



Summer 2026

My Journey to the GSB by Helen O'	1
Why Does D.A. Count Abstentions As 'No' Votes?	2
In Memoriam - Donald A., First Chair of the General Service Board	4

2025-2026 General Service Board (GSB) Year-End Committee Reports

2025-2026 GSB Communications and Technology (CommTech) Committee Year-End Report	5
2025-2026 GSB Conference Support (CSC) Committee Year-End Report	6
2025-2026 GSB Finance Committee Year-End Report	8
2025-2026 GSB Global / Public Information (Global/PI) Committee Year-End Report	9
2025-2026 GSB Legal Affairs Year-End Report	11
2025-2026 GSB Literature Publications (LitPub) Committee Year-End Report	12
2025-2026 GSB Literature Translation and Licensing (LTL) Committee Year-End Report	15
2025-2026 GSB Nominations and Procedures (NomPro) Committee Year-End Report	16
2025-2026 GSB Office / Audit Committee Year-End Report	18
2025-2026 GSB Strategic Planning Subcommittee (SPS) Year-End Report	19
50th Anniversary Worldwide Convention Steering Committee Report	21

2025-2026 World Service Conference (WSC) Year-End Committee Reports

2025-2026 WSC Business Debtors Anonymous Committee (BDA) Year-End Report	25
2025-2026 WSC Conference Committee (CC) Year-End Report	27
2025-2026 WSC Fellowship Communications Committee (FCC) Year-End Report	29
2025-2026 WSC Global Committee (GloCom) Year-End Report	30
2025-2026 WSC Hospitals, Institutions and Prisons Committee (HIP) Year-End Report	33
2025-2026 WSC Intergroup Caucus Year-End Report	35
2025-2026 WSC Literature Committee (LitCom) Year-End Report	37
2025-2026 WSC Public Information Committee (PI) Year-End Report	39
2025-2026 WSC Resource Development Committee (RDC) Year-End Report	42
2025-2026 WSC Spiritually Sustainable Earning Caucus (SSEC) Year-End Report	43
2025-2026 WSC Technology Committee (TechComm) Year-End Report	47
2025-2026 WSC Underserved and Under-Represented Outreach Committee (UUOC) Year-End Report	49

My Journey to the GSB by Helen O'

My first D.A. meetings were in Los Angeles, California, where I was already a member of several Twelve Step programs. A friend in one of these programs told me about Debtors Anonymous. My debt was not high, comparatively speaking, but the angst and remorse I felt—running out of money and paying my rent with cash advances on a credit card—was huge. I never seemed to have enough.

I went to my first meeting in 1992 and latched on to D.A. as if it were a life preserver, which I think it really was—and still is. I began to have Pressure Relief Meetings (PRMs) and the relief was phenomenal. My Pressure Relief Group (PRG) asked me about my dreams. What did I really want?

With the help of the PRM/PRG I remained solvent, paid off my credit card debt, took writing courses, and traveled debt-free to Newfoundland, Canada, where my dad was born. I stayed in the cove where he and his family lived—a place he had always talked about. I saw the house my grandfather built. I walked on the pier where their boats had been moored.

This trip and continuing D.A. involvement and service helped me decide to relocate back to the East Coast to help my two elderly parents. I never could have done this alone. I found a D.A. Saturday morning meeting in Brookline, Massachusetts, which remains my home meeting. Our group survived the pandemic and now flourishes as a Zoom meeting.

I have served as a meeting speaker seeker to my home meeting, meeting chair, PRM giver, and sponsor. I have attended several World Service Conferences as GSR and ISR. In 2025, I was invited to join the General Service Board as a Class A Trustee. It is a privilege to stay connected in Debtors Anonymous. I feel honored to share my skills, to remain solvent, and to continue to learn.

Thank you, D.A., for helping me beyond my wildest dreams.

*Helen O.
Class A Trustee
GSB Debtors Anonymous*

Why Does D.A. Count Abstentions As 'No' Votes?

In 2024, D.A. held a Fellowship-wide vote to make changes to our Steps and Traditions. One motion passed; the other did not.

Since then, Board members have heard from members who think that our Fellowship-wide voting system is 'unfair'. I've heard comments like, "why would anyone think that an abstention means 'no'?" and "even autocratic governments don't count abstentions as 'no'!"

What's this all about?

Our voting system was decided in the early days of D.A. It is set by the Conference and can only be changed by the Conference. This year will be our 40th Conference, so that means there have been at least 39 opportunities to change our voting system, but so far, it has not been changed.

So why are abstentions and non-voting counted as 'no' votes? Let's start by phrasing the situation more accurately. The reality is that abstentions have the same effect as 'no' votes. It's a minor difference in wording but it more accurately describes what happens. It's never been that someone decided "I want abstentions to count as 'no' ". It's simply a mathematical inevitability for what I call 'threshold voting'. The correct term is 'Qualified Majority' voting. This means that when we hold a vote in D.A., there is a percentage that must vote in favor in order for the motion to pass. The percentages are laid down in our Charter, which you can read in the D.A. Manual for Service (the DAMS) - p.89 of the 2025 edition.

At the Conference, most of the motions presented need a 2/3 majority (66.7%) in order to pass, but some require 75% (both often referred to as 'substantial unanimity'). At the group level, since all groups are autonomous, it is possible that a group might decide to base a decision on a simple majority (50%+1 vote). All of these are examples of threshold or Qualified Majority votes. The simple mathematical fact is 'if you don't vote in favor of the motion you are not contributing to reaching that threshold, and therefore you are effectively voting against it', regardless of whether you vote 'no', or whether you don't vote at all. So it's not that someone made a decision to count abstentions as 'no' votes, it is just the inevitable result of Qualified Majority voting.

Okay, why not switch to a different type of voting? Well, the Conference could, theoretically, decide to change, but what would we change to? The other type of voting, where there is no threshold to reach, is called Plurality Voting. In this kind of vote, the option that receives the most votes wins. I should point out that although this kind of voting is sometimes used in the outside political world, it is rarely used to adopt motions within any organization because it has a very obvious disadvantage: if, for example, 5% vote against and 6% vote in favor (with 89% not voting or deliberately abstaining), the motion would pass. Would you really want to see changes made to the Steps because (in this example) 6% of the Fellowship wanted the change? I heard someone suggest 'why not use this kind of vote, but make it only valid if, say, 50% of the groups vote?' Now we're back to a threshold again! Any group that doesn't vote is not contributing to that 50% threshold and would therefore automatically count towards the motion not passing.... and we're back at square one!

Most of the discontent about how we vote seems to stem from the Fellowship-wide vote in 2024, and disappointment at the outcome. As you may remember, 2 motions were on the ballot at that time:

- 1) Degenderizing the Steps and Traditions. This required reaching a threshold of 75% of all registered groups voting in favor, and failed by a small margin:
For: 400 (72.99% of groups)
Against: 47 (8.58% of groups)
Non-voting 101 (18.43% of groups)
The motion therefore failed.
- 2) Updating Tradition 11 to include modern forms of media. This also required 75% of all registered groups to vote in favor, and passed by a small margin:
For: 424 (77.37% of groups)
Against: 22 (4.01% of groups)
Non voting 102 (18.62% of groups)
The motion therefore passed.
(Incidentally, this was the first time in D.A.'s history that a motion to change the Steps or Traditions, with this very high threshold, had passed.)

So we can see that for both votes, approximately 18.5% of our groups did not vote. We have no way to know why they didn't vote, as the vote was conducted anonymously by an outside professional balloting company. No one in D.A. knows which groups voted, or how they voted.

Since 18.5% of groups didn't vote, in order for a motion to pass, 92% OF GROUPS THAT DID VOTE needed to vote in favor in order for a motion to pass. That's a very high threshold to reach. On the other hand, we are talking about the Steps and Traditions. Changing them should be hard. But should it be that hard?

One possible way to change the system would be to make the threshold 75% of all RESPONDING GROUPS, instead of all REGISTERED GROUPS. Under that system, groups that either don't know about the vote, or choose not to vote, would not affect the final outcome. The bar would still be high - $\frac{3}{4}$ of the groups that respond would need to vote in favor. But what would happen if only a handful of groups responded? In that scenario, let's say only 10 groups voted, as long as 8 of them voted in favor, the motion would pass. Could we allow a mere 8 groups to change the Steps and Traditions? Of course, in reality it seems impossible that so few groups would respond, but can we accept that theoretical possibility?

We could protect against that scenario by saying 75% of responding groups must vote in favor, but also 75% of groups MUST RESPOND as well. This could be called 'establishing a quorum': making sure that enough groups are engaged for the vote to count. Under this system, what would be the minimum number of registered groups that could enact a change to the Steps and Traditions? The math is fairly straightforward, it would be 75% of 75% which is 56.25%. So the theoretical minimum number of all registered groups that could bring about such a change would be 56.25%. Is that the ideal number? That's for you and your group to decide!

An Early Motion has already been submitted to this year's Conference and will be voted on there to enact this scenario. Only groups that send a delegate to the Conference get to vote on the motions there. So if you have a GSR or ISR who is planning to be there, your group might want to have this discussion to help guide their voting. But remember that delegates have the 'Right of Decision'. This means that they can change their mind and vote differently from how their group asked them to vote. This may happen if new information is presented at the Conference, and the delegate is drawn to vote differently.

One thought to keep in mind: many members appear to want to change our Fellowship-wide voting system because they were unhappy about the outcome of the last vote. But remember, if we modify the system so that it is easier to make changes to the Steps and Traditions, any such change may stand for a long time. And perhaps the next proposed change to the Steps or Traditions will be one that you don't support. How easy or hard do you want it to be to change them if you don't agree with the change?

There are no right or wrong answers here. We can only ask Higher Power to guide our decision-making and trust that whatever we decide is in the best interest of Debtors Anonymous.

We have an opportunity at this year's Conference to change our Fellowship-wide voting system. It's up to each of us to decide whether we want change, and if so, is the proposed change the right one?

Thank you for reading!

Chris R

Compulsive Debtor and GSB Trustee

The opinions expressed in this article are my own and do not represent the General Service Board

In Memoriam - Donald A., First Chair of the General Service Board

Dear D.A. Fellowship,

It is with great sadness that I share the passing of Donald A, the first Chair of our General Service Board, who led the organization at its founding over 40 years ago. Donald passed away unexpectedly on March 22, 2026 at the age of 74 years. A celebration of life remembering him occurred on April 4th in Washington, D.C.

As many of you will recall, Donald played a defining role in establishing the Board's early direction and governance. His leadership at a formative time helped lay the groundwork for the organization we know today, and his influence continues to be felt across the years. Donald will be remembered not only for his vision and steady guidance, but also for his collegial spirit and unwavering commitment to our mission. Those who had the privilege of serving alongside him will know the lasting impression he made.

We extend our sincere condolences to Donald's family and loved ones.

At this time, we also reflect with gratitude on the early leadership that shaped our Board and the enduring community of Trustees, past and present, that Donald helped to build. The current GSB had the pleasure and opportunity to meet with Donald recently during our annual virtual outreach call with former trustees on January 17th.

Sincerely,

Roger H.

Chair - Debtors Anonymous General Service Board, Inc.

2025-2026 General Service Board (GSB) Year-End Committee Reports

2025-2026 GSB Communications and Technology Committee (CommTech) Year-End Report

LitPub Members: Chris R (Chair), Phil W (Secretary), Rob B, Rich C

ACM: Sherri H

Webmaster: Jeffrey F

The Communications and Technology Committee of the GSB oversees the creation by FCC, and the online publication, of the recovery magazine, *Ways & Means®*, and the service newsletter, the *DA Focus*. CommTech announces Fellowship-wide calls/webinars and other news via eNews announcements to the D.A. mailing list (members may sign up at debtorsanonymous.org/eNews), makes the recordings of speaker shares from those events available as free audio recordings, and manages the content of the D.A. website.

We are also charged with recommending, implementing, and overseeing the use of technology in conducting the administrative business of D.A., keeping with the 12 Traditions and the 12 Concepts of World Service. CommTech assists in the selection and purchasing of computer equipment and software for the office, implements all database handling procedures, oversees creation and maintenance of the website, handles online communications, and plans for future technology needs

Our projects this year have included:

- Welcome video - investigating whether to update this video
- Managing email addresses
- Supervising editing of FWCs and webinars for the website
- Electronic signing of forms - improving and automating processes as much as possible
- Keeping website event calendar updated
- Posting announcements to website
- Upcoming meetings widget - developed and implemented by our webmaster
- Looking into Bot activity on our site
- Google ads - have made considerable progress in attracting visitors to our site via an 'attraction campaign' based on the 12 Promises.
- Podcast project - we have a new PC who is about to start work on this

CommTech members were also heavily involved in organizing the DA50 Convention, literature submissions processes, and Conference preparations (including the hybrid pilot program)

2025-2026 GSB Conference Support Committee (CSC) Year-End Report

The GSB Conference Support Committee for 25-26 is made up of Roger, Karma, Chris, Gill, Claudette and Phil.

This year, we welcomed a new GSB member, Phil, to the committee. We meet once a month for a 90-minute meeting, yet we never seem to accomplish everything on our agenda. For those who are new to D.A., our primary focus is planning and supporting the World Service Conference. Since we are using the same venue as last year, I assumed this year's planning process would be smooth sailing and require much less work. That assumption proved to be incorrect! It seems that every committee member has been hard at work throughout the year.

Some of the tasks and projects we have been working on include:

WSC Registration

We updated the WSC registration packet with clearer, more descriptive wording. In addition, the WSC registration process is now fully automated, including registration, applying for John H awards, and more options within the payment collection. This has reduced the amount of manual administrative work required. Of course, the option to fill out and send in hand-written forms is still available to those who may need it.

John H. Scholarship Fund

Updated the John H. application form to be more clear and added a box to check that asks if the eligibility section was read. - this was a request from the WSC - Conference Committee (CC).

Attempted to create clear instructions pointing to the correct John H. Application spending plan required, instead of the general spending plan frequently submitted.

Newly added is the John H. application online found on the WSC page of the D.A. website - This is a pilot so we will see how it goes and adjust if needed.

Requested that the John H. Scholarship Fund program be listed in the DAMS beginning with the 2026 version.

Reduced the original request totals for John H. by over \$14,000.00 by communicating with applicants about the accuracy of their requests.

Liaising with WSC-Conference Committee (CC)

We met with the WSC-Conference Committee (CC) to strengthen communication and help committee members feel more involved in the planning process. During these discussions, both committees identified and agreed upon several collaborative projects that would benefit the Fellowship, including supporting the CSC's hybrid meeting research initiative and reviewing potential changes to the daily WSC schedule to improve efficiency and enhance the overall Conference experience. We believe there can be positive changes to the 2027 WSC schedule.

Hybrid Research

In response to a recommendation from the Fellowship, the committee created a Hybrid Research subcommittee to explore options for incorporating hybrid participation into the World Service Conference. The sub-committee created a protocol for possible applicants, a spending plan for the equipment required, and registration fee for those who cannot come into the US due to current setbacks because of current political policies. This pilot project will operate for the 2026 WSC with a limited number of virtual attendees to decide if a hybrid option is workable within the Conference structure and if it should be continued as a pilot for a second year.

Pre Conference Webinar

This pre-conference webinar, held in June, helps prepare GSRs (Group Service Representatives) and ISRs (Intergroup Service Representatives) for the World Service Conference by giving them a working understanding of how the WSC operates. Through presentations from multiple speakers, it covers practical and logistical topics such as travel requirements, the Conference schedule and Convocation, how to choose a committee, the mentor/mentee program, alongside support resources and other materials available for the GSRs and ISRs. It also addresses how delegates should report back to their groups afterward.

Host Committee - WSC 40

The 2026 Host Committee successfully raised more funds than the previous year and strengthened its leadership team by enlisting the support of two former GSB Chairs and another past GSB member. Work also continues in terms of updates to the Host Committee Manual in hopes that it will be ready for distribution this year, including the addition of guidance related to the Technology Subcommittee and the Inclusivity Subcommittee. Mentoring the 2026 Host Committee Chair, helping him with a better understanding of the GSB and its responsibilities has proven to be a highlight for me as the Host Committee Liaison. It has been encouraging to see his leadership skills, growth, and thoughtful, humble approach to leading such a powerful and gifted host committee. The 2026 Fellowship Day will be in honor of D.A., 50th anniversary with some very exciting festivities planned. I see potential future GSB members in this group!

Host Committee (2027) WSC 41

The World Service Conference has delegated responsibility for site selection and location planning to the GSB. After careful consideration, Raleigh, North Carolina, was selected as the location for the 2027 World Service Conference. As part of the site selection process, I traveled to Raleigh after Roger successfully encouraged a local group interested in hosting the 2028 WSC to submit their support for 2027. Following the trip, I developed a comparison spreadsheet outlining key information, costs, amenities, and logistical considerations for both properties to assist the GSB in its decision-making process. Raleigh Marriott Crabtree Valley Hotel will be our hotel site.

The members of the CSC are all amazingly dedicated to D.A. as a whole and so very dedicated to the special work they do as GSB members!

2025-2026 GSB Finance Committee - Year-End Report

We are Matthew (treasurer), Gill (assistant treasurer), Roger, Geraldine, and our ACM Chris S.Toreen is our bookkeeper: a special worker.

We keep track of the finances of the GSB: income from contributions and sales of literature. Our spending payroll, the office, rent, insurance, various expenses and subscriptions, travel etc. We also liaise with CSC to create the spending plan for the World Service Conference.

We recently developed a balanced spending plan for the 26-27 service year based on last year's income. This is relatively new. Our financial year is July to June.

We keep track of the money we have in reserves: we have five accounts with Bank of America and a high interest prudent reserve with Everbank.

Because we are receiving new forms of payment—PayPal, debit card, Zelle—there are additional reports to download. We will also add Venmo and Cash App to that roster.

We present a Profit and Loss Statement monthly to the Board and annually to the Fellowship. We will be holding our annual webinar presenting the year's finance to the Fellowship in July and also do a similar presentation to the WSC Conference in August. That "P&L" is created thanks to data input by our bookkeeper Toreen. Gill creates a monthly document that compares our spending and earning to where we should be in terms of the spending plan. Reporting monthly to the board is a relatively new custom and brings much needed awareness to our spending and earning.

Every year, we undergo an independent financial review, confirming that our financial statements are accurate and compliant with **Generally Accepted Accounting Principles (GAAP)**. The review is performed by Ryan D. Baldwin of the firm Doeren Mayhew Advisors LLC. According to this review, the Fellowship maintains a **healthy balance sheet** with significant reserves and minimal liabilities.

As treasurer, Matthew E. liaises with the Resource Development Committee.

Two members of finance are rotating off. Next service year, Gill will be treasurer and Geraldine will be our assistant treasurer. We are looking at new ACMs who are preferably based in North America. Geraldine and Gill — our remaining board members — are outside of the US.

International payments: Wise kicked us off two years ago and now we don't really have an ideal way for people outside the US to donate to us. Paypal is our best practice but rates are high. Zelle and Venmo aren't accepted outside the US. We are hoping to be reinstated by Wise. Revolut at the moment doesn't serve nonprofits but that could change.

We obtained a smart phone for the office so we can accept Venmo and Cash App.

2025-2026 GSB Global / Public Information (Global/PI) Committee Year-End Report

The GSB Global PI Committee consists of Piper N (Chair), Helen O, and Karma K (Secretary). Part way through the service year, both Piper and Helen stepped away from the committee. Roger H (GSB Chair) assumed the role of Acting Chair of the Committee. Rich C. and Justin T. were added as new Trustee members late in the service year. WSC Committees reporting to GSB Global PI this year are: WSC Public Information Committee, WSC Global Committee, and WSC Hospitals Institutions and Prisons (HIP) Committee.

MISSION STATEMENT:

The GSB Global Committee works closely with the WSC Global Committee with a scope that includes outreach to and communication with non-US groups.

The GSB Public Information Committee works closely with the WSC PI Committee to carry the message of D.A. to the outside world. The GSB PI 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 WSC HIP Committee met with officials at the Cook County Jail (Chicago Area) in order to facilitate bringing in D.A. meetings along with gently used literature. We hope to further connections with other facilities so that we can provide D.A. meetings and or Literature to as many Jails as possible.

The General Service Office helped fulfill literature requests for some US based prisons that met their requirements (e.g. no staples).

Piper previously made a connection with Deputy Murphy at CRDF Women's Jail in Los Angeles. Deputy Murphy is very positive and excited for us to provide D.A. recovery to the inmates. She will assist us in getting the documents for HIP members to obtain jail clearance so they can go into this facility. Piper has indicated her willingness to continue this outreach for 2026 and 2027.

This committee has reviewed and made minor edits to its Composition, Scope, and Procedures document (CSP).

D.A. SPECIAL PROJECTS REPORT FOR 2025 - 2026

Webinar: MEDIA TRAINING WORKSHOPS FOR D.A. MEMBERS

Due to availability and time constraints, this workshop, usually held annually, was not conducted in 2025-2026. There are plans to resume this workshop in 2026-2027 with the assistance of a Project Contributor.

Announcement and Press Release: **DEBTORS ANONYMOUS CELEBRATES 50 YEARS OF HELPING PEOPLE STRUGGLING WITH DEBT**

GSB PI prepared a Press Release to news and helping organizations to celebrate the 50th Anniversary of the founding of Debtors Anonymous (15 April 1976). A copy can be reviewed here:  [DA 50th Anniversary Press Release.pdf](#)

Webinar: **RECOVERY AROUND THE GLOBE.**

WSC Global Committee hosted this webinar on 26 March 2026 featuring three international D.A. members as speakers.

Webinar: **HOW TO START A NEW D.A. IN-PERSON MEETING.**

WSC PI Committee in collaboration with WSC Global Committee will host a webinar on 25 July 2026.

D.A. SPECIAL EVENT REPORTS 2025-2026

The National Conference of Bankruptcy Judges - NCBJ:

In 2025 we supported the WSC PI Committee to attend the National Conference of Bankruptcy Judges in Chicago, Illinois. As the WSC PI Committee had no members close to this area and due to funding constraints, local members of D.A. and B.D.A in the Greater Chicago Area kindly donated their time to staff our table during this Conference.

The National Conference of Bankruptcy Judges is the largest gathering of insolvency professionals in the United States. The conference is attended by several hundred people from all areas of bankruptcy, both consumer (personal) and business. Judges, attorneys, restructuring professionals and others from all over the country are offered informational and educational seminars. Many attendees were very interested to learn about the D.A. program for the first time. It was gratifying to see so many realize that there is hope for people with problems with money and debt.

Having supported this Conference for several years, the GSB Global PI and WSC PI Committees are suggesting a pause from this Conference next year and considering an alternative event to attend. Final details are not yet confirmed.

MEDIA INQUIRIES 2025-2026

Our 50th Anniversary Press Release generated some additional inquiries from the media and other helping organizations. Many of these were responded to by the Office Manager while three specific requests were responded to by Trustees (Matthew and Roger).

2025-2026 GSB Legal Affairs Year-End Report

It has been a busy year with the committee doing research for our needs and understanding the changing global landscape on issues of concern for the Fellowship.

The Chair of Legal Affairs is Roger H (also Chair of the GSB). The balance of the committee is composed of Claudette B., Geraldine M., Gill B, and Matthew E.

D.A. continues to be in full compliance with the requirements of the United States Department of the Treasury requirement for their Financial Crimes Enforcement Network and Beneficial Ownership Information required by all US corporations, including non-profits. This legislation pertains to individuals who directly or indirectly own or control a company to combat money laundering operations and other opaque ownership structures.

Time was also spent finalizing our insurance needs as a non-profit corporation with Trustees and employees, liability insurance, property insurance and other risk factors affecting us as a small, but global, fellowship. As Debtors Anonymous grows globally and as the world situation changes, having adequate insurance coverage is part of our fiduciary responsibility to the Fellowship. Our research concluded a change in insurance brokers and an update of coverage was required. The new policies are now in place as of spring 2026.

Other topics we addressed so far this service year include:

- Communication with the Office of Foreign Assets Control in Washington, D.C., regarding the correct procedures in working with D.A. fellowships in the US-sanctioned countries for literature translations.
- Research on behalf of GSB Nominations for compliance with the established rules for international trustees serving Debtors Anonymous. There are restrictions based on citizenship, place of birth, place of residence, company of employment due to complex economic and diplomatic sanctions. This includes screening questions and continued surveillance of D.A. Trustees in their roles with a US based 501(c)(3) non-profit organization.
- Research into our existing copyrights and trademarks to ensure they are globally accepted and not just in the US.
- Investigation on protecting our copyrighted material by unauthorized users.
- Clarification on copywriting our translated materials.
- Verification regarding new and translated publications (books) and which languages need to be registered with the United States Library of Congress
- Management of several purchased ISBNs for upcoming literature publications and translations, in cooperation with GSB LTL and the Publication Editorial Manager.
- Continued looking for D.A. members who have skills and the desire to work with the GSB Legal Affairs Committee as an Appointed Committee Member or as a Project Contributor. This service year, the Legal Affairs Committee was challenged with only one member based in the US, while two trustees each were located in Canada and the

United Kingdom — as we are a 501(c)(3) non-profit organization registered in the United States.

- Continued working with GSB Communications Technology to update our release forms for members who share on webinars in addition to other audio and written platforms.
- Review of procedures for non-English speaking D.A. groups and Intergroups who wish to have D.A. copyrighted materials on their websites and providing permission for such groups once completed applications are received.
- Research on behalf of GSB Committees and the General Service Office on a variety of questions concerning queries around improper use of D.A. trademarked and copyrighted materials, and other questions that often fall into the category of “outside issues”.

2025-26 GSB Literature Publications Committee (LitPub) Year-End Report

LitPub Members: Rob B. (Chair), Bliss (Secretary), Chris R., Roger H., Helen O.

Publications and Editorial Manager (PEM): Josie P.

LitServ Subcommittee Members: Helen O. (Chair), Rich C. (Secretary), Bliss, Annie M. (PC), Allen T. (PC), Ben V. (PC)

Kindle Correction Project: Linda K. (PC)

LitPub meets once a month and progresses the publication of D.A. texts - with physical copies at the General Service Office and the uploading/managing of our electronic and print-on-demand (POD) platform.

Josie P. is our new Publications and Editorial Manager (PEM). The PEM works remotely on a paid freelance basis with the D.A. Board Literature Publications Committee (LitPub) and the Literature, Translation, and Licensing Committee (LTL) on organizing and overseeing our production and distribution processes. The role involves being a key point of contact for internal and external partners during the development process of both our English language and translated books and pamphlets. The PEM keeps projects running smoothly and provides support to Board members directing the process.

LitServ welcomed 2 new Project Contributors - Allen T (former GSB Chair) and Ben V.

D.A. now has a [single online form](#) to simplify the collection of submissions for all of our literature, and collecting the associated Assignment of Rights forms.

LitPub updated the following sections in the 2026 DAMS:

- D.A. Sample Meeting Formats
- LitPub description
- LitServ description

Literature Status Report*

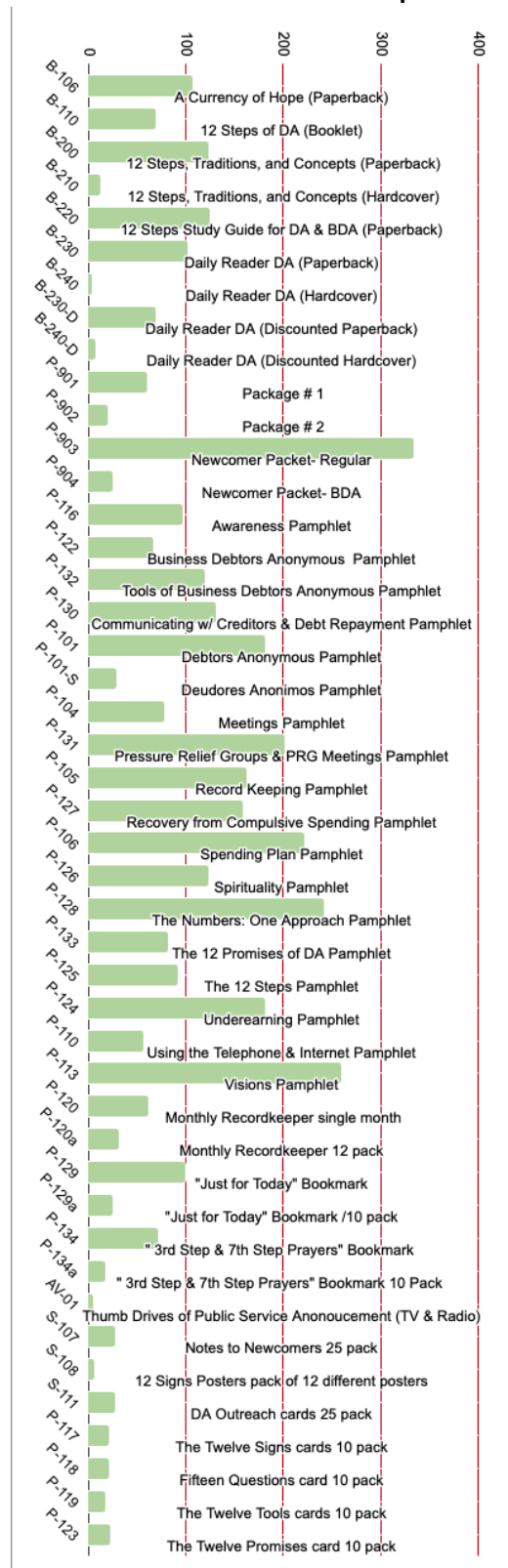
There are currently 29 new literature projects and 8 literature revision projects spread out over the following committees: GSB Literature Publications (6 projects), GSB Literature Services (10 projects), WSC Literature Committee (11 projects), UUOC (5 projects), BDA Committee (3 projects), SSEC (1 Project).

These projects include:

- *D.A. Basic Text* book (working title - DABT)
 - o A second draft was submitted by the writer. LitServ members are compiling notes for a third draft.
 - o LitServ has reviewed 24 DABT stories submitted by members for round 1
 - Round 2 will be choosing which stories will be included
 - Round 3 to decide to revise or send back to the writer
- *D.A. Guidelines for Member Safety* service literature
 - o A UUOC/Litpub Ad Hoc subcommittee was formed which has been meeting once a week to update the guidelines with suggestions from BIPOC and other D.A. members.
 - o They hope to complete the update by the beginning of the 2026-27 Conference year.
- *Health Issues* stories for our *Voices of Recovery* series.
 - o An introduction draft has been written
 - o LitServ has reviewed 13 stories by members
 - o A subcommittee of LitServ is selecting the final stories for consideration.
- *Action Plan* pamphlet
 - o Under review by LitServ
- *Relapse and Recovery* stories for our *Voices of Recovery* series.
 - o Seeking member stories of relapse and recovery
- *Couples and D.A.* stories for our *Voices of Recovery* series.
 - o Seeking member stories of working D.A. as a couple
- *Service and Sponsorship* pamphlets
 - o revisions in progress by LitPub - to be sent to WSC LitCom as a motion to become Conference Approved.

*  Literature Status Chart for DAFocus (Public-Facing)

2025 GSO Literature Sales Report:



2025-26 GSB Literature Translation and Licensing Committee (LTL) Year-End Report

Literature Translation and Licensing Committee (LTL) Members: Claudette B (current chair), Helen O (Secretary), Roger H, Dora P. (ACM), Beatriz R. (ACM).

The GSB Literature Translation and Licensing Committee (LTL) deals with the translation of D.A. Conference Approved Literature (CAL), working with volunteer translation teams who are D.A. members globally.

For more information on our translation process, please click [here](#). A new Translation Handbook with extensive details is currently under development.

Literature and Translations Status Report:

1. Translations:
 - a. French
 - i. BDA Pamphlet completed and printed
 - ii. 12x12x12 published in France by the local Intergroup. Additionally available as an e-book and Print-on-Demand in selected markets
 - iii. License signed for 10 pamphlets
 - iv. Daily Reader - in translation
 - v. D.A. Step Study Guide - in translation
 - vi. Currency of Hope.
 - b. Spanish
 - i. 12x12x12 - Moving to the book layout and e-pub file construction.
 - ii. *Just For This Day* bookmark ready for verification.
 - iii. *D.A. Step Study Guide* - in translation
 - iv. 2026 DAMS - in translation
 - v. Daily Reader - in translation.
 - c. Portuguese
 - i. 12x12x12 published in Brazil and available as a Print-on-Demand globally. Moving to the book layout for e-pub file construction.
 - ii. *D.A. Step Study Guide* - translation complete, published in Brazil
 - iii. *A Currency of Hope* - translation complete, published in Brazil.
 - iv. *Just For This Day* bookmark ready for verification.
 - v. Multiple pamphlets under review
 - vi. Daily Reader - in translation
 - vii. 2026 DAMS - in translation.
 - d. Farsi
 - i. 32 items under review
 - ii. 2 pamphlets - in translation process
 - iii. Daily Reader - in translation process
 - e. Russian
 - i. 7 pamphlets - in pre-production with a royalty agreement signed.
 - ii. 12x12x12 in early translation process
 - f. German
 - i. 10 service literature pieces - available for download on German Intergroup website

- ii. *Just For This Day* bookmark - approved in translation.
- g. Japanese
 - i. Established connection with Japanese translation D.A. members
 - ii. Daily Reader in the early translation process.
- h. Italian
 - i. Translation team now working on the 12x12x12. Step One is complete and verified.
- i. Chinese.
 - i. Contact made with China. They are working on translations of the 12x12x12 and the Daily Reader.

LTL is aware of other translations in process by individuals or groups and are working with them to bring them into compliance for the translation and copyright processes.

2. LTL is pleased to be engaged with the Publishing and Editorial Manager (Special Worker) who is helping us move forward with multiple projects.
3. LTL worked closely with the GSB Global PI and the GSB Chair to create a free trifold brochure suitable for events, libraries, etc. These will also be available as a free greyscale download on the D.A. website in both A4 and 8.5 x 11 inch formats for printing by global groups for local use. Languages include: English, French, Spanish, Portuguese (BR), German, Russian, Japanese, Tamil, Hindi, Hebrew, and Farsi. Additional requested languages in process include: Chinese, Italian, Dutch, Icelandic, Finnish, Greek, Arabic and Turkish.
4. Our D.A. Chair of the Board, who is a member of LTL, also has engaged with several Chairs and General Managers of other 12 Step Fellowships as part of the 'Day of Sharing' meetings where best practices of translations and global production issues have been shared.

2025-2026 GSB Nominations and Procedures Committee (NomPro)

Year-End Report

NomPro Members*: Rob B., Bliss T., Geraldine M., Rich C., Roger H., Justin T (joined May 2026) *Nom Pro has a rotating Chair & Secretary

Strategic Planning Subcommittee Members: Angela J. (PC), Bliss T. (Chair), Kate N. (PC), Rob B.

The Nominations and Procedures Committee is primarily responsible for identifying, developing, and nominating potential trustee candidates to the D.A. General Service Board (GSB), and to assess and plan for the long-range viability and growth of the Fellowship.

The Strategic Planning Subcommittee facilitates the GSB's long-term efforts to carry the message of recovery to suffering compulsive debtors around the world and to support compulsive debtors in recovery. It develops strategies and action plans to help D.A. remain an effective Fellowship so that D.A. can fulfill its primary purpose. It works through the GSB to

help all levels of D.A.—the GSB, the GSO, the World Service Conference, and the Fellowship—plan and work to establish a strong foundation for the future of D.A. This year the committee sent out and gathered responses to a survey from the Fellowship in the service of developing a forward 5-year plan.

We reviewed our own Composition, Scope, and Procedures (CSP) document and requested the other Committees of the board to review and submit the same. We updated the 2025 DAMS with input from other Committees which was presented to and approved by the Board in May 2026.

During this past year, NomPro accomplished several things:

- We sent out a request to the Fellowship for Logo ideas for our 50th Anniversary, with 48 submissions and 158 comments received.
- We also were tasked with defining PC/ACM service positions.
- We explored developing a new category of meeting groups e.g. Information Groups.
- We developed webinar policies and procedures.
- We hosted a Zoom event for former Trustees to show appreciation and hear their ideas for DA50.
- We developed Webinar Protocols for approval by the GSB.

NomPro also checked on the status of US sanctioned countries legislation regarding 501(c)(3) registered not for profits having trustees born in or resident of countries under sanction and the implications this would hold for Trustee applications.

NomPro encourages service by members who may be interested in service opportunities at the world service level. This includes members interested in becoming involved in service as a GSB Trustee, an Appointed Committee Member (ACM), or a Project Contributor (PC). Potential candidates are contacted on an ongoing basis to determine interest in world service. 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. Currently we have 10 PC's and 4 ACM's assisting 8 GSB Committees.

A list of members indicating interest in GSB, ACM, or PC service has been updated. Contact is established with all members who have expressed interest at some point, as well as potential Class B Trustee applicants.

The GSB added one Class B Trustee and two Class A's this conference year for a total of 11 Class A Trustees and 2 Class B Trustees. We continue recording applicant interviews, so the full GSB has access to interviews, and will continue to use the GSB Class A trustee and ACM applicant credit card questionnaire.

Nom Pro Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has one Class A (debtor) and

up to two Class B (non-debtor) trustee openings. We anticipate three additional Class A and 1 additional Class B trustee vacancies at the conclusion of this year's (2026) Conference year. **Please let us know if you have any Class A or Class B recommendations.**

Here is the link to apply to be a GSB Trustee: <https://debtorsanonymous.org/gsbapply>

We continue to look for members willing to do world service as either a "Project Contributor" (PC)  Project Contributor 2023.pdf or an "Appointed Committee Member" (ACM)

 Appointed Committee Member 2023.pdf . Here are the links to apply:

[Project Contributor Application](#) / [Appointed Committee Member Application](#)

Please listen to our podcast "World Service Opportunities - Beyond G.S.R." here:

<https://debtorsanonymous.org/2022-23-fellowship-wide-calls/>

2025-2026 GSB Office/Audit Committee Year-End Report

Members: Bliss (Chair), Geraldine, Karma (Office Liaison), Phil (Record keeper), Rich (Office Liaison trainee)

Key Accomplishments

Over the 2025-2026 fiscal year, the committee executed critical structural upgrades to office security, formalized employee documentation, restructured policy transparency, and corrected long-standing compliance vulnerabilities:

1. **GSO Personnel Guidelines:** Completed an exhaustive revision of the 2010 Employee Handbook and added new policies related to Work Product Ownership, Independent Contractors, Gender Identity and Expression, and more. The GSB approved the 2026 General Service Office (GSO) Personnel Guidelines.
2. **CPA Request for Proposal (RFP):** Per accounting best practices, the Audit Subcommittee handled a multi-firm search process to evaluate alternative external CPA candidates ideally with 12-step fellowship and non-profit experience before deciding to stay with our current CPA.
3. **Office Staff:** Updated the Office Assistant job listing and hired Ian, a D.A. member who had recently moved to the area.
4. **Independent Contractor Hiring:** Assembled a hiring team to interview a shortlist of candidates for the Publishing and Editorial Manager position before hiring Josie P. Developed new protocols for hiring and onboarding Independent Contractors.
5. **Security Infrastructure Implementation:** Established a secure testing environment ("sandbox") within Google Drive to develop, audit, and apply secure storage practices for highly confidential operational and personnel documents.
6. **Financial Bookkeeping Best Practices:** Forwarded formal recommendations to the Finance Committee to explicitly segment GSO "Payroll", "Health Insurance", and "Retirement Benefits" into three distinct, separate line items in the spending plan to maximize operational transparency.

7. **Office Liaison Transition:** Coordinated a strategic transition pipeline spanning late January through August 2026 to introduce and integrate Rich C. into ongoing GSO operational check-ins alongside the out-going liaison.
 8. **GSO Standard Operating Procedures:** Started the process of reviewing 1-page procedural documents to combine into a current Operations Manual.
-

2025-2026 GSB Strategic Planning Subcommittee (SPS) Year-End Report

Strategic Planning Subcommittee Members: Angela J. (Project Contributor, South Africa), Bliss (Chair/GSB Trustee, France), Kate N. (Project Contributor, Ireland) Rob B. (GSB Trustee, U.S.)

Every five years, the Debtors Anonymous General Service Board is tasked with planning long-term strategies to support D.A.'s long-term health, focusing on program growth, outreach, and sustainability. Like a Pressure Relief Group (PRG) Action Plan, a Strategic Plan reflects the entire Fellowship's needs and vision for the future.

17 years have passed since the creation of the last GSB-approved 5-Year Plan covering 2009-2014. Much has changed:

- 3 new D.A. books have been published, plus a 2nd edition of 1 book
- 26 literature translations of books and pamphlets have been approved in 4 languages
- Meetings grew from 16 countries to meetings in 31 countries
- There are increased ways to donate online around the world to support D.A.

Last year, the newly designated Strategic Planning Subcommittee (SPS) researched strategic planning tools and developed a member survey. In July 2025, D.A. members were asked to take part in a 44-question survey to inform the next strategic plan. The 2025 Strategic Planning Survey closed on December 31, 2025. Exactly 400 D.A. members filled out the survey! Thank you to all who spread the word and, especially, those who shared their experience, strength, and hope. An in-depth survey report is currently being reviewed by the General Service Board.

It's evident from the responses that Debtors Anonymous still faces the same challenges as 10 years ago. What's still needed are positive culture shifts program-wide in the areas of Service, Sponsorship, Membership Growth and Diversity, World Service Infrastructure, Public Awareness of D.A., and Contributing at the World Level. The majority of meetings are now online and no longer in person, which has resulted in greater accessibility but also a significant drop in 7th Tradition donations that support General Service Office staffing, D.A. literature publication/translation, Public Information (PI) outreach, and other valuable programs that get reduced or delayed, year after year.

In observance of our Traditions, the following steps were taken throughout the 2025 survey development to ensure they were held in integrity. The Strategic Planning Subcommittee

consulted with experts to ensure all questions were in line with 12-step standard practices. The Subcommittee also researched similar membership surveys in other 12-step fellowships, like the [Alcoholic Anonymous 2022 Membership Survey](#). To that end, we assure the D.A. Fellowship that:

- All survey questions about member identities were optional.
- The options related to identities were focused on collecting serviceable data.
- Data collected will stay confidential, preserving anonymity.
- The majority of data will be reported in aggregate form; excerpts from written responses will not be linked to any individual.
- Data will inform who we reach out to for small focus groups and 1-1 interviews in order to represent a diversity of experiences and needs.

This year, SPS planned to conduct focus groups and ethnography interviews to research the needs of members who are most impacted by D.A.'s policies and programs. Due to a lack of volunteer follow-through, however, this work has been delayed in favor of finalizing a first draft of the strategic plan by the current SPS members. We realized that the Strategic Plan can be appended based on data from any additional research next year.

In these last few months, we focused on developing a plan that captures the group conscience of our Fellowship to guide us through the next five years and beyond. We have set overarching goals, defined our objectives for reaching those goals, and developed specific, measurable, achievable, relevant, and time-based actions that can be implemented and/or delegated by the D.A. General Service Board (GSB).

The 2026 Strategic Plan first draft is currently being reviewed by the General Service Board.

The Strategic Planning Subcommittee will again present an hourlong workshop on strategic planning to delegates at the 2026 World Service Conference. We hope to be able to present key findings from the 2026 Survey Report and, possibly, the 2026 Debtors Anonymous Strategic Plan.

For future updates, visit the D.A. website at <https://debtorsanonymous.org/survey2025/>

If you have strategic planning or data analysis experience, [please consider volunteering](#).

50th Anniversary Worldwide Convention Steering Committee Report

DA50 Steering Committee Members

- **Bliss** (Chair)
- **Claudette B.** (Liaison / Record-Keeper)
- **Phil W.** (Tech Coordinator)
- **Rich C.** (Committee Member)
- **Roger H.** (Committee Member)

On May 30-31, 2026, Debtors Anonymous marked its 50th anniversary by hosting its first-ever virtual worldwide Convention. The landmark event spanned 25 consecutive hours across two online meeting rooms, offering 33 hour-long speaker sessions and workshops.

The Convention achieved tremendous global engagement and financial success, generating vital funds to support world-level services while deeply moving the Fellowship.

Key Event Highlights:

- **Total Registrants:** 1,961 people (excluding members who accessed the event via direct shared links).
- **Global Reach:** Representation from over 40 countries.
- **Fellowship Sharing:** Over 200 D.A. members shared their recovery, strength, and hope.
- **Next Steps:** Session audio recordings are currently being compiled and edited to be made available for free on the D.A. website.

Financial Overview

The event generated crucial net income that will directly offset a three-year decline in world-level meeting contributions—a trend that had previously forced the defunding of key outreach programs.

- **Gross Profit:** \$13,742.00 (*Does not include separate, direct contributions made simultaneously through the D.A. website*).
 - *Average contribution per registrant:* \$7.78 (Note: While the suggested contribution was \$15, several members generously paid more).
- **Projected Budget:** \$2,506.99
- **Actual Operating Costs:** \$1,166.05 (*Achieved significant savings by securing a nonprofit rate from the videoconference platform*).
- **Anticipated Post-Production Costs:** \$1,800.00 (*Estimated cost to hire a professional audio editor for the session recordings*).
- **Total Project Expenditures:** \$2,966.05
- **Net Profit:** \$10,775.95

Operational History & Steering Timeline

- **May 2025:** The Steering Committee was initially formed with three General Service Board (GSB) members—Bliss, Claudette, and Roger. The committee was tasked with designing a worldwide convention modeled after successful, high-engagement events hosted by other 12-step fellowships.
- **December 2025:** Phil W. joined the committee to oversee technical coordination.
- **April 2026:** Rich C. was brought onto the committee after being selected as one of the event's two keynote speakers.

Volunteer & Labor Challenges

The original strategy was to utilize the existing "Fellowship Day" framework (typically seen at the D.A. World Service Conference) to build a robust, volunteer-led "DA50 Planning Committee." The intention was for volunteers to step into officer roles and subcommittee chairs to manage operations, marketing, and speaker coordination.

- **Participation Metrics:** 49 members initially volunteered, with an average of 10 dedicated volunteers attending monthly planning meetings.
- **Leadership Gaps:** There was low member interest in assuming formal officer positions. Additionally, several volunteers who accepted major project assignments later withdrew after consulting their Pressure Relief Groups (PRGs) or sponsors regarding overextension and time commitments.
- **Steering Committee Burden:** Due to the lack of sustained volunteer leadership, the vast majority of heavy operational tasks defaulted back to the GSB members on the Steering Committee.

Special Operational Acknowledgments:

- **Maureen (Germany):** Single-handedly managed the complete graphic design and layout for all event flyers and schedules with exceptional reliability.
- **Translation & Captioning Team:** Aggeliki, Alexey, Beatriz, Dora, Elizabeth, Iván, Kousuke, Maureen, and Michele successfully translated convention materials and dubbed the caption translations tutorial video.
- **Administrative Technicalities Handled by GSB:** The committee built data-tracking forms and spreadsheets, created operational handbooks for session organizers and tech hosts, produced an animated video tutorial, opened an online merchandise store, and successfully navigated backend registration platform migrations after encountering technical failures on an initial platform.

Programming & Intergroup Collaboration

The Steering Committee accepted 28 community proposals and generated 26 internal topic ideas, ultimately selecting and voting on the top 33 sessions.

Proposals and sessions were successfully coordinated with:

- The WSC Global Committee
- The WSC Intergroup Caucus
- The Latin American Intergroup
- The WSC Public Information Committee
- The WSC Spiritually Sustainable Earning Caucus
- The Tuesday Night Health Issues Meeting
- Alexandra (Italy/New York)
- Sandy (Toronto)

The event uniquely bridged world services with local fellowship structures by further engaging 15 separate Intergroups and entities to lead the remaining recovery topics.

Committee Note: Partnering directly with Intergroups was a major highlight. They are traditionally disconnected from world service operations, yet they brought an invaluable wealth of local experience, strength, and hope to the global stage.

Event Impact & Evaluation

The emotional resonance of the event was profoundly positive, marked by deep moving experiences and tears of gratitude across the Fellowship. Notably, the event received exceptionally little criticism.

The Convention evaluation survey yielded 99 responses within its first week:

- *“Such an amazing, inspiring, well managed, warm, accepting, connecting event! I am so impressed with how it was organized and yet the serenity that was also part of it.”*
- *“I really loved hearing from some older members and from people from different parts of the world.”*
- *“More sense of healthy pride in our beautiful Fellowship & the wonderful people who make it up.”*
- *“It was a Godsend for me, a newcomer.”*
- *“Seeing people collaborating for such a great purpose was very much inspirational for me.”*
- *“Hearing the serenity prayer in various languages made me cry in joy.”*
- *“I am thankful. It was amazing to gather with so many fellows.”*

Current and Future Work

The Steering Committee remains active in post-event wrap-up duties:

1. **Releases:** Claudette and Rich are collecting outstanding speaker release forms so the archived audio can be published.

2. **Archiving Knowledge:** The team is compiling a comprehensive "lessons learned" document to assist future event organizers.
3. **Structural Recommendation:** Because managing a global convention places an unsustainable workload on GSB members who already carry heavy board responsibilities, the committee strongly emphasizes the need for a fully independent, capable volunteer team to assume complete organizational responsibility for future events.

Strategic Recommendation

The Committee recommends that Debtors Anonymous establish a permanent cycle to host a World Convention **every 5 years** (mirroring the structure used by Alcoholics Anonymous). Implementing this cycle will consistently carry the message, deepen member recovery, generate Fellowship enthusiasm, expand the global community, improve member well-being, and continue to catalyze miracles.

2025-2026 World Service Conference (WSC) **Year-End Committee Reports**

2025-2026 WSC Business Debtors Anonymous Committee (BDA) **Year-End Report**

Committee Overview

The BDA Committee began this cycle with 14 members and today consists of 8 dedicated fellows who continue to show up in service with a shared commitment to bringing the tools, resources, and hope of BDA to all who seek them.

We are especially grateful for the patient and generous stewardship provided by our GSB Liaison, Rob B. His encouragement, guidance, and steady support have helped the committee remain focused on its purpose.

Archive and Outreach Efforts

The committee reached out to GSRs and other fellowship contacts to gather information, recordings, and existing BDA resources. While several individuals responded, no additional materials were identified or provided.

A fellow had planned to follow up with a group that reportedly had relevant BDA information prior to the pandemic. It is unclear whether this follow-up was completed before her hospitalization.

We also contacted members within her network; however, did not receive any responses that resulted in further progress or additional resources.

A significant challenge encountered during the archive effort was the lack of signed Assignment of Rights (AORs) from many presenters and speakers. While there was interest in consolidating recordings and educational materials in a centralized location on the D.A. website, the absence of the necessary permissions prevented many recordings from being posted and shared publicly.

In addition, outreach efforts to locate existing recordings yielded limited results. In many cases, groups either did not respond or did not have recorded materials available.

Website Committee

The Website Committee explored ways to make the D.A. website more user-friendly and easier to navigate.

One recommendation was to consider using the Southern California (So-Cal) DA website as a model, as it was widely regarded as intuitive and user-friendly. The committee discussed improving search functionality and making resources easier to locate, particularly for members seeking business-related content and recordings.

Existing BDA Resources and Accomplishments:

BDA Step Study Webinar

The committee created a comprehensive live webinar and video resource that is currently available on the D.A. website.

This presentation guides members through the Twelve Steps of D.A. as applied specifically to business. The webinar incorporates the BDA sections of the D.A. Twelve Step Study Guide and walks participants through:

- Each of the Twelve Steps
- Study questions
- Suggested actions
- Prayers and reflections

Committee members read the material aloud and shared their personal experience and insights related to applying the Steps in business.

Fellowship-Wide Call on Retirement

A fellowship-wide call was developed and presented on the topic of retirement, providing members with experience, strength, and hope related to financial planning and retirement within the D.A. framework.

Business Plan: One Easy Approach

The committee has proposed creating a "Business Plan: One Easy Approach" video, offering members a practical and accessible method for developing a business plan. This project is in development with GSB LitPub.

Key Challenges

- Limited response to outreach efforts.
- Few existing recordings available for collection.
- Lack of Audio Ownership Releases (AORs) preventing publication of some materials.
- Difficulty consolidating historical BDA resources into a central archive.
- Website navigation and searchability challenges affecting access to existing resources.

Recommendations for Future Efforts

1. Continue outreach to identify and preserve historical BDA materials.
2. Develop a standardized process for obtaining Audio Ownership Releases (AORs) from speakers.
3. Create a dedicated BDA section on the D.A. website for easier access to resources.
4. Improve website search functionality and resource organization.
5. Use successful regional website models, such as So-Cal DA, as a reference for usability improvements.
6. Continue developing webinars, recordings, and educational content to support members in applying D.A. principles to business.
7. Find a way to connect BDA members for Business PRGs and BDA sponsors
8. Hold a Business PRG marathon.

Closing Reflection

Despite the challenges encountered in outreach, archiving, and website development, the committee has remained committed to carrying the BDA message forward. The resources already created—including the BDA Step Study Webinar, the Retirement Fellowship Call, and the Business Plan video—continue to provide valuable support to members seeking recovery in business. The committee remains hopeful that future efforts will build upon this foundation, making BDA resources more accessible and ensuring that the experience, strength, and hope of the fellowship continue to reach those who need it.

2025-2026 WSC Conference Committee (CC) Year-End Report

Committee Members: Wendie - Chair, Marlana - Vice-Chair, Graham -Tech Support, Nicole, Beth, Trudie, Maria, Robin

Active Sub-committees:

Charter Changes - We submitted an early motion to amend Article 3 (the voting process for Fellowship wide votes). We created a speakers bureau to go to meetings that have GSRs that will be voting at the Conference to explain the motion. So far, we already have 16 requests to speak at meetings to share about the motion and we have spoken at about ½ of the requested meetings and have plans in July to speak at more. We supported the May 23 webinar about early motions, which will also be available as a recording

We decided to delay work on some charter changes requested by the GSB to focus our work on the early motion. Next year we will review the changes the GSB asked us to look at as part of a thorough review of the whole charter to note any inconsistencies or items to be explored.

Joint Hybrid WSC 2026 (with UUOC, Global, Tech) - We submitted a proposal to the GSB for a hybrid pilot for this year's World Service Conference (WSC40). Members of this subcommittee were invited to join a joint WSC/GSB-CSC(Conference Support Committee). That joint WSC/GSB committee had been meeting almost weekly. The hybrid pilot proposal was approved by the GSB-CSC. We helped refine documents and policy. The applications to participate were due by June 15 and the GSB will be reviewing those applications.

Conference Refinement - We submitted recommendations to the GSB-CSC for changing the conference schedule in order to have more spaciousness, end days earlier, and have more time for discussions of motions. The proposal included having some presentations that currently happen during the first two days of the Conference, to be offered prior to the Conference as webinars and recorded. This would free up a significant amount of time. We also recommended that the GSB consider electronic voting vs. handraising. The GSB board chair indicated that they have explored electronic voting and estimate it would save 2 hours of convocation time. Due to lack of funds and time to explore reasonable technology options, electronic voting will not be happening at WSC40. We are not sure if any of the other schedule recommendations were able to be taken up this year as we have not heard back yet from the CSC about our schedule change recommendations.

Joint John H Scholarship (with UUOC, RDC, Global, Tech) - This subcommittee got a late start, just a few months ago, as we didn't have manpower or time to support it, until a new member joined our committee. It has been meeting for the past few months reviewing the current John H Scholarship policy and prior suggested recommendations that were not practical to implement. In the past, there has been more interest in looking at the allocation of John H. Scholarships and working on policy to change that. What seems clear from the lower amount of scholarship money this year that could be distributed, that how to increase accumulation of funds for John H. scholarship seems more pressing. There are no formal recommendations, but the committee will continue next year to work on some.

Mentoring - The mentoring committee supports new GSRs/ISRs. A fellowship-wide email went out to recruit mentors, emphasizing that past GSRs/ISRs can be mentors as a wonderful form of service. The response has been good to that email. We continue to recruit more mentors and another email will go out in July. Mentors will be matched with mentees after the early registration deadline for the WSC has passed. Emails will go out to mentors who will reach out to their mentees. Members of the committee will be available to answer questions, will support the Webinar on June 27 to describe the Mentoring program, and will offer a mentoring meetup as part of WSC40. The recording of the June 27 webinar will be available on the DA website.

We would like to work on a more robust Mentoring program to support GSRs/ISRs early in the process (ideally as soon as they register with the GSO) so they can be helped to register and feel more prepared for the WSC. We would also like to work on a new GSR manual in the coming year.

An early motion was also submitted on behalf of the Intergroup Caucus to change the Mission of the Intergroup Caucus.

2025-2026 WSC Fellowship Communications Committee (FCC)

Year-End Report

The members of the FCC until the end of June 2026: Chairperson: Marianne B, Vice-Chair: Alfa Z, Secretary: Julie B, Tech Support: Ken H, Treasurer: Monty P, Nate T and Ali D.
GSB liaison: Chris R GSB

The FCC statement of purpose: The Fellowship Communications Committee (FCC) promotes communication and collaboration across Debtors Anonymous. The FCC contributes to online publications, Promise Six Week, and D.A. Founders Day.

Ways and Means Subcommittee

Our subcommittee has 6 members: Alfa, Ali, Julie, Monty, Marianne, and Nate. Our enthusiastic group continues to publish 4 online issues per year using a similar format. The *Ways and Means* newsletter subcommittee curates personal recovery stories to be shared with the Fellowship through e-news and posting on Debtors Anonymous website. Categories include Letter to the Editor, Newcomer Stories, Couples Corner, Feature Stories focusing on various writing prompts to share members' recovery, strength, and hope.

Our newsletter is also a great place to announce upcoming fellowship events, such as Founders' Day, 50th Anniversary Convention, World Service Conference (WSC) and Fellowship Day dates and registration information.

New this year, we feature one or two per issue of WSC Committees' descriptions, goals, and plans for the current year, to share the service work completed by General Service Representatives who serve on these committees, and to educate the general Fellowship on upcoming opportunities for world service for new GSRs.

Lastly, this year our group has written a *Ways and Means* Operations Manual for how to publish a *Ways and Means* issue from start to finish. It describes all needed positions from story curator to editor to final format proofreading; working together with GSB until the final product is published. Other positions to make a *Ways and Means* issue successful include: story database coordinator, story curator, AOR person, co-editors who work on layout, art illustrator or art coordinator.

If you have a personal D.A. recovery story to share with WAM, please send (250-750 words) to: waysandmeans@debtorsanonymous.org.

Events Subcommittee: D.A. Founders Day and Promise 6 Week Team: Ken H and God

The Events subcommittee successfully planned and executed on an ambitious D.A. Founders' Day Event on April 15th. The event consisted of 5 sessions "across the world" Across the sessions we had north of 300 people attend. This was the 50th anniversary of the founding of D.A. and it was a successful event!

The Events Subcommittee also promoted Promise 6 Week to be held during the first full week of June, starting on June 7th and running through June 13th.

This was an exciting year, and the last service year of the subcommittee's only member. The Events subcommittee "playbook" has been written for both D.A. Founders' Day and for Promise 6 Week to pass along to next year's FCC Events Subcommittee. This year's Events subcommittee consisted of Ken H from LA and God.

2025-2026 WSC Global Committee (GloCom) Year-End Report

Our Mission

The Global Committee (GloCom) exists to connect D.A. members across the globe by supporting emerging fellowships and meetings, especially those held in languages other than English. Our mission is to develop global initiatives and facilitate cross-cultural exchanges of experience, strength, and hope. By deepening our understanding of how individuals around the world experience unsecured debt, the barriers they face, and the tools they need, we work to extend the hand of D.A. to suffering debtors wherever they may be.

Committee Composition and Meetings

The Global Committee for the 2025-2026 conference year comprised members representing seven countries, including Australia, Costa Rica, England, Iceland, Japan, South Africa, and multiple regions across the United States.

The committee met monthly via Zoom, opening each meeting with the Serenity Prayer, readings from the D.A. Manual of Service, and the committee's Statement of Purpose — grounding our work in D.A.'s core service principles throughout the year.

The Global Committee operated with GSB Liaisons throughout the year.

Subcommittee Work

Connect D.A. Members Around the World — Global Contact Call (*Ragna F., Robin BP.*)

This subcommittee focused on building fellowship-wide connections across geographic and linguistic boundaries. The centerpiece of the year was the planning and delivery of a Fellowship-Wide Call titled "Recovery Around the Globe," held in March 2026. The call featured three speakers from emerging recovery communities — Iceland, Mexico, and South Africa — each sharing their experience, strength, and hope, followed by a Q&A.

Approximately 35 fellows attended. The recording is being posted to the D.A. website for wider access.

Work leading up to the call included speaker identification and outreach, coordination with the D.A. office for scheduling and promotion, flyer creation for the D.A. newsletter, and direct outreach to meetings and contacts globally.

Supporting Emerging Fellowships and Meetings — Starter Kit (*Angela J., Betty S., Robin H., Claire R., Kevin F., Katy B., Faith M., Sandro M.*)

This subcommittee undertook original research into what a person or small group actually needs to start a D.A. meeting from the ground up — a gap the Global Committee identified as poorly served by existing literature, including the DAMS. Key questions the work addressed:

1. How is a business meeting established when a group is brand new?
2. How are service positions filled when only one person is present?
3. Which meeting format and script is appropriate for a new group?
4. What does a person do at their very first meeting?

A real-world pilot was conducted by a committee member who opened a new in-person meeting and used the experience as a live test case for starter kit content. A similar pilot was explored for Japan.

By May 2026 the subcommittee had a draft Starter Kit ready to present to GloCom. As Service Literature, this document must proceed through the General Service Board review for Service Literature approval. The Global Committee recommends the incoming 2026-2027 GloCom prioritise advancing it through that process.

Games and Recovery Resources — Tools Challenge (*Angela J., Drew S.*)

Building on the three game formats explored in the prior conference year — the Tools Game, Tools Challenge, and Audacious Bootcamp — this subcommittee focused on two areas this year.

The Tools Challenge has been offered three times a year over three years, with over 250 participants to date. Based on Conference Approved Literature, it is designed to lower the barrier to active and consistent actions toward one's own recovery. A motion will be presented at the 2026 Conference to approve the Tools Challenge concept and refer it to the Literature Committee for approval and ultimately fellowship-wide distribution. Copyright would be vested in D.A. A Master Document covering the rationale, workshop materials, and guidance for ongoing groups has been prepared to support that process. Additionally, "A Guide to Special Events," part of the GSB-approved Service Literature, was revised and submitted for approval to include a section on the many forms of Recovery Challenges.

GloCom also participated in the D.A. 50th Anniversary Convention with a session titled "A Global Chorus: Elevating Our Recovery with Worldwide Voices," featuring a diverse panel sharing cultural perspectives on solvency, service, and the 12 Steps, with multilingual live translation subtitles.

Facilitating the Exchange of Information (*Ben M., Melek M., Kevin F., Sandro M.*)

This subcommittee was dissolved during the year following member transitions. Its core function — connecting global members with information resources — was absorbed into the Global Contact List subcommittee and the broader committee's liaison work.

Committee Liaison Activity

GloCom maintains liaison relationships with the following WSC committees and caucuses: BDA, Conference Committee, FCC, HIP, Literature, Public Information, Resource Development, Tech, UUOC, Intergroup Caucus, and SSEC.

Liaison connectivity was uneven across the year. Several liaisons reported difficulty establishing initial contact with their assigned committees. This is noted as a structural area for the incoming Global Committee to address early in the service year.

Notable liaison activity included:

5. **Conference Committee / Hybrid Pilot:** GloCom participated in a joint subcommittee with FCC, Conference Committee, and GSB members to develop criteria for a hybrid WSC pilot at the 2026 San Francisco conference. The pilot targets up to 15 participants facing visa restrictions, health conditions, disabilities, or financial hardship that prevent in-person attendance. A motion was developed and submitted to the GSB for approval – directly serving GloCom’s core concern about global accessibility.
6. **SSEC:** GloCom maintained an active liaison with the Spiritually Sustainable Earnings Caucus throughout the year. The Global Committee raised the question of SSEC’s visibility within the fellowship and discussed intersection points with GloCom’s global outreach work. SSEC held two Fellowship-Wide calls during the year and is developing a mentorship workshop.
7. **UUOC:** GloCom’s attention to non-English-speaking and geographically isolated fellows aligned with UUOC’s work on inclusivity and representation throughout the year.
8. **John H. Scholarship Subcommittee:** GloCom participated in a cross-committee subcommittee convened to address reduced funds available for the 2026 WSC. The scholarship fund stood at approximately \$13,000 for this year, compared to \$26,000 the prior year.

Recommendations for the Incoming 2026-2027 Global Committee

- **Starter Kit: complete the approval process.** The draft Starter Kit for emerging meetings is ready to be submitted to the GSB as Service Literature. We recommend the incoming Global Committee prioritise moving this document through the official approval pathway as an early action item.
- **Tools Challenge: complete the motion.** Finalise and submit the motion to Conference through Literature Committee to formally approve the Tools Challenge for fellowship-wide use, with copyright vested in D.A.
- **Promote the Global Contact List.** Create a strategy to promote the list to fellowships that may need these services, reinforce quarterly promotion via D.A.’s eNews, and ensure emerging groups are aware of the support available.
- **Establish liaison contacts early.** Several liaison relationships were slow to form or did not form at all this year. We recommend all liaison contacts be confirmed within the first 30 days of the service year.
- **Continue the Recovery Around the World Fellowship-Wide Call.** The Recovery Around the Globe call demonstrated genuine appetite for cross-cultural sharing. We recommend scheduling at least one call per year and expanding the speaker pool to additional emerging regions.

- **Accelerate multilingual access.** Continue engagement with translation efforts for the Essentials of Recovery, the Twelve Steps Study Guide for D.A., and the DAMS. Prioritise outreach to non-English-speaking fellowships to identify needs and existing materials that can serve as models.
- **Monitor and contribute to the Hybrid Conference pilot.** Monitor outcomes of the 2026 WSC hybrid pilot and contribute GloCom's perspective on access barriers for international members as the model is evaluated and refined.
- **Expand geographic representation.** The Global Committee encourages the incoming committee to continue prioritising geographic diversity in its membership and to adopt inclusive scheduling practices that increase participation across time zones. One model that has worked well over the past three conference years is the Outpost – a subgroup that sits within an existing subcommittee but meets at a time accessible to its region. An Outpost Chair participates in full committee meetings and reports back to the broader group. This directly addresses the structural disadvantage that members in minority time zones face in global service work, and offers those at a time zone disadvantage the ability to serve meaningfully, and without self-debting. It is the hope of the Global Committee that this model is considered by other WSC committees as a replicable practice for inclusive global service. The Chairs Committee Chair also offered Australia, New Zealand, and East Asia members the ability to propose meeting times as a step toward more inclusive and representative participation. The hand of D.A. cannot reach debtors who still suffer if the table is only set in a few, select time zones, for the majority.

Closing Thoughts

The 2025-2026 Global Committee is grateful for the opportunity to serve D.A.'s global fellowship. This was a year of real progress on long-standing structural gaps: the Starter Kit moved from concept to draft, the Tools Challenge moved from pilot to formal submission, and the Recovery Around the Globe call brought together voices from three continents in a single hour of shared recovery.

We are also a fellowship still working through the practical and logistical challenges of being genuinely global – visa restrictions, time zones, translation gaps, and uneven access to technology. These are not outside issues. They are part of the landscape of the spiritual work.

We thank every member of this committee, and Piper N. and Matthew E., our GSB Liaisons, for their service. We look forward to seeing what the incoming committee carries forward.

Gratefully submitted by Ako M. on behalf of the 2025-2026 Global Committee.

2025-2026 WSC Hospitals, Institutions and Prisons (HIP) Committee Year-End Report

MEMBERS: We began our year with seven members, one left for another Committee, we had one resign from her GSR position, one member was unable to attend due to other commitments, so we closed out the year with four committed members:

Kathryn I. (Chair). Pam D. (Vice Chair), Alexis M. (Secretary Extraordinaire), Yanick T., plus Karma (GSB Liaison).

MISSION: Carrying the message is the focus of the Hospitals, Institutions and Prisons Committee and we utilize the Debtors Anonymous HIP Starter Kit and other D.A. Service Literature available to the entire D.A. Fellowship as a tool for outreach efforts and supports and trains HIP representatives as guided by the 12 Traditions of Debtors Anonymous.

GOALS:

1. Getting D.A. Meetings into hospitals, institutions, and jails.
2. All members of the HIP Committee will make the effort to reach out to five different institutions.

Activities

- ❖ Alexis developed a new outreach letter for submission to institutions. It was a model we adopted for our outreach efforts.
- ❖ “Guidelines for Etiquette” were approved and adopted for our monthly HIP Committee Meetings.
- ❖ We created old fashioned tear off sheets that can be shared on public ad boards, doctors, and mental health facilities etc.

Outreach as follows:

- Acres of Hope, Women and children Housing for Women in recovery
- Pam D. continued with monthly D.A. Meetings into Cook County Jail, Chicago IL through October of 2025. As of April 2026, Cook County reached out for Meetings to continue.
- All members made outreach to A.A. H&I Meetings to “Follow A.A. into D.A.”
- Los Angeles Veterans Domiciliary: The VA contacted our H.I.P. Committee about bringing meetings to its 90-day transitional facility in West L.A. The process began with meetings between our H.I.P. Chair and the VA outreach committee.
 1. Three separate committee members submitted initial paperwork.
 2. Additional paperwork was requested from the VA including TB tests and health evaluations, process ongoing.
 3. The Committee began to recognize the lengthy process to integrate with government facilities. Efforts remain ongoing.
- We visited a Community Center in Koreatown LA that provides community services and inquired into possibilities of collaboration with them to bring D.A. meetings to the Center and/or sharing D.A. literature.

- In collaboration with Piper, we received information on her contact information with Lynwood Women's jail and had discussions with her about Panel development. Ideal panel is 1 Leader with 1 or 2 speakers to share ESH, including readings from DA literature and hold open sharing/Q & A
- Members have made outreach to local NAMI (National Association of Mental Illness) headquarters. We are hoping to make inroads there for suicide prevention.
- Made determinations that future efforts to bring meetings into Hospitals, Institutions and Prisons require more than just outreach work within our committee. We hope to work with the Board and Board Liaison on how we might bring more awareness to our fellowships to build collaborative training and development of funding opportunities at a broader level within all groups.

How do we raise funds for D.A. literature to accompany us into institutions, bring mightier awareness at the group level of our need for volunteers.... in short, build the infrastructure to support our WSC H.I.P. Committee work? We are indeed a work in progress.

In the end we are deeply grateful for the depth of willingness in each other. It is a walk with our Higher Power as we make an effort in support of each other and our Committee and D.A. as a whole. And as our Guide for Service Prayer reminds us at each meeting: **"Grant us grace of humility and remind us to place principles before personalities. Help us to focus only on the greater good of the fellowship. Let us know that we are responsible only for doing the leg work, not the outcome."**

2025-2026 WSC Intergroup Caucus Year-End Report

Members: Ellen E & Drew S. Caucus Co-Chairs, Judy - Secretary, Jeri L, Peter D. GSB Liaison- Claudette.

The Intergroup Caucus has an early motion before the World Service Conference to update the Caucus Mission Statement to clarify and specify how the Caucus can support intergroups globally. This acknowledges the natural shift from congregating in regional areas to also timezones. Our proposed Statement is the following;

The main function of The Intergroup Caucus is to provide support to both new and existing Intergroups. A goal is to help members better understand the role of an Intergroup in the overall organizational structure of D.A. To this end, the Caucus may create and maintain tools and resources, such as the Intergroup webpage on the D.A. website and the Intergroup Service Handbook for Debtors Anonymous.

Accomplishments

1. Intergroup Questionnaire We finalized a questionnaire and circulated it to 19 Intergroups for which current contact information was available. Responses were received from 8 intergroups - 4 North American and 4 Global. 106 meetings were represented and Intergroup challenges and accomplishments were shared. The responses may shape pathways of action to support intergroups for future Intergroup Caucus members.
2. Intergroup Service Handbook developments We have presented to the GSB suggested changes to the Intergroup Service Handbook. This strengthens clear guidance for all Intergroups, and includes guidance for dealing with challenges and creating conditions for growth. An important inclusion is how to create financial clarity and through processes such as rotation of service or setting up clear position descriptions.
3. Diagram Development We began looking at ways to design an organisational diagram that succinctly clarifies the Service relationships between groups and places a member within our of Service ecosystem of opportunities for Recovery. This is to compliment the inverted triangle diagram which describes our leadership model. We have supplied concept ideas for next year's Caucus to consider developing as Service diagrams for the DAMS. *See diagram below*
4. DA50 Online Convention We hosted a two session series with 3 speakers from different Intergroups in the first hour and another speaker plus Q&A during the second hour. Our sessions gave the opportunity for intergroups to share their ESH with other intergroups, and in doing so showcase our excellent "human resources" that carry the message to debtors everywhere through Intergroup Service.
5. Early Motions Fellowship Wide Call The Caucus shared on a call about its vision to continue supporting intergroups which are a frontier for carrying the message to debtors who suffer everywhere.

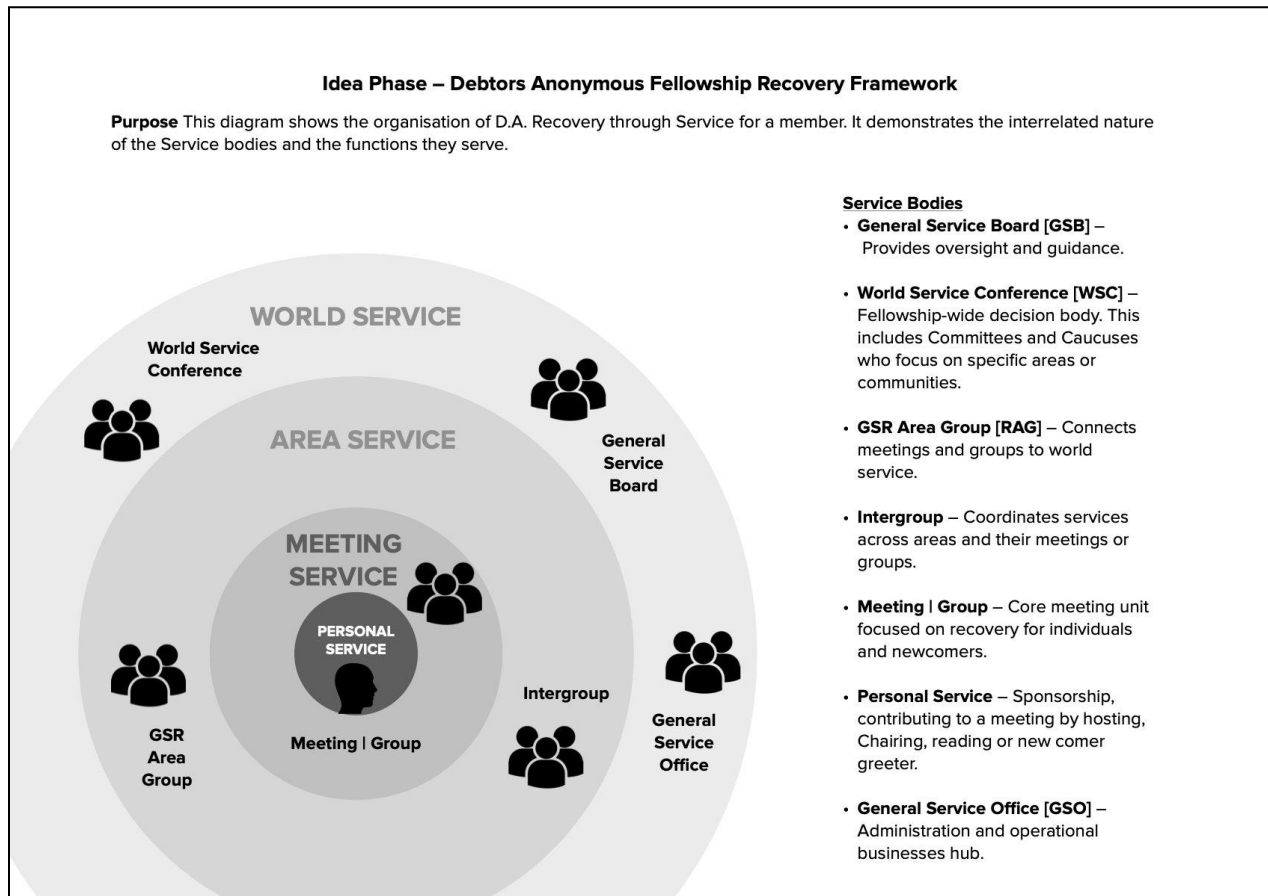
Attractive Caucus opportunity - we intend to inspire new incoming GSRs/ISRs and attendees to the WSC 2026-2027 to consider being part of the Intergroup Caucus as all current members (with the exception of Peter who represents Central and Eastern Canada Intergroup) are completing service this WSC year. As we have built, our vision is that 'they will come'.

We seek any and all members to deliver the current 'Intergroup Questionnaire' to all intergroups. Please contact email wsc.intergroupcaucus@debtorsanonymous.org to receive a copy.

Recommendations for the 2026-2027 Intergroup Caucus:

1. Make a motion at the 2026 WSC for the Caucus to become a Committee. This may help to attract more members who do not want to add a caucus commitment above their committee commitment requirement.
2. Review the Intergroup Questionnaire responses and consider how it may inform future activities by the Caucus. Potentially send the questionnaire out a second time to reach more Intergroups.

3. Review the Service diagrams and consider how a potential diagram may support the uptake of Service by all members.
4. Continue to support the GSB and other Committees who may need guidance on Intergroup issues.



2025-2026 WSC Literature Committee (LitCom) Year-End Report

The 2025-2026 LitComm served with the spiritual principles of the Trusted Servant's Prayer. Through consistent attendance of committee members at all monthly meetings along with strong collaboration, we made meaningful progress on key literature projects, strengthened partnerships with other service committees, and laid strong groundwork for future LitComms. This year we accomplished a lot with the resources at our disposal - all in service of Debtors Anonymous core mission to reach out to the debtor who still suffers.

Committee Members: Deborah R. (Chair), Mike K. (Vice Chair / Timekeeper), Jeri F. (Recording Secretary), Bob H. (Treasurer), Susan J. (Scribe), Greg K. (Tech), Dale B., Kevin F. (New Member), Helen O. (GSB Board Liaison)

Special thanks to Helen O. for her knowledge and commitment to LitComm

Mission

D.A. conference-approved literature begins with the Literature Committee. Members participate in all levels of the literature creative process, including generating ideas for new D.A. literature, reviewing drafts, approving final drafts, and bringing motions to Convocation.

2025-26 LitCom Purpose: Literature Committee is dynamic, energized and ready to work. We are strong and committed to clarity as well as transparency. The purpose of LitCom is to assist in the attraction and retention of D.A. members everywhere. We are committed to work smart using the D.A. principles. We are here to do the leg work, knowing we are not responsible for the outcome.

Accomplishments

With six members, LitCom achieved solid progress:

Subcommittee Work & Literature Projects

- Retirement Voices: Stories reviewed, evaluated, and motion passed to forward to Literature Publications.
- Spirituality Pamphlet: Reviewed and made proposed changes to the spirituality pamphlet. Changes were generally designed to shorten the pamphlet, include citations to D.A. literature, incorporate gender neutral language, and promote and enhance inclusivity, particularly for those who may be agnostic or atheist. The subcommittee proposes sending the revised pamphlet to LitServ for further review and editing.
- SSEC Tools: Multiple meetings held to refine outlines, discussion on UA similarity.
- Black Voices: Ongoing collaboration with UUOC on Assignment of Rights and contributor coordination, transferred project to UUOC for finalizing.
- Literature Status Chart & Memo: Updated tracking for better transparency to fellowship
- The LitStatus subcommittee has prepared a letter to the fellowship and service members of WSC in regards to the literature process to spread clarity on the process.

○ Here is the  Memorandum LitStatus subcommittee.pdf

Engagement

- Planned Fellowship-wide Call on “What Does LitCom Do?” for July 2026 to grow service participation, hence fostering completion for ongoing projects .
- Welcomed new member Kevin F. in May 2026
- Strengthened liaisons with UUOC (invited guest speakers), GSB (spoke on literature creation process), and LitPub (provided inventory of all literature projects ongoing).

Operational Improvements

- Maintained consistent monthly meetings with standard readings and agendas.
- Improved Google Drive organization.

- Tracked every known ongoing D.A. Literature project in spreadsheet with data. This spreadsheet was shared with LitPub to spread clarity throughout the WSC. Please see LitPub Year End Report to see their list of all the literature projects in process.
- Began early handover preparations for 2026-2027, attracting future LitCom members

Moving Forward: New Pamphlet Initiative

In our final meetings, LitCom is discussing a liaison with the Resource Development Committee (RDC) to create a pamphlet on the 7th Tradition. This pamphlet will define what the 7th Tradition is and why it is important for D.A. as a whole, for meetings, and for the personal solvency of the debtor. Practical tips will be offered to treasurers of group meetings to increase 7th Tradition donations. This is part of an endeavour to increase revenue for Debtors Anonymous operations as a whole.

Recommendations for 2026-2027

1. Advance active projects toward publication, maintain spreadsheets of projects.
2. Execute and evaluate Fellowship Wide Call, doubling LitCom members to 12+
3. Continue strong knowledge transfer and collaboration with fellow committees.
4. Develop the new 7th Tradition pamphlet with RDC.

Closing

LitCom is grateful for the opportunity to contribute and looks forward to continued progress in attracting and retaining members through high-quality D.A. literature. Thank you to all the LitCom 2025-26 service members and congrats on a job well done.

2025-2026 WSC Public Information Committee (PI) End-Year Report

This year's Public Information Committee (PI) and its wonderful hard-working committed members have worked diligently to reach the still suffering debtor. When we first met at the World Service Conference in August 2025, we felt that higher power was calling us towards reaching those who were possibly considering suicide as a result of their debts. We thought about different groups who were possibly unaware of Debtors Anonymous (D.A.) and decided we were going to try to reach these people.

