World Service Business Conference 2018
Final Conference Report

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World Service Board of Trustees 2018-2019

Trustee	Positions	Committee Assignments (chair)
Karen B.	Region Seven Trustee First Vice Chair	Strategic Planning
Beth B.*	Region Six Trustee	Young Persons'
Lawrie C.	General Service Trustee Second Vice Chair	Twelfth Step Within
Bob F.*	Region Nine Trustee	
Judy H.	General Service Trustee	Board-Approved Literature
Linda H.	Region Eight Trustee	Convention 2020 Region Chairs
Linda J.	Region Five Trustee	Internal Information
Cyndy L.	Region Four Trustee Chair of the Board	
Bonnie L.	General Service Trustee Treasurer	Delegate Support Fund
Joanne M.	General Service Trustee	Unity with Diversity
Steve M.	General Service Trustee	Website Review Web/Technology
Letitia M.	Region Ten Trustee	International Publications/ Translations
Pat O.	Region One Trustee	PI/PO Public Awareness/Professional Tradeshows
Dora P	Virtual Region Trustee	Virtual Services
Ron P.	General Service Trustee	Conference-Approved Literature Literature Review
Hanna S.	Region Two Trustee	Conference Planning
Neva S.	Region Three Trustee	Bylaws

** Appointed by the Board of Trustees to serve through WSBC 2019.*

World Service Delegate Cochairs 2018-2019

Conference Committee	Delegate Cochair
Bylaws	Margie G.
Conference-Approved Literature	Sue B.
Professional Outreach	Andrea F.
Public Information	Sue B.
Region Chairs	Les K.
Twelfth Step Within	JC D.
Unity with Diversity	Felina D.
Virtual Services	Karen B.
Web/Technology	Aaron E.
Young Persons	Stacy Alyse S.

General Business Meetings
Overeaters Anonymous, Inc.
57th Annual World Service Business Conference
April 26-28, 2018

Embassy Suites
Albuquerque, New Mexico

Thursday Morning, April 26, 2018 – Business Meeting I

CALL TO ORDER

Chair Cyndy L. called the 57th Annual World Service Business Conference to order at 8:33 a.m. Jose Maria M., Region Nine, led the Serenity Prayer in Spanish and in English.

READINGS

Christine W., Region Two, read the Twelve Steps of Overeaters Anonymous; Pat C., Region Eight, read the Twelve Traditions of Overeaters Anonymous; Barbara S., Region One, read the Twelve Concepts of OA Service.

WELCOME

The chair welcomed all attendees to the Conference.

CONFERENCE THEME

The chair announced the Conference theme: Growing OA Recovery Worldwide.

CONFERENCE PLANNING CHAIR INTRODUCTION

The chair introduced Acting Conference Planning Chair Linda J.

TRUSTEE INTRODUCTIONS

The chair introduced the Board of Trustees in order as seated on the dais: Region Six Trustee Karin H., Region Seven Trustee Karen B., Region Two Trustee Hanna S., General Service Trustee Lawrie C., Region Nine Trustee Stella C., General Service Trustee Ron P., General Service Trustee and 2nd Vice Chair Tina C., Region Eight Trustee Linda H., Region Five Trustee Linda J., Region Ten Trustee Letitia M., Region One Trustee Pat O., General Service Trustee and Treasurer Bonnie L., General Service Trustee Steve M., Region Three Trustee and 1st Vice Chair Vicki W., and Region Four Trustee and Chair of the Board Cyndy L.

Virtual Services Trustee Gerri H. and General Service Trustee Joanne M. were absent.

PARLIAMENTARIAN/ SECRETARY INTRODUCTIONS

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

REGION CHAIR INTRODUCTIONS

The chair introduced the region chairs: Region One Chair Beverly M., Region Two Chair Anne O., Region Three Chair Brenda Q., Region

Four Chair Annette P-R., Region Five Chair CJ M., Region Six Chair Debbie H., Region Seven Chair Ginny S., Region Eight Chair Katrina S., Region Nine Chair Francene A., and Region Ten Chair Les K.

WSO STAFF/CENTER MICROPHONE MONITOR INTRODUCTIONS

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

CONFERENCE SUPPORT COMMITTEE INTRODUCTIONS

Linda J. introduced Conference Support Committee Chair Barbara B.

VOLUNTEER INTRODUCTIONS

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

REGION INTRODUCTIONS

Linda J. called attendance by region to acknowledge delegates present at WSBC:

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

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

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

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

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

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

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

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

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

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

Virtual Service Boards – 12 Step 4 Coes, OA HOW Two-Hour Format Phone Meeting, Spiritual Fitness and Serenity, Perseverancia, Global Online, CCA Online, 712 of Overeaters Anonymous, Ebony Overeaters Anonymous, Junta de Servicios Virtuales de Hispano Parlantes.

MINUTES APPROVAL COMMITTEE APPOINTMENT

The chair appointed Lee R., Region Six; Barbara S., Region One; and Catherine W., Region Seven, to serve as Minutes Approval Committee for the WSBC 2018 Business Meetings.

CREDENTIALS REPORT ADOPTED

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

QUORUM ESTABLISHED

The chair declared a quorum present.

CONFERENCE STANDING RULES ADOPTED AS AMENDED

Conference Standing Rules

Standing Rule Amendment One

Move to amend WSBC Standing Rules, Section 7 as follows:

7) Amendments
   B) Amendments will be considered proposed when received by the Conference secretary. Amendments can be proposed until the question has been called.

Motion required two-thirds vote to adopt. Amendment was **adopted.**

The 2018 Conference Standing Rules were **adopted** as amended.

NEW BUSINESS MOTIONS PRESENTED; ORDER OF NEW BUSINESS MOTIONS

The chair reported service body voting results from the agenda questionnaire. New business motions that received approval and any newly submitted amendments to those motions were presented. Voting results of each new business motion were as follows:

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

AGENDA QUESTIONNAIRE RESULTS

Item A was submitted by Oregon OA IG and approved by **97 percent** of the responding service bodies. **Item B** was submitted by Central Jersey IG and approved by **69 percent** of the responding service bodies. **Item C** was submitted by the WSBC Bylaws Committee and approved

by **95 percent** of the responding service bodies. **Item D** was submitted by the WSBC Bylaws Committee and approved by **99 percent** of the responding service bodies. **Item E** was submitted by the Board of Trustees and approved by **96 percent** of the responding service bodies. **Item F** was submitted by the WSBC Bylaws Committee and approved by **99 percent** of the responding service bodies. **Item G** was submitted by the WSBC Bylaws Committee and approved by **98 percent** of the responding service bodies. **Item H** was submitted by the WSBC Bylaws Committee and approved by **97 percent** of the responding service bodies. **Item I** was submitted by the WSBC Bylaws Committee and approved by **99 percent** of the responding service bodies. **Item J** was submitted by Baltimore Area IG and approved by **80 percent** of the responding service bodies. **Item K** was submitted by Baltimore Area IG and approved by **79 percent** of the responding service bodies. **Item L** was submitted by Baltimore Area IG and approved by **80 percent** of the responding service bodies. **Item M** was submitted by the WSBC Bylaws Committee and approved by **99 percent** of the responding service bodies. **Item N** was submitted by the WSBC Bylaws Committee and approved by **97 percent** of the responding service bodies. **Item O** was submitted by Central Ontario IG and approved by **93 percent** of the responding service bodies. **Item S** was submitted by Junta NSB De Espana and approved by **87 percent** of the responding service bodies.

BYLAