many thanks for your service!

Submitted March 31 by Member Zoya in Los Angeles of Group 7671 "Nadezhda – Russia Zoom DA meeting, Sundays at 12EDT (19MSK) [Submitter #45]

Response: To be determined.

The assigned committee/caucus will discuss your Issue & Concern, determine whether or not to address it as a project or other agenda item for this year, and provide a response to be published in next year's WSC Report.

PART 10: Responses to 2020 Issues and Concerns

Issues & Concerns

2020 World Service Conference

Virtual Conference

The Debtors Anonymous World Service Conference (WSC) addresses the issues and concerns of D.A. groups that affect D.A. as a whole. Members, groups and Intergroups have submitted the Issues & Concerns listed below during the past year via the debtorsanonymous.org website or by mailing them to the General Service Office. The receiving and processing of Issues and Concerns (I&C) from the Fellowship of Debtors Anonymous (D.A.) is an important communication vehicle aiding the health, unity, and growth of D.A. as a whole.

After the Conference, the committees of the General Service Board (GSB) and the World Service Conference committees and caucuses consider these Issues & Concerns as possible items for motions and recommendations at Convocation or as potential topics to discuss during their service throughout the year. Direct responses to each Issue & Concern are published in the WSC Final Conference Report (if they are submitted at the Conference) or on the D.A. website (if they are submitted by December 1 following the Conference.)

Each Issue & Concern has been assigned a number. Please include this number AND the original text of the Issue & Concern in any response submitted for publication.

General Service Board Committees	World Service Conference Committees & Caucuses
GSB: 20-14	WSC Business Debtors Anonymous: none
GSB Audit/Legal Affairs/Long-Range Planning: 20-07	WSC Conference: 20-08, 20-15
GSB Communications/Information Technology: 20-02, 20-05	WSC Fellowship Communications: 20-09, 20-10, 20-12
GSB Conference Support: 20-13	WSC Hospitals, Institutions and Prisons: none
GSB Finance: 20-01, 20-03, 20-04	WSC Intergroup Caucus: none
GSB International: none	WSC Internal Operations: none
GSB Literature Publications: none	WSC International: none
GSB Literature Translations and Licensing/International: none	WSC Literature: 20-06
GSB Nominations: 20-16, 20-17	WSC Public Information: 20-11 (with GSB PI)
GSB Office: none	WSC Resource Development:
GSB Public Information: 20-11 (with WSC PI)	WSC Spiritually Sustainable Earning Caucus: none
	WSC Technology: none
	WSC Underserved and Under-Represented Outreach Caucus: none

20-01	Assigned to GSB Finance Committee
<p>Issue & Concern: I am writing on behalf of the Debtors Anonymous group in Eugene, Oregon. We would like to open a group bank account, but are unclear about how to make this happen. The Treasurer's Manual says that we should apply for an EIN using the SS-4 form provided by the IRS, but this filling out this form requires a Social Security number, and the whichever member of the group provides their social security number would be responsible for paying taxes on the donation income. We can apply for tax-exempt status, but we have to go through a legal process to do that as well, and it is not clear what the steps are. Do you have a step-by-step guide on how to go about setting up a group checking account that addresses these issues? Thank you, Alison, Eugene, OR</p>	
<p>Response: Alison, Thank you for your Issue and Concern regarding setting up a group bank account. While Debtors Anonymous does not offer guidelines on the process for applying for tax-exempt status, there is a brochure available on the IRS website detailing the process. The brochure is titled, "APPLYING for 501(c)(3) Tax Exempt Status" Publication 4220. The brochure details the why and how for applying for tax-exempt status. We hope this information is helpful. Thank you, GSB Finance Committee</p>	
20-02	Assigned to GSB Communications & Technology Committee
<p>Issue & Concern: Video teleconferences held through the pandemic with zoom can be automatically recorded to the cloud. Does this respect Tradition 12 of anonymity? St. Louis, MO</p>	
<p>Response: Thanks for your issue and concern. Regarding Tradition Twelve, we feel that virtual meetings pose similar risks to in-person meetings as far as preserving the need for anonymity. As long as proper precautions are maintained in setting up videoconference calls, it is possible that Tradition Twelve may be observed with videoconference meetings and, per Tradition Four, meetings are autonomous to decide these issues unless it affects D.A. as a whole. We recommend that 12-step meetings conducted on videoconference not be recorded unless speakers have given their permission for audio recordings of their shares only.</p>	
20-03	Assigned to GSB Finance Committee
<p>Issue & Concern: We would like to know when you can contribute to the Seventh Tradition online, from Spain. We believe that it is a problem that is related to our Skype group. The fact that we have online meetings, we are concerned that with the great attendance of members, between 10 to 20 people daily, we cannot contribute, to return what the DA program has generously given us. Thank you very much everyone for the service. (En español) Nos gustaría saber cuando se podrá contribuir a la septima tradición en linea, desde España. Creemos que es un problema que va muy relacionado con nuestro grupo por Skype. El hecho de que hacemos reuniones en linea, nos preocupa que con la gran asistencia de miembros, entre 10 a 20 personas diariamente, no podamos contribuir, para devolver lo que tan generosamente el programa de DA nos ha regalado. Muchas gracias. Tarragona, D.A. Grupo Solvencia por Skype en Español</p>	

Response: Thank you for your Issue and Concern regarding making Seventh Tradition contributions online from Spain. Contributions can be made online through the Debtors Anonymous website on the Contribution Page. Contributions can be accepted through this page from Spain. Contributions may also be made through Transferwise from Great Britain, Australia and New Zealand. Members from those countries may contact the General Service Office for instructions for making contributions through Transferwise. We hope this information is helpful.

Thank you, GSB Finance Committee

20-04

Assigned to GSB Finance Committee

Issue & Concern: There is a big problem with setting up payment options and banking for both our DATIG group and for online tele-meetings. In order to have a Paypal account, the group needs a tax ID number and a bank account. Since we do not have that, accounts are being set up using individuals' Social Security numbers and personal information. Then if that treasurer changes, it is extremely difficult to change the information without closing out both the PayPal account and the banking account and doing the same all over again.

How can groups function in regard to money for expenses in an increasingly virtual world without using individual members' personal information? Sending in checks is no longer a realistic option. Do we give up on 7th tradition collections for virtual meetings? How can we be self-supporting and operate in integrity? Jeanne S -DATIG Chair, DATIG (D.A. Telephone Intergroup)

Response: Jeanne, Thank you for your Issue and Concern regarding payment options and banking. Please note that the General Service Board does not utilize Paypal as a payment option. Contributions can be made online through the Debtors Anonymous website on the Contribution Page. We understand the requirement for Social Security Numbers to establish a bank account however this is the institution's requirement for establishing an account. If establishing a bank account is not an option, a suggestion may be that group members establish recurring payments online through the Debtors Anonymous Contribution Page.

Thank you, GSB Finance Committee

20-05

Assigned to GSB Communications & Technology Committee

Issue & Concern: Hi - PLEASE allow group literature purchases to be done via debit card. This is already allowed for DA contributions and the current process is extremely time-consuming and inexpensive, e.g. print out the order form, fill it out, get a check, mail the check, etc.

Thanks, Sonny L, Group literature person
Greenwich Friday Night D.A./New Hope Group 643

Response: Thanks for your issue and concern. This is a priority project for CommTech and, as soon as we work out the logistics, we will be implementing an online literature store that accepts debit cards.

20-06

Assigned to WSC Literature Committee

Issue & Concern: Please consider a pamphlet on how to work with owing money to the IRS including the coverage of health insurance or owing money when you denied your own health

care and there was an IRS penalty.

Ann

Response: Thank you for submitting Issue and Concern #20-06 to the 2020-21 Literature Committee. The members of the Literature Committee will endeavor to address your concerns to the best of our ability while seeking the wisdom of a loving Higher Power as expressed in our group conscience.

We appreciate your suggestion of publishing a pamphlet about the IRS and how it can affect Debtors in the United States. This issue involves only one country in this World Wide Fellowship, therefore we have decided not to create literature differentiating solvency between American debtors and those worldwide.

Abiding by our Twelve Traditions, Tradition 10 reads: Debtors Anonymous has no opinion on outside issues; hence the D.A. name ought never to be drawn into public controversy. The IRS and health insurance are outside issues and are best discussed with the DA member's sponsor, PRG team, and Higher Power.

The Literature Committee believes that approving concepts for Debtors Anonymous literature needs to firmly abide by the Twelve Steps, Twelve Traditions, and Twelve Concepts. Thank you for your submission.

20-07

Assigned to GSB Audit & Legal and Long Range Planning Committees

Issue & Concern: I am concerned about (compromises in) the safety of members in DA meetings, Intergroups, and other service-related gatherings. This relates to members who do not/are unable to follow our unity tradition, which interferes with member retention and well-being for individuals, groups and larger fellowship areas. As a concerned member, I and others co-created a Safety (Unity) Committee with our local Intergroup. We designed and conducted a 10 question anonymous online survey to ask questions of our local members about their experiences of safety concerns in DA (plus some demographic data questions). We asked about ageism, sexism, financial harms, emotional harms, sexual harms, and oppression related to and racialized identity and LGBTQX status. We included advice from the DA General Service Board about safety, by sharing the GSB-published "Safety Statement" (also titled "Debtors Anonymous Guidelines for Safety and dealing with Inappropriate Behaviors in meetings and person to person"). We did this by handing out copies, sharing the link to this statement on the Debtors Anonymous website, and emailing the document and link to members. Our survey was very successful. We had 71 local DA members complete the survey. The resulting data and comments were shared (with some protection of anonymity) with Intergroup. The results were enlightening. Though our problems were lower than what is typically reported in the general public, we had concerns in every area. As a result of the survey and the raised consciousness, two crimes against members were reported to the police that our fellowship had known about for years, but not known how to handle. Our local Public Information Committee and Intergroup Service Rep then created a "Focus Group," which was a fellowship-wide meeting to invite members of minority groups to talk about their experiences and brainstorm improvement ideas together. It was a powerful experience, and resulted in helpful suggestions to promote inclusion (for example inviting people to share their gender pronouns by adding language to meeting formats) and better reach newcomers. If there is interest, I can see if our local Intergroup approves us to share the Safety Survey questions to the WSC, committees, or any local DA Intergroup or fellowship that might want to learn about and replicate our efforts. I can share

how we developed our report, what we chose to keep anonymous out of respect to members, and how we intended to give feedback to members about whom multiple concerns were named. Thank you for consideration about Safety/Unity in Debtors Anonymous. I support the DA GSB do more to share its "Safety Guidelines" with members; it's hard to find on the website unless you know where to look, but it is very helpful guidance for members and groups. <https://debtorsanonymous.org/download/safety-guidelines/?wpdmdl=2658>

Response: Thank you for raising this issue and drawing attention to the "Safety Guidelines" document created by GSB Audit and Legal Committee and approved by the GSB in May 2019. It is important that meetings maintain a safe environment for members, and that members understand that belonging to a 12-step program does not shield anyone from the consequences of harmful or illegal behavior. We appreciate hearing about your process to explore these issues at your meeting and welcome any information you would like to share with us. Please consider writing an article for *the DA Focus*, our service newsletter. We will continue to discuss the safety of D.A. meetings and to consider how to raise awareness of the "Safety Guidelines" document on the website at <https://debtorsanonymous.org/safety>

20-08

Assigned to WSC Conference Committee

Issue & Concern: I would like to see any member attend the world service conference. I understand those members would not be able to vote. It would give more people exposure and ability to get excited to volunteer and be active.
Hudson Valley D.A., Michael

Response: The WSC Conference Committee appreciates the sentiment of the 20-8 concern as a way to get members inspired to do service at the world level. However, the Committee finds that such non-voting attendance is not feasible, nor perhaps advisable with regards to DA Traditions and Concepts. Fellowship Day offers all DA members the opportunity for participation during the WSC. The Convocation is a closed business meeting where voting members have the *responsibility* to be fully informed of facts and their own group's or intergroup's voice and conscience regarding issues before the Conference, and the *right* to have a full and frank discussion with other delegates to the WSC allowing for the Fellowship conscience of DA as a whole to emerge and be expressed.

20-09

Assigned to WSC Fellowship Communications Committee

Issue & Concern: Many of us are now calling in to virtual meetings. I'm concerned that some people have cell phone service that charges for the Free Conference Call calls. One fellow DA told me a recent meeting used \$8.00 of her service.
Do you have any recommendations?
Also, is there a DA policy regarding the use of Zoom (specifically the differentiation between using a personal or a business account)? Thank you! Lynne

Response: Thank you for you Issue and Concern.
For Fellowship-wide calls, we publish access here:
<https://debtorsanonymous.org/call-in-access/>
This includes online access to information which is free.
It may be necessary for you to download an app to access the call via the internet.

The instructions can be found at the link above.

Debtors Anonymous has no opinion on the use of Zoom or does not differentiate between using personal or business accounts. It is up to each group, if they elect to offer meetings through Zoom, to determine the process and specific Zoom account requirements. Additionally, to implement and manage the account.

Please refer to Tradition Four. Each group should be autonomous except in matters affecting other groups or D.A. as a whole.

20-10

Assigned to WSC Fellowship Communications Committee

Issue & Concern: We ask all GSB and WSC Committees (and Caucuses) to better understand the similarities between phone, online, and face-to-face meetings and the distinctness but not separateness of BDA. As the phone and online DA and BDA communities grow, we interact mostly like face-to-face groups, except with the use of modern technology. We're suggesting normalizing the phone and online meetings, rather than making notes and statements that separate us from the rest of the fellowship.

Ironically, our suggestion about BDA is exactly the opposite. We think BDA should be mentioned specifically and distinctly in both our in-reach and outreach initiatives and materials throughout the DA and BDA fellowship. Our experience is that BDA may possibly be the largest opportunity for growth of the fellowship. Our home group's weekly BDA meetings and monthly BDA workshops, for instance, average attendance in the high 30s, low 40s. Our group participation over the course of any month, where most members attend every other week -- we have 10 core group members who attend every week -- reaches attendance in the high-60s, low-70s. We simply encourage more mention of BDA whenever possible. The more BDA groups and members feel seen and a "part of" the greater whole, the more likely we will be to contribute time, money, service, and outreach.

Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response Part 1: Thank you Bob A from the Sunday BDA phone meeting for submitting your Issue and Concern.

The members of the Fellowship Communications Committee will endeavor to address your concerns to the best of our ability while seeking the wisdom of a loving Higher Power as expressed in our group conscience. As you point out, online and phone D.A. and BDA are growing. The WSB and WSC Fellowship recognize phone and online meetings equally, along with the face-to-face type in a 'Word to Newcomers' and other current Conference-approved literature. Telephone and Internet meetings are essential especially during the pandemic. At the same time, for many debtors face-to face meetings forge a deeper connection due to the physical presence of other recovering debtors in a shared, neutral space away from personal life.

Response Part 2: BDA is recognized as an integral and distinct part of D.A. at the World Service level with its own committee. As a result, the following pamphlets have been issued: BDA, BDA tools, BDA newcomers packet, and a BDA Step Study Guide, separate from the D.A. Step Study Guide, is forthcoming. Other literature for BDA is in the pipeline including BDA Annual Business Plan. D.A. is a constantly evolving organization, which while recognizing BDA on multiple levels resets priorities annually based on the Fellowship as a whole. The Fellowship recognizes BDA, and fully supports the growth and expansion of BDA, as it provides critical support and resources to the business owning debtor who still suffers. The Fellowship Communications

Committee acknowledges the long, rich history that D.A. and BDA members have shared over the decades with a common desire to stop debting one day at a time and a common purpose to help the still suffering debtor. It is our belief that our Fellowship has been made stronger by including both D.A. and BDA.

20-11

Assigned to WSC and GSB Public Information Committees

Issue & Concern: We would like to see more direct leadership of the fellowship's Public Information efforts from WSC and GSB PI to groups and Intergroups. GSO is still collecting names of PI reps as part of registration and re-registration of groups and Intergroups. We would like to see those names used to connect group and Intergroup PI reps with WSC and GSB. Perhaps a monthly or quarterly teleconference with lots of time for Q&A?
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: The WSC PI committee has discussed this issue and we are looking at ways to outreach to local PI committees and Intergroups worldwide. This is still at the early stages of discussion. Additionally, our PI training subcommittee has prepared a draft letter to be read out at local meetings encouraging members to take part in PI work in their local areas and help spread the word to the debtor who still suffers. We hope that this will be issued sometime in the first half of 2021.

20-12

Assigned to WSC Fellowship Communications Committee

Issue & Concern: We ask the GSB and WSC to encourage groups and Intergroups to buy and distribute conference-approved literature — at least pamphlets, if not books — at no cost to members. We would like to see our DA and BDA fellowship move forward into more generosity with our newcomers. We believe this would also move the onus of funding our literature back to our members, and group and Intergroup treasuries, and remove the burden of "buying our solution" from newcomers. As an example, two of our group's long-term members have made provision of DA books (12, 12, and 12 and Currency of Hope) and both BDA pamphlets to newcomers who request them. The financial obligation is minimal, and the newcomers keep coming back and participating in our meetings and activities. We provide 2-3 books and 5-6 pamphlets per month at an average monthly cost of approximately \$60. These are dollars gratefully spent.
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: Thank you Bob A from the Sunday BDA phone meeting for submitting your Issue and Concern regarding supporting members and newcomers with gifts of literature. According to Tradition 4, each group is autonomous, and may decide whether to purchase literature for newcomers through its 7th Tradition or other funds. We note that D.A. provides many pieces of literature for free on the website, as well as free recordings, and two free publications, the *Ways & Means* and *the DA Focus*. While we recognize the value of your idea, it is up to each meeting to purchase literature for newcomers as they see fit. We believe that the best way to attract other groups to the idea would be to share it in an article for *Ways & Means*, the D.A. Magazine, and we suggest you propose such a piece to the editor.

20-13

Assigned to GSB Conference Support Committee

Issue & Concern: We would like to see an opportunity for GSRs and ISRs to interact with new GSB members before they are elected at convocation. To add this element to the WSC schedule, perhaps one half of the Open Forum time could be repurposed for the GSB Nominations Committee to introduce GSB candidates and for the candidates to briefly introduce themselves, their service histories, their reasons for wanting to be board members, and their interactions with the GSB and WSC thus far. Bottom-line, we think the delegates voting at convocation should have the opportunity to know who they're voting for or against. The additional benefits of the above might be more transparency about the nominating process, engagement of the fellowship, and more GSB Trustee volunteers.
 Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: In Debtors Anonymous, we trust our trusted servants to choose good candidates to present to the Conference. How do we do this?
 Any interested party, including but not limited to, any past or present GSB Trustee, any D.A. member, D.A. group, D.A. Intergroup, or collection thereof, may nominate a candidate. All members of D.A. and friends of D.A. are encouraged to suggest possible candidates to serve as Class B Trustees. For more information on how to nominate a candidate, please see page 114 in the 2020 DAMS.
 New Trustees officially begin their service when they are ratified at the annual World Service Conference. Ratification is a confirmation of the GSB's decision.
 The GSB reviews each candidate's qualifications carefully. The review process includes interviewing each candidate extensively by telephone.
 The GSB chooses for candidates who have:

- a history of consistent and effective D.A. service,
- a willingness to serve D.A. as a whole,
- and the ability to work well in the context of the spiritual group conscience process.

There is very limited time at the World Service Conference and, even if half the Open Forum time were devoted to "getting to know" the new candidates, the Fellowship could not vet the candidates in the same depth as the GSB Nominations Committee interview process.
 At face-to-face WSCs, one of the luncheons is devoted to "Getting to know the GSB" where delegates are invited to join GSB trustees at their lunch table and ask questions. There is also an Open Board Meeting session at the face-to-face and virtual WSC, providing an opportunity to observe the GSB at one of the board meetings.
 The GSB Conference Support Committee will further consider ways in which delegates might have a chance to become familiar with new GSB members.

20-14	Assigned to GSB
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Issue & Concern: We think the GSB makes too many decisions on our behalf, undermining the service triangle and the 12 Concepts. There are times we're feeling governed, and we've noted lots of confusion about the difference between initiatives that are conference-approved and GSB-approved. We would like to see our GSRs and ISRs engaged in decision making on a more regular basis. We understand that it might be unwieldy to engage all GSRs and ISRs, but what about engaging the Committee and Caucus Chairs? Or some other representation of the fellowship? Perhaps quarterly WSC mini-convocations by phone and/or videoconferencing?
 Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: The GSB thanks you for bringing your Issue & Concern to the Fellowship. We understand that delegates can feel governed at times and we have heard this loud and clear this year with the influx of so many delegates new to World Service. There has also been confusion about policies and approval processes that pre-exist all current GSB members and yet are not communicated clearly in any document. We all know from experience that even long-time policies spelled out in the D.A. Manual of Service can be confusing and all too easy to overlook. The Concepts endow the GSB with fiduciary responsibility to administer the business of the D.A. non-profit, which includes managing the website, eNews announcements, and overseeing World Service programs to ensure they adhere to the Twelve Traditions. “The D.A. groups have delegated complete administrative and operational authority to the General Service Board. . . .” (Concept Two), “The Conference acknowledges the primary administrative responsibility of the Debtors Anonymous General Service Board.” (Concept Six), “. . . the Trustees have legal rights, while the rights of the Conference are spiritual . . .” (Concept Seven), “The Debtors Anonymous General Service Board of Trustees assumes primary leadership for larger matters of overall policy, finance, and custodial oversight . . .” (Concept Eight), “. . . At the world service level, the Board of Trustees assumes primary leadership for DA as a whole. . . .” (Concept Nine). We’ve heard from members who are upset that their proposals have not been approved or have been approved with modifications, giving an impression that the GSB is governing the work of delegates and other members. It can be helpful to consider if a request requires the GSB to act within their purview, such as posting on the website or sending an eNews announcement. The GSB manages these administrative resources; the GSB does not manage D.A. members. At all levels, we can observe Concept Three allowing the “Right of Decision” of members in service to perform the duties of their position as they see fit unless exerting this right is outside their purview or requires any member acting within their purview to take an action not already defined in their service position. The best way to have a voice in board decisions is for members with suitable service experience to apply to volunteer at the board level as a trustee, an Appointed Committee Member, or a Project Contributor. There are many unfilled service positions at the board level (<https://debtorsanonymous.org/service>). Until the board receives greater volunteer support or—in an ideal world—receives the funds to hire additional staff, any proposal to convene mini-Convocations or navigate group conscience decision-making involving multiple committee and caucus chairs would be unmanageable in all practicality. This would place an undue burden on the board’s ability to perform the present work it takes to administer the world operations of Debtors Anonymous.

20-15	Assigned to WSC Conference Committee
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Issue & Concern: General Service Board (GSB) members are not welcome at World Service Conference (WSC), within the service structure, after six years of service, yet there are GSRs and ISRs who have been to 10 ... 15 ... 20 conferences. We think GSRs and ISRs should be encouraged to the same six-year (and sometimes seven) conference limit and strongly discouraged from additional years of registration. If they want to stay engaged, they can volunteer to be an ACM, or Board member, or become a service sponsor to new GSRs at home.
 Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: The WSC Conference Committee takes the 20-15 concern expressed to heart and recognizes the importance of rotation of service. One issue to be resolved is one member

representing different groups and intergroups at different times due to lack of available members for world service. We also recognize the importance of members with world service experience to the DA Fellowship. We are working on proposals that will address both concerns.

20-16

Assigned to GSB Nominations Committee

Issue & Concern: We think we're using up our most motivated service volunteers too quickly. We would prefer to see a service progression, encouraging members to focus on individual and group service for the first five years of solvency, Intergroup and WSC service for five years and beyond, and ACM and GSB service for ten years and beyond. It would still be up to each member and group to make their own decisions but revising the suggested qualifications could start us on a path to greater health and recovery at each level of the service structure.
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: Thank you for submitting an Issue & Concern for the goodwill of the D.A. Fellowship. The GSB Nominations Committee recognizes that the service structure in Debtors Anonymous would benefit by such a service progression recognizing, as stated, that groups are autonomous in electing their representatives. We can look to the wisdom of other 12-step fellowships to see the benefits of such a progression. For example, members serving at the world level in Alcoholics Anonymous typically have 20 years or more of sobriety, and this much time in program gives a special vantage point that can help to inform the group conscience. Of course, the relatively smaller size of the D.A. Fellowship might be the biggest obstacle to implementing recommendations for such a progression at this stage of our growth. Since we are an anonymous program and we do not keep data about our membership, many 12-step fellowships calculate their size by multiplying the number of listed meetings by 15 (with the recognition that members can attend multiple meetings). Currently the D.A. website lists 695 total meetings which would mean an estimated 10,000 members. We have not had a full GSB for many years, and we have received word that many GSRs have left their service position early this year before the end of their term. So while we think the suggestion is a good one, we believe it is premature for these factors.

20-17

Assigned to GSB Nominations Committee

Issue & Concern: We think we're not focused enough on the Steps in our service structure. We don't think it's enough to "be actively working the 12 Steps of DA." For all service positions beyond the group level, we believe the nominees should have completed all 12 Steps in DA. We think "having had a spiritual awakening" should be the minimum baseline for IR, GSR, and ISR representation of groups at Intergroups and WSC.
Sunday BDA Phone, Group 968, Bob A (for Helena K and home group members)

Response: Thank you for submitting an Issue & Concern for the goodwill of the D.A. Fellowship. The GSB Nominations Committee concurs that the having worked the Twelve Steps of Debtors Anonymous provides a healthy baseline for serving beyond the group level. All groups are autonomous in electing their representatives, but this doesn't preclude including reasonable recommendations in the D.A. Manual of Service. As you state, the recommendation currently is for members in world service to "be actively working the 12 Steps of D.A." and the GSB Nominations Committee will submit a revision to this recommendation in the 2021 DAMS to "have worked the 12 Steps of D.A. with a sponsor."

PART 11 Responses to 2020 Recommendations

Responses to 2020 Recommendations

Virtual World Service Conference

August 15-16, 2020

Assignments by Committee

GSB and WSC

GENERAL SERVICE BOARD (GSB)

The WSC Fellowship Communications Committee recommends that the GSB develop and integrate a sponsorship hub for members; a system for connecting potential sponsors and sponsees.

Response: *The GSB discussed in depth at their February intensive meetings over the course of four days. The consensus was that there were too many issues regarding logistics, precedent, liability, and recovery. Logistically, there is no way to determine if such a program would be maintainable given rotation of service, and the GSB is in no position to assume responsibility for such a program. Past experience shows that similar programs have not been maintained and the GSB has had to assume too much responsibility for them. Such a program would set a precedent not just in D.A. but in almost all 12-step programs who do not arrange member sponsorship at the World Service level. This raises issues of liability if the non-profit administrative arm of Debtors Anonymous were to be involved in sponsor relationships which are autonomous of D.A. and sometimes involve advice which can lead to loss and damages. On behalf of D.A. the GSB cannot allow the non-profit to assume any liability for sponsorship. It was also pointed out that with online, phone, and videoconferencing meetings there are many options to seek out a sponsor and that when a member is ready, that member will usually do whatever it takes to find a sponsor.*

The WSC Internal Operations Committee recommends that the General Service Board (GSB), in conjunction with the GSB Office Committee, commits to relocating the General Service Office (GSO) to a tier-one city with a strong D.A. presence by expiration of the current lease in October of 2022. Defining and implementing the vision of a new office space will provide the GSO with increased capability to meet the growing needs of the D.A. Fellowship.

Response: *The GSB voted during the 2019-2020 Conference year to commit to relocating the GSO to a tier-one city with a strong D.A. presence by expiration of the current lease. The GSB has convened an ad-hoc committee to work with the GSB Office Committee and the WSC Internal Operations Committee to research and make recommendations to support the GSB who will make the final decision regarding the relocation of the GSO.*

The WSC Underserved and Under-represented Outreach Caucus recommends that D.A. continue the discussion with A.A. about using more inclusive, gender-free language in the D.A. Twelve Steps and Twelve Traditions.