Mental Health and Suicide Support:

We reached out to international suicide prevention and awareness lines in North America and the United Kingdom. Efforts were made to get Debtors Anonymous listed as a secondary support. As this committee wanted to encourage people to reach out to their local emergency supports first, but know that the option of Debtors Anonymous is available. As well, Debtors Anonymous updated their presence on services such as 211 (operated by The United Way) in both Canada and the United States. In Europe, attempts were made to have Debtors Anonymous listed as a secondary resource on the "CALM Line". Having Debtors Anonymous

listed on international suicide awareness, education, and prevention lines is still ongoing as we address the requirements to be listed. We have also had members walk in suicide awareness walks in the United States. One member from Florida, along with the team she was on, raised the most money for suicide awareness and prevention education in the United States! Well done. One more member is looking at joining her local suicide awareness walk this fall. As well, some Intergroups reached out to the Public Information Committee as they also were working on suicide awareness in their areas. We all shared the goal of reaching the still suffering debtor to give encouragement and to let them know that there is a higher power who loves them and this is important at all levels of service.

Grass Roots Level PI:

Members also reached out to still suffering debtors through grass roots means. Tear away flyers, pamphlets and DA business cards were left in public places. This is something that everybody can do and you don't have to be in public information to do it. Ask yourself, are you able to leave pamphlets at your local library, doctor's office, credit counselling bureau, on city transportation, seats, etc. Different ways of reaching the still suffering Debtor was the focus of the public information presentation at the DA 50th Anniversary celebration. For copies of the tearaway flyers and business cards, please find them in the Public Information Manual (in the back) at [Public Information Manual - Debtors Anonymous](#). Please remember to respect your anonymity when dropping off resources as this is our 12th and most sacred tradition.

New Face to Face Meeting Support:

A new meeting was started for the first time in Northeastern Ontario, Canada. There are also attempts to start a new meeting in the North of England and Scotland. Zoom is a wonderful option for meetings in areas where there is no in person meeting. However, it is felt that sometimes an in person meeting is what people are looking for and what they need. If you're interested in learning more about starting an in person meeting, there will be a fellowship wide call on this topic on July 25, 2026. Public Information is working with the Global Committee on this project. The Global Committee is putting together a package to assist those in setting up meetings. Thank you for the team work.

Newcomers Support:

Attempts were made to help support newcomers to western countries. Information was left with the Mexican Consulate in California regarding Debtors Anonymous and how it can help newcomers. Navigating credit and financial issues can be a challenge to newcomers and it is hoped that knowing Debtors Anonymous is available can offer support as people navigate credit cards and other forms of debting.

Support to Post Secondary Students and Younger Individuals:

Information was shared with post secondary institutions in Northeastern Ontario, as well as the counselling services that help support the student body. Often students will arrive at their

post secondary institution ready to learn new and wonderful things, and they are offered a charge card. As a result, some students struggle with debt from this point on. It was felt that they would benefit from knowing that Debtors Anonymous is available.

Reaching Out to the Media:

Efforts have also been made to get the media involved through announcement campaigns. Public Information worked with the Hospital, Institutions and Prisons (HIP) Committee on this project. It helps when our committees work together as our small groups can get more work accomplished over a greater area of the world. Public Information reached out to local media in Northeastern Ontario by distributing flyers pertaining to the D.A. 50th celebration. Bell Media, Stingray Media and Rogers Media were encouraged to share information on Debtors Anonymous on their media stations throughout Canada. As well, the already produced TV advertisement was given a QR code so it is easier to find information on Debtors Anonymous. Thank you to those who helped to make this happen. There is also a goal of translating the Debtors Anonymous radio and television campaigns into languages other than English and Spanish. As the fellowship grows, there is more demand around the world for getting the word out that D.A. is available and by working the program, there is a hope for change. It is hoped that the Talking to the Media training will be offered in the upcoming year so that more people can try different types of getting the word out that Debtors Anonymous is available.

Translation to Reach the Still Suffering Debtor:

On top of her Public Information duties, one member works very hard with a team to translate the Debtors Anonymous Manual for Service (DAMS) from English to Spanish. This is a very important resource for meetings and intergroup. It answers many questions that may arise on running a meeting, being of service and how D.A. works at all levels from the board to the individual groups. If you have never worked on translation or learning a new language, please understand that this is a huge undertaking. Thank you to everyone who does translation for D.A. as this is making a difference for debtors all over the world. For more information on translation services for D.A. literature, please consult [D.A. Literature Translation Policy - Debtors Anonymous](#).

In Closing:

Public Information is very thankful to higher power for helping with our work and progress this year. As well, we would like to thank all committees for working tirelessly in service to D.A. All committees and the board work hard to do all that D.A. requires and your service does not go unnoticed. Please support your Intergroup Service Representative (ISR) and Group Service Representative (GSR) in attending the World Service Conference so that they can get involved in doing service at the world level. As well, we encourage everyone to do what they can to spread the word of Debtors Anonymous. Public Information looks forward to another year of moving forward in reaching the still suffering debtor.

2025-2026 WSC Resource Development Committee - RDC Year-End Report

MEMBERS:

Matthew (GSB Liaison), Kate N (Chair) Colleen Joy (Secretary), Victoria (Vice Chair), Shana (Tech Support) Richard (Treasurer) and Mark.

MISSION: Revenue for D.A. is the focus of the Resource Development Committee, including:

- Increasing Seventh Tradition contributions and clarifying the use of Seventh Tradition funds
- Encouraging member participation in service at all levels
- Increasing awareness within the D.A. Fellowship about the importance of self-support (rev. 8/13)

2025/2026 Committee Completed ACTIVITIES:

- Ensured that our work can be replicated by future RDC Committees if desired.
- Created a supportive team dynamic for our four first year GSRs.
- Benefitted with gratitude from monthly Board Liaison updates in which Matthew shared ESH wrapped in information.
- Ensured that our work can be replicated by future RDC Committees if desired.
- The following Resources were Developed:
 - Fellowship Wide Call - “Love Letter to Service” on 14 February 2026
 - Flyer - Giving Tuesday (a traditional day for contributions to Non-Profits)
 - Flyer - Year End Contributions to GSO which included a reference to Estate Planning
 - Flyer - John H Scholarship Contribution Drive
 - Flyer - D.A. 50th Anniversary All Year
 - Flyer - 7th Tradition Contributions in Support of CAL Translations

SUBCOMMITTEES:

• **Fellowship Wide Calls Subcommittee** (Shana, Chair) This subcommittee was small but mighty and created a unique Fellowship Wide Call featuring four seasoned recovering Debtors, each sharing their ESH around Service. Please see “Love Letter to Service”
<https://debtorsanonymous.org/2025-2026-conference-year/>

• **7th Tradition Subcommittee** (Colleen Joy, Chair) This subcommittee leaves behind suggestions for future Fellowship Wide Webinars to support Treasurers and the vital work that they do.

• **Innovation Subcommittee** (Mark, Chair) This subcommittee built on the work of previous years to innovate and evolve designs for this anniversary year. Over the service year, they put five flyers into the mailboxes of the Fellowship. Some changes to the work of previous years was including Estate Planning on the Year End Contributions Flyer, as well as introduction of a Giving Tuesday Flyer.

2025-2026 WSC Spiritually Sustainable Earning Caucus (SSEC) **Year-End Report**

Statement of Purpose

The Spiritually Sustainable Earnings Caucus (SSEC) supports the Debtors Anonymous (D.A.) Fellowship in gaining greater clarity around issues of earning within the D.A. programme. Our vision is to broaden Fellowship-wide understanding of how Spiritually Sustainable Earnings (SSE) fits into D.A. recovery, encouraging a comprehensive and spiritual approach through working the Twelve Steps and using the Tools of Debtors Anonymous.

Caucus Composition and Meetings

The Global Committee began the Conference year with 17 General Service Representatives (GSRs). Over the course of the year, this number reduced to seven committed and active members.

One of the advantages of operating as a caucus has been the breadth of Fellowship representation. Members have included GSRs from a range of committees, including the Global Committee (GloComm), Fellowship Communications Committee, Technology Committee (TechComm), Literature Committee (LitComm), and the Business Debtors Anonymous (BDA) Committee.

Monthly meetings were held throughout the year, and the support of our two General Service Board Representatives, Piper and Bliss, has been invaluable.

Each meeting opened with the SSEC Statement of Purpose and the definition of Spiritually Sustainable Earnings, grounding the work of the caucus in promoting earnings as a key component of recovery in D.A.

Subcommittee Reports:

1. Fellowship-Wide Calls and Outreach

The Caucus hosted a Fellowship-wide call on 7 February 2026, during which three fellows shared their experience, strength, and hope on the topic:

"What is Spiritually Sustainable Earnings?"

A second Fellowship-wide call is scheduled for 11 July 2026 and will explore:

"Spiritually Sustainable Earnings and Spiritual, Emotional, Mental, and Physical Recovery."

As part of our efforts to raise awareness of Spiritually Sustainable Earnings within the Fellowship, the SSEC also participated in two sessions during the D.A. 50th Convention:

1. **Income with Integrity: Living Our Best Lives with Spiritually Sustainable Earnings** - featuring speakers from the United States, South Africa, and Finland.
2. **The Soulful CEO: Running a Spiritually Sustainable Business** - a collaborative session presented with the B.D.A. Committee.

Both sessions were well received and generated increased interest in Spiritually Sustainable Earnings as a gateway to recovery.

2. Internal SSE Public Information

Recognising a general lack of awareness about Spiritually Sustainable Earnings across the Fellowship, the Caucus, by group conscience, decided to focus on education and awareness-building.

To support this effort, an active subcommittee developed the **Spiritually Sustainable Earnings Playbook**, which provides an introduction to SSE concepts and has been shared throughout the year by Caucus members.

An additional public information initiative was the development and distribution of a **Spiritually Sustainable Earnings flyer**, which was circulated through an e-blast by the General Service Board Internal Public Information Committee.

Status of Spiritually Sustainable Earnings Meetings

There has been encouraging growth in SSE meetings during the Conference year.

Video Meetings

- Five registered meetings are currently operating.
- One new meeting was established in Mexico.

Face-to-Face Meetings

- The number of registered meetings increased from one to two.
- One of these meetings is located in Mexico.

New Meetings (Not Yet Registered)

- The Caucus has received information regarding an SSE meeting operating in Barcelona.
- Interest has also been expressed in establishing a meeting in France.

Closed or Deregistered Meetings

- SSE Australia meeting.

Many meetings have adapted their monthly meeting format to include a SSE meeting format for one of their four to five meetings.

SSEC's informal request for a rotating meeting format in the DAMS resulted in the board including the rotating format in this year's DAMS edition.

3. Literature

During the previous Conference year, an SSE booklet was created and submitted to LitComm for editing and advancement through the literature approval process.

Thanks to the efforts of two Caucus members serving on LitComm, the booklet has now been edited and reformatted to align with the style and presentation of the B.D.A. Tools pamphlet.

During this process, it became apparent the Conference had not yet approved the creation of an **SSE Tools** pamphlet or the **SSE Warning Signs and Signs of Recovery** document.

Accordingly, motions relating to both documents will be forwarded to LitCom for presentation at the 2026 World Service Conference.

The edited Tools pamphlet will therefore carry forward into the next Conference year, with the recommendation that both the incoming Caucus and LitCom continue the approval process.

4. Mentoring Workshop

Mentoring is one of the proposed Tools of Spiritually Sustainable Earnings.

A workshop designed to support the development of Spiritually Sustainable Earnings mentors has been completed and is ready for pilot implementation.

However, because the SSE Tools have not yet received Conference approval, the pilot programme was placed on hold. Responsibility for this project will therefore be handed over to the 2026-2027 Caucus.

Motions for the 2026 Conference - To Be Presented by LitCom

Motion 1: To approve a literature concept for the development of the Tools of Spiritually Sustainable Earnings.

Rationale:

Spiritually Sustainable Earnings places focus on the role of earning in D.A. recovery. The development of SSE tools will help foster the SSE movement within the Fellowship and support D.A. and B.D.A. members in growing their earnings in alignment with their Higher Power's will. These tools address recovery issues related specifically to earning and complement, rather than duplicate, the existing tools that address debting.

Motion 2: To approve a literature concept for the development of the Warning Signs and Signs of Recovery of Spiritually Sustainable Earnings.

Rationale:

Recovery related to earning in D.A. is multifaceted and includes spiritual, emotional, mental, and physical dimensions. The Warning Signs and Signs of Recovery document highlights the contrast between the disease of earning and recovery in earning, providing members with practical guidance and self-assessment tools.

Website Progress

The Caucus has been unable to resolve a tech issue relating to the SSE web page. This site was created to house SSE Information and we have been unable to link it to the url. This year's Caucus funds were used to maintain the URL registration.

This would allow future Caucus members to access and update the site. However, a technical access issue has prevented completion of this process. Any questions related to the SSE website can be emailed to bdasydney@gmail.com.

The matter has been referred to our TechComm representative, who has raised it with TechComm. The resolution will likely require technical support from D.A. personnel familiar with Google Workspace administration.

Recommendations to the Incoming Caucus

- **Continue the Fellowship-Wide Global Call series.** SSE Fellowship wide calls have done much to promote spiritually sustainable earning into the fellowship.
- **SSE Tools Pamphlet and Warnings Signs and Signs of Recovery:** follow through on the motions with LitComm at Conference for the formal approval of the SSE Tools and Warning Signs and Signs of Recovery (one document). Once Conference approval has ratified these motions - amendments to be made to the SSE meeting format and these documents to be included as readings for SSE meetings.
- **Approval of SSE Literature** - the Tools pamphlet approval of the pamphlet.
- **SSE and the Debtors Anonymous Website** - the dropdown feature on meeting types for SSE meetings to be added to the website as with BDA meetings.
- **Continue mining liaison contacts** as members of the Caucus come from different committees and carry the messages of SSE to the different committees.
- **Attend to the email address** and SSE Website contact person Drew S. Australia - bdasydney@gmail.com who created the SSE website and with Tech Comm.
- **SSE Playbook: submit to the GSB as service literature for approval.** We suggest that the incoming committee tend to this as an early action priority item to continue the internal promotion of Spiritually Sustainable Earnings as a vital part of debiting recovery.
- **Mentoring programme** - once approval of SSE Tools and Warning Signs and Signs of Recovery has taken place - the Mentoring programme can be deployed - the suggested implementation would be to run the workshop in a similar vein to the manner in which

BDA ran the step study workshop. This is subject to the ratification process of the board.

Closing Thoughts

The Spiritually Sustainable Earnings Caucus has made significant progress during the 2025-2026 Conference year.

Special thanks go to the Caucus members who served in dual capacities, contributing both to their standing committees and to the Caucus. Their dedication has helped increase awareness of Spiritually Sustainable Earnings throughout the Fellowship.

We believe the initiatives developed this year will serve as strong foundations for further growth, engagement, and service. We look forward to seeing this work carried forward by the 2026-2027 Caucus and trust that these efforts will continue to strengthen recovery through Spiritually Sustainable Earnings across the Fellowship.

2025-2026 WSC Technology Committee (TechComm) Year-End Report

Statement of Purpose

The Technology Committee is composed of delegates who have experience with and/or interest in leveraging technology to grow 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.

Key Project Highlights: (in no particular order)

1. Virtual meetings add in (google slides meeting deck) - Mark and Krishtian

Recognizing the evolving needs of our fellowship into digital spaces, we have created the Virtual DA Readings Google slide deck & User Instructional documentation to the GSB for approval. We developed this resource to provide a professional, easy-to-navigate tool for displaying essential DA readings during online and hybrid meetings.

Along with the deck and proposal, we also submitted an implementation proposal suggesting adding it to the "Resources for Meetings & Groups" page of the DA website for ease of access. We believe this tool will greatly assist groups in carrying the message clearly and consistently in the digital age.

2. Instagram - Lisa

- a. **Instagram Standard Operating Procedure (SOP)**
- b. Tech Comm member Lisa C. developed a working SOP document for D.A. World Service Instagram content and created six posts in accordance with it. The SOP covers the full workflow including content sourcing, design standards (Canva templates and color scheme), approval process, publishing cadence, and a submission checklist for Board review. The [document is maintained](#) on the Tech Comm drive and continues to be refined.

3. Podcasts - Tracey and Jamie

Podcast approved. 2026-2027 plan to produce. Pre-recorded audio, Project contributor (PC) or Tech comm member doing interviews of members (anonymously) sharing their experience, strength and hope. Future use speaker recordings (if they have given permission).

4. Simplified The Numbers: One Approach - Lisa

- a. **Digital Access to *The Numbers: One Approach***
- b. Tech Comm member Lisa C. proposed to the GSB Literature Publications (LitPub) Committee that *The Numbers: One Approach* be published as a Kindle e-pamphlet. This pamphlet is currently not digitized among the D.A. pamphlets available on Amazon.
- c. LitPub responded that it will consider creating a Kindle version after completing updates to existing e-pamphlets. *A follow-up inquiry regarding a free companion spreadsheet as a digital download is pending response.*

5. WAM Index (*Ways and Means*) - Peter and Krishtian

Various tests were made on making the *Ways And Means* newsletter searchable on the debtorsanonymous.org web site. We consulted with FCC who are responsible for the *Ways And Means* to see their needs and enlist their help.

6. Joint Tech Liaisons Committee - Krishtian and Mark

A Committee was compiled with the Technology Liaisons of the other WSC committees to foster direct, open & collaborative communication between individual committees and the Technology Committee to resolve technical issues. By acting as a dynamic troubleshooting hub, the Joint Tech Liaison Committee efficiently handled diverse requests through real-time peer support; ranging from access information to Fellowship-wide meetings to technical issues regarding debit card processing on the D.A. website were fielded through this effort.

7. Hybrid Conference subcommittee (Conference Committee) - Katie

TechComm sent a member as a liaison to the Hybrid Conference subcommittee. The GSB has agreed to run a pilot for about 12 GSRs and ISRs to attend virtually at the 2026 WSC, giving priority to those outside of the United States.

8. Website - Katie and Peter

a. Accessibility

The web site was tested for accessibility using the online wave accessibility tool and a report to the webmaster is being prepared to suggest changes that can be made to increase accessibility.

b. Menu/Navigation updates on Debtorsanonymous.org were made by CommTech based on recommendations by TechComm to make it easier for newcomers to find information and find meetings.

2025-2026 WSC Underserved and Under-Represented Outreach Committee (UUOC) Year-End Report

Introduction

This year, we had six active subcommittees:

- Gender Identity and Debt
- Housing Insecurity
- John H Scholarship Allocation and Virtual Conference
- Race and Debt
- Voices of Women
- Uncomfortable Conversations and Unintended Consequences

There was also discussion about taking on **Black Voices** since the Literature Committee did not have the resources to take it on this Conference year, however by the time this request came in, there was not time or resources to take this on.

Gender Identity and Debt

At the 2025 WSC, UUOC, together with the Literature Committee, received Conference approval for the development of a pamphlet outline on Gender Identity and Debt: Voices of Gender-expansive Debtors.

That outline has been drafted and we have started to collect stories for this pamphlet. This and many pamphlets are waiting for stories. Please share this flyer with your Committee and your meetings.

 Flyer for gender identity and debt story tellers 2026-02-07.pdf

Housing Insecurity

The Housing Insecurity subcommittee formed a new weekly Debtors Anonymous meeting focussed on the “Fear of being Unhoused”. The first meeting on January 21 was well attended. It is now an officially registered meeting and is on the Debtors Anonymous website.

This new meeting will be hosted by UUOC every Wednesday at 7pm EST, 6pm Central, 4pm PST with the hope that the meeting will become self-sustaining by the end of the Conference year.

Here are the meeting details. Please share with your Committee and at your meetings:

Meeting ID: 841 2931 0044

Passcode: 703364

This committee is also creating a flyer calling for submissions of stories (on the experiences of being Unhoused) that will be published in a new D.A. Pamphlet.

Finally, acting on a successful motion at last year's World Service Conference, this subcommittee has proposed changes to the Twelve Signs of Compulsive Debting to address issues of Housing Insecurity. The UUOC voted to approve the changes at our April meeting and they have been submitted to LitCom for approval.

As the Twelve Signs is a piece of Conference-approved service literature, the process of actually getting these changes approved is long. For the changes to be approved LitCom must approve them and send them to LitServ. LitServ must approve to send them to LitPub. LitPub must approve to send them to the GSB. GSB must approve the changes to send them back to LitCom for a potential World Service Conference motion.

Proposed changes to signs 5 and 8 are as follows:

1. Signpost 5 (with housing insecurity focus)
 - a. (current) Difficulty in meeting basic financial or personal obligations, and/or an inordinate sense of accomplishment when such obligations are met.
 - b. (proposed) **Paying smaller bills while major ones like rent or mortgage go unpaid**; difficulty in meeting basic financial or personal obligations, and/or an inordinate sense of accomplishment when such obligations are met.
2. Signpost 8 (with housing insecurity focus)
 - a. (current) A tendency to live on the edge: Living paycheck to paycheck; taking risks with health and car insurance coverage; writing checks hoping money will appear to cover them.
 - b. (proposed) **A pattern of living on the edge: temporarily staying with friends and family or sleeping in one's car due to lack of stable housing**; living paycheck to paycheck; taking risks with health and car insurance coverage; writing checks, hoping money will appear to cover them.

You will notice the changes include changing "A tendency to live on the edge" to "A pattern of living on the edge". The Housing Insecurity Sub-Committee is proposing this change because when we held sharing panels on the subject of Housing Insecurity, we observed how examining patterns of living is crucial in addiction recovery to identify debunk denial and change environmental triggers, habits, and social connections that facilitate relapse. Recovery

requires transforming, not just stopping debting behavior. This involves restructuring daily routines (routines are patterns) to create a stable, solvent life. Being in awareness and acceptance of patterns allows for building new, healthy mechanisms preventing a return to old, destructive behaviors. This is practiced and supported in step 10.

John H Scholarship Allocation and Virtual Conferences

A joint subcommittee was formed with members of the Resource Development Committee, the Global Committee and the UUOC to look at funding the John H Scholarship as well as reviewing and updating the Scholarship allocation guidelines.

Focus this year was raising more funds for the scholarship rather than looking at the allocation process.

Race and Debt

The Race and Debt Committee is focused on the development of a pamphlet outline.

The title of this new piece of literature is “Race and Debt”. We created a subcommittee of D.A. members to help us realize this outline.

The completed outline was submitted to LitPub who will develop the new pamphlet based on this outline.

Voices of Women

Our Women and Debt subcommittee—also known as Voices of D.A. Women—invites all women in Debtors Anonymous to be heard and share their stories of experience, strength, and hope.

Our vision is to ensure every woman’s voice is represented in the fellowship, including women of color, women from diverse ethnic backgrounds, lesbians, and transgender women.

We met on the second Wednesday of every month from 7:00-8:00 PM to listen to individual women’s stories. So far, the 5 stories have been shared with 2 more scheduled over the coming month.

With the support of the Literature Committee, we submitted an early motion to develop a pamphlet titled “Women’s Voices in DA” to highlight women’s stories and perspectives within the program.

This subcommittee is also hosting a webinar titled “***Voices of Women in Debtors Anonymous***” June 13, 2026 at 4pm ET.

Subtitle: Exploring how being Female affects Debting and the Experience, Strength and Hope gained in D.A.

***Description:** Four speakers will share their debting and D.A. recovery stories. Each will address a different aspect of womanhood and the intersection with debting: being an older woman, being a Black woman, being a woman in the sex field, and being a gender-nonconforming woman.*

Uncomfortable Conversations

Safety Guidelines

Much of this subcommittee's focus has been on the D.A. Safety Guidelines. The current version of the D.A. Safety Guidelines were approved by the Board in 2025 and posted on the D.A. website. That version conflates discriminatory harassment, sexual harassment, predatory behavior, gender issues, and disability issues, undermining specific focus on racism and BIPOC safety in D.A. This mirrors the "All Lives Matter" response to "Black Lives Matter".

Members of this subcommittee are serving on an Ad-hoc committee with 3 GSB Trustees to update the Safety Guidelines document to restore the Black-authored writing on Race to the Safety Guidelines Document.

Uncomfortable Conversation subcommittee members are continuing to share at meetings about the importance of including the Inclusivity Statement in D.A. meetings' formats. In addition members are sharing information about the Safety Guidelines and sharing the UUOC newsletter to D.A. Intergroups, Regional Groups, and meetings.

DA50 Convention Session

The UUOC hosted a session at the DA50 Convention on Saturday May 30 at 10:30pm ET / 7:30pm PT on Track 1 of the Convention:

A Seat at the Table: Strengthening D.A. through Diversity

Our recovery is enriched when every voice is heard. This session focuses on how we can create a truly inclusive environment for BIPOC, LGBTQ+, and members with disabilities, ensuring the hand of D.A. is always there for anyone who reaches out.

The session, in conjunction with Southern California D.A. Intergroup, Southern California Regional Area Group (R.A.G.) and Black in DA, was very well received demonstrating the positive effects of involving black project-specific contributors at all levels of decision-making as outlined in the proposed Safety Guidelines (in progress).

Recommendations to 2026-2027 UUOC

The 2025-2026 UUOC makes the following recommendations to the 2026-2027 Underserved and Under-represented Outreach Committee. We recommend that the 2026-2027 UUOC:

1. Review the [Third Quarter 2020 issue of the Ways and Means D.A. newsletter](#).

2. Post the updated Safety Guidelines document, including race-related protections on the D.A. website
3. Copy, laminate, and distribute the updated Safety Guidelines at the World Service Conference to all committees, individual GSRs and Committee Chairpersons to inform the fellowship of the work done so far and the opportunities for every member to recover through unity.
4. Continue to champion the changes to the Signs of Compulsive Debting that address issues related to Housing insecurity. See the section on the Housing Insecurity subcommittee for details.
5. Edit the audio recordings of interviews of women D.A. members collected throughout the year for a monthly podcast to be posted on the D.A. website.
6. Create a shared vision for UUOC's work during the 2026-2027 term.
7. Conduct a quarterly group inventory to ensure the Committee is working effectively, collaboratively, and in alignment with its goals.
8. Learn about and utilize the Issues and Concerns process as a tool for addressing discriminatory racial harassment:
[Issues and Concerns Process](#). Please note that safety-related issues should be prioritized and not to be subjected to the website's submission limit of three per year.
9. Continue the UUOC newsletter, and distribute the final issue of the 2025-2026 UUOC newsletter to all committees.
10. Encourage the Inclusivity Statement to be read at all D.A. meetings.
11. Encourage committee members to build relationships with other WSC committees throughout the 2026-2027 year.
12. Encourage the formation of a White Affinity Group within UUOC to meet regularly and raise awareness around issues of race, privilege, and anti-racism. See the definition of a White Affinity Group below.

A **White Affinity Group** is a structured and intentional space for people who identify as white to explore racial identity, examine white privilege and culture, and deepen their understanding of systemic racism. These groups support anti-racist education and accountability while allowing participants to process and learn without placing the burden of education on people of color.

Key purposes of a White Affinity Group include:

- Increasing awareness of racial bias and privilege
- Building capacity for anti-racist action
- Encouraging accountability among white participants
- Developing skills to challenge racism in personal and professional settings
- Supporting more inclusive and equitable communities and organizations

Common activities may include:

- Reading and discussing books, articles, or videos on racism and privilege
- Personal reflection and discussion about racial identity and lived experience

- Practicing ways to interrupt and address racism constructively
- Developing action plans to support inclusivity and equity

These groups are intended not to exclude others, but to create space for meaningful internal work that strengthens allyship and supports multicultural, inclusive communities.