Response: *Thank you for this recommendation. Please note that although some fellowships do use gender-free language in the Twelve Steps and Twelve Traditions, A.A. has stated that they have never given copyright permission for this. D.A. has always adhered to international copyright laws and recognized A.A.'s authority. . In 2019, the GSB realized we did not have a formal record from A.A. declining any request to modify the language, and so the GSB informally inquired as to whether A.A.*

would grant copyright permission for this purpose. A.A. invited us to submit a formal request, which we have done this year, and we await an answer. Per the D.A. Conference Charter, $\frac{3}{4}$ of D.A. groups must approve any change to the Twelve Steps or Twelve Traditions.

The WSC Resource Development Committee recommends that all General Service Representatives (GSRs) announce to their groups the various electronic methods for making individual and group contributions to World Service.

Response: Thank you for your recommendation. In response to the pandemic, many GSRs as well as meeting treasurers at virtual meetings have been announcing to their groups that they can make individual and group contributions online at <https://debtorsanonymous.org/contribute>.

GSB COMMUNICATIONS & TECHNOLOGY COMMITTEE

The WSC Conference Committee recommends that the GSB authorize the committee to curate a Ways & Means® issue to state the joys and benefits of World Service and WSC participation.

Response: Thank you, the WSC Conference Committee curated the 2021 second quarter issue.

The WSC Fellowship Communications Committee recommends to CommTech (GSB Communications / Information Technology Committee) to develop and implement a D.A. podcast to be launched on platforms such as Apple and Spotify.

Response: Thank you for this recommendation. GSB CommTech thinks this is a worthy project and has discussed this over the past few years but it is not a priority project this year.

The WSC Fellowship Communications Committee recommends to CommTech (GSB Communications / Information Technology Committee) to include Zoom platform for Fellowship-Wide Calls.

Response: The GSB has discussed including Zoom platform for public events at the World Service level several times this year. There are concerns about anonymity, precedent, logistics, and liability. The GSB group conscience remains not to host public events on videoconferencing at the World Service level. The only exception has been the World Service Conference due to the pandemic, which is attended by registered delegates who have all submitted their personal information in advance and have agreed to certain policies, terms and conditions. The majority of 12-step fellowships do not host public events on videoconference at the world level. The GSB feels such events are best managed by Intergroups and individual groups.

The WSC Resource Development Committee recommends to the Board and to the Technology Committee to put links to purchase electronic literature and paper literature, and links to download free literature and service literature all on the same page on the website, on a page simply called "Literature."

Response: The requested webpage was already created in January 2020, and can be found via the D.A. Publications box at the bottom of the website homepage or at debtorsanonymous.org/literature. This page is now accessible at the drop-down menu.

The WSC Resource Development Committee recommends to the Board and Technology Committee to create an electronic literature order form on the website that calculates the total including any shipping or sales taxes and creates a way to a pay for this literature online.

Response: This is a priority project this year and hopefully by the time you read this the online store will have been launched with accurate shipping costs rather than flat rate shipping costs.

The WSC Intergroup Caucus recommends to the GSB that the link to the document “Intergroup Service Handbook” also be listed on the “free downloads” literature page on the www.debtorsanonymous.org website.

Response: Thank you for your recommendation. The GSB CommTech has added the Intergroup Service Handbook to the “downloadable literature” page on the D.A. website at debtorsanonymous.org/free.

The WSC Intergroup Caucus recommends to the GSB that the D.A. website have a specific and dedicated page for Intergroup information purposes, tools, and understanding.

Response: The GSB Communications & Technology Committee has approved a dedicated page for Intergroup information on the D.A. website and has invited the Intergroup Caucus to submit a proposal for the specific text and contents of the webpage

GSB CONFERENCE SUPPORT COMMITTEE

The WSC Conference Committee recommends that the GSB Conference Support Committee create and translate into multiple languages a special email to serve as a cover letter to the WSC Registration Packet and on the website to generate interest from non-English speaking locations.

Response: The Conference and the committee and caucus meetings throughout the year are conducted in English because this is the spoken language of a majority of our members. As a relatively small Fellowship, we do not have the logistics or resources to offer a Conference in multiple languages. In 2020, we were happy to have been able to distribute WSC schedules and Fellowship Day flyers in multiple time zones, which took much volunteer coordination. The truth is it takes a lot of time and effort to produce an annual Conference, and managing or even overseeing the translations of Conference materials cannot be a priority at this time. It's worth noting that A.A. did not start translating their Conference binder until 2018, and that is a 12-step fellowship with millions of members and a multi-million dollar annual spending plan. Our vision is that one day we will have an entire department at the GSO with paid staff dedicated to translations.

The WSC Conference Committee recommends that the GSB Conference Support Committee provide an explanation in the Registration Packet of what the Registration Fee pays for.

Response: Thank you, this recommendation has been completed.

The WSC Conference Committee recommends that Debt-Anon continue to be invited to host a Track/Room at D.A.'s WSC Fellowship Day. Feedback from D.A. delegates and attendees has been highly positive.

Response: Thank you, this recommendation will be added to the Host Committee Handbook as a suggestion.

The WSC Conference Committee recommends that the GSB Conference Support Committee consider D.A. WSC times of 11 am - 5 pm Eastern Time U.S. Delaying the start time of the WSC until 11:00 am Eastern Time U.S. would be more attractive for delegates in the Pacific Time Zone and encourage more participation from that region.

***Response:** The World Service Conference has sessions that are required (General Assembly, Committee Meetings, Convocation) and sessions that are optional (Conscious Contact, Caucus Meetings). All required sessions will continue to be scheduled from 11 a.m. – 5 p.m. Eastern Time.*

GSB FINANCE COMMITTEE

The WSC Resource Development Committee recommends to the Board that they publish a monthly simplified report of the D.A. finances including spending actuals, plan, and ideal plan all together in columns, via a monthly email, and on the D.A. website.

***Response:** The GSB Finance Committee reviewed and discussed the recommendation to a monthly simplified report of the D.A. Finances including spending actuals, plan, and ideal plan all together in columns, via a monthly email, and on the D.A. website. The GSB Finance Committee decided in cooperation with the WSC Resource Development Committee, to publish a Finance Report in the quarterly DA Focus. The quarterly report provides an update to the Fellowship on actual income and expenses to date, and columns comparing the data to the approved Income and Spending Plan and the Ideal Spending Plan. The quarterly report also provides updates on current activities of the GSB Finance Committee. The Finance Committee believes that providing a quarterly report in the D.A. Focus reaches the Fellowship, provides transparency to the Fellowship, while not not necessarily inundating the Fellowship with monthly emails.*

GSB LITERATURE PUBLICATIONS COMMITTEE

The WSC Fellowship Communications Committee recommends the GSB incorporate a weekly GSR announcement into the meeting format (DAMS) Debtors Anonymous Manual for Service.

***Response:** Thanks for your recommendation. The GSB Literature Publication Committee will consider this as we review the draft of a new Newcomer's Meeting Format to add to the existing D.A. Meeting Formats.*

WSC Literature Committee recommends that the GSB release a statement on why the pronouns issue has not yet been resolved.

***Response:** Thanks to this recommendation, the Preface to the Step Study Guide for D.A. and B.D.A. includes a statement on why the Twelve Steps and Twelve Traditions refer to a gendered version of God. Note that the Conference voted in 2007 for all literature going forward to be gender neutral.*

GSB LONG RANGE PLANNING COMMITTEE

The WSC Resource Development Committee recommends to the GSB that the DAMS be amended to include the description of a Temporary Sponsor in the following or similar language: Many groups find it appropriate to establish a service position, known as Temporary Sponsor. When a newcomer arrives in the group, the Temporary Sponsor is available to serve as a temporary sponsor for the newcomer – to

invite the newcomer to work the Steps of Debtors Anonymous, to show the newcomer how the temporary sponsor has worked the Steps, and generally to introduce the newcomer to Debtors Anonymous. Typically, this is only for a limited period of time, until the newcomer obtains a more permanent sponsorship relationship. The service position has regular rotation at a frequency voted on by the group. Depending on group size, some groups have more than one individual filling this role at any given time. Some groups prefer to have one male member and one female member serving as Temporary Sponsor.

Response: *Thank you for your suggestion. LRPC suggests that RDC flesh out this idea by writing an article to submit for publication in Ways & Means. It might include ESH from groups who are currently doing this. The concept might also be a good subject for a Fellowship-wide call. In this way we would collect the experience from the Fellowship for further action.*

The WSC Intergroup Caucus recommends to the GSB that the two documents, “Intergroup Service Handbook” and “Chapter 3: Intergroup Service” in the DAMS

- i. Be integrated to become one document (because some info is in one and not the other and vice versa);
- ii. Be updated to reflect current best practices; and
- iii. Be revised for readability.

Response: *The DAMS provides an overview of service in Debtors Anonymous. It is not meant to be a comprehensive document. A handbook is the appropriate service literature for a more comprehensive examination of Intergroup service. We recommend keeping them as separate documents with the DAMS providing a summary of key information related to Intergroup service as well as a link to the Intergroup Service Handbook.*

GSB PUBLIC INFORMATION COMMITTEE

WSC International Committee recommends that the WSC Public Information (PI) Committee and GSB PI work with WSC International Committee to create relevant radio/TV opportunities to carry the message to countries where the internet is less accessible, with backup information and access to D.A.

Response: *The PI Committee will engage with the International committee to look at ways to bring the DA message to countries where access to the internet is not widely available by reaching out to media outlets such as TV and radio channels.*

WSC COMMITTEES & CAUCUSES

WSC CONFERENCE COMMITTEE

The WSC Fellowship Communications Committee recommends to the WSC Conference Committee that a GSR Mentorship Program be developed.

Response: *Thank you for your recommendation. We have made this a priority this year. We have developed a mentor mentee programme that is being launched at the 2021 WSC. There is an opportunity for registrants to the Conference to sign up as either a mentor or a mentee. We have a list of suggestions for each of those positions that will be published in the June 2021 Ways & Means issue.*

WSC FELLOWSHIP COMMUNICATIONS COMMITTEE

The WSC Public Information Committee recommends that every D.A. meeting make a special point of welcoming newcomers, that time be set aside to welcome new members at each meeting as part of the meeting format and that newcomers are given newcomer packs, either printed or digital depending on circumstances, contact information for other members, and guided towards the “Getting Started” part of the website. We further recommend, where resources allow, that the new person greeter be established as a trusted servant position, duly elected at the meeting’s business meeting. We feel that these measures will assist newcomers through their first crucial months in the program.

Response: *We thank you for your recommendations that remind us of the importance of Tradition Five, “Each group has but one primary purpose—to carry its message to the debtor who still suffers.”*

Welcoming the newcomer, and providing support as they come into the D.A. Fellowship, should be integrated into the D.A. group meeting structure.

Additionally, in keeping with D.A. Tradition Four, which states, “Each group should be autonomous except in matters affecting other groups or D.A. as a whole.” Each group has the autonomy to consider additional newcomer support structures.

The FCC will explore the possibility of requesting a designated webpage on the D.A. website which would include the DAMS, Chapter 2 section; establishing a D.A. group. This would provide access and education for members not familiar with the DAMS, or its location within the WSC tab. The FCC will also explore the possibility of drafting an update to the DAMS Meeting Format section to include suggested support for the newcomer during the meeting and ongoing. Examples of these are: designating a time for newcomer shares, creating a Newcomer Greeter service position which could answer newcomer questions and direct them to the “Getting Started” section on the D.A. website, obtaining the free downloadable literature, communicating options for obtaining sponsorship/ temporary sponsorship, and providing for an exchange of member contact information.

The WSC Resource Development Committee recommends that all meetings, including phone and online meetings, make a 7th tradition announcement to cover group meeting expenses and the service bodies of D.A.

Response: *Tradition 4 reminds us that, “Each group should be autonomous except in matters affecting other groups or D.A. as a whole.” The need to financially support the D.A. Fellowship Services, GSO, GSB, etc. is extremely important at this time due to the impact the global pandemic has had on donations normally collected in face-to-face meetings.*

The FCC will explore the possibility of communicating to all D.A. Groups to consider including an announcement during their meeting to encourage group and member contributions (including secure online options) to support the D.A. service bodies which have been impacted by the global pandemic. The FCC will also explore the possibility of drafting an update to the DAMS D.A. Meeting Format 7th Tradition section, to include content specifically addressing group and member donations from D.A. telephonic and online meetings.

The WSC Resource Development Committee recommends that groups consider creation of a service position known as “Temporary Sponsor.”

Response: *The FCC is in support of this recommendation. Keeping in mind The D.A. Fifth Tradition states, “Each group has but one primary purpose—to carry its message to the debtor who still suffers.”*

and the Fourth Tradition, which states “Each group should be autonomous except in matters affecting other groups or D.A. as a whole.”

The FCC plans to create a proposal for a Sponsorship Hub at the world level, which would include information about Sponsorship and Temporary Sponsorship. The FCC also plans to consider drafting an update to the DAMS D.A. Meeting Format to include expanding the service position of Sponsorship Liaison, a person who can help connect members who are seeking Sponsorship as well as those who are available for the service of Sponsorship or Temporary Sponsorship.

The WSC Underserved and Under-represented Outreach Caucus recommends that every member of the WSC and D.A. as a whole to explore the intersection of racism and debting, the effects on individuals and groups, and how we can grow into a D.A. that better works for the thriving of all.

Response: *We thank you for your recommendation and your concern for the D.A. Fellowship.*

Referencing the D.A. Traditions, specifically Tradition Four and Tradition Ten, the FCC recognizes the importance of exploring opportunities to identify additional resources and support to promote inclusivity and diversity within the D.A. Fellowship Services. Additionally, D.A.’s primary purpose; to reach the still suffering debtor, is of vital importance at this time due to the impact of the global pandemic. The FCC welcomes the opportunity to collaborate and act in the role of communication liaison with all WSC Committees and Caucuses as supported by the GSB, specifically related to the underserved and under-represented communities throughout the world.

WSC LITERATURE COMMITTEE

The WSC Fellowship Communications Committee recommends to WSC Literature Committee (LitCom) and WSC Tech Committee to develop a digital document for recording numbers.

Response: *No response was provided by the WSC Literature Committee.*

WSC International Committee recommends that WSC Literature Committee update and expand D.A.’s “Awareness” pamphlet to include information on the sorts of mobile financial debting systems prevalent in Africa, Asia, and other parts of the world. The purpose for this is to bring more clarity and awareness for debtors in other countries, whose avenues to incurring debt, might be quite different from those in North America or Europe. The pamphlet would include common pitfalls debtors face regularly in nations where the banking and economic systems present different challenges and therefore, different red flags.

Response: *No response was provided by the WSC Literature Committee.*

The WSC Underserved and Under-represented Outreach Caucus recommends that the Literature Committee participate in gender-neutral language review in our D.A. literature across Fellowship.

Response: *No response was provided by the WSC Literature Committee.*

The WSC Underserved and Under-represented Outreach Caucus recommends that the Literature Committee develop further literature for underserved populations, such as Indigenous, Asian, immigrants, LGBTQ, seniors, and the disabled, among others.

Response: *No response was provided by the WSC Literature Committee.*

WSC TECHNOLOGY COMMITTEE

The WSC Fellowship Communications Committee recommends to Tech Committee to create a solvency day counter to be embedded on the website.

Response: *This will be analyzed as part of the current website audit.*

The WSC Fellowship Communications Committee recommends the Tech Committee to develop a live-chat option on the website to address questions or needs.

Response: *This recommendation is not feasible due to staffing. Expanding the FAQ section could be an alternative and may be considered as part of the current website audit.*

The WSC Fellowship Communications Committee recommends to WSC Literature Committee (LitCom) and WSC Tech Committee to develop a digital document for recording numbers.

Response: *A spreadsheet based upon the D.A. Pamphlet (P-127) The Numbers: One Approach has been created by the WSC Tech Committee and is being reviewed for possible submission to the Conference for consideration.*

The WSC Resource Development Committee recommends to the Board and to the Technology Committee to put links to purchase electronic literature and paper literature, and links to download free literature and service literature all on the same page on the website, on a page simply called "Literature."

Response: *In addition to this being analyzed as part of the current website audit, the webmaster is working with the GSB Office Committee to implement this as part of the Digital Shopping Cart capability of the existing D.A. website.*

The WSC Resource Development Committee recommends to the Board and Technology Committee to create an electronic literature order form on the website that calculates the total including any shipping or sales taxes and creates a way to pay for this literature online.

Response: *In addition to this being analyzed as part of the current website audit, the webmaster is working with the office committee to implement this as part of the Digital Shopping Cart capability of the existing D.A. Website.*

WSC PUBLIC INFORMATION COMMITTEE

WSC International Committee recommends that the WSC Public Information (PI) Committee and GSB PI work with WSC International Committee to create relevant radio/TV opportunities to carry the message to countries where the internet is less accessible, with backup information and access to D.A.

Response: *The PI Committee will engage with the International committee to look at ways to bring the DA message to countries where access to the internet is not widely available by reaching out to media outlets such as TV and radio channels.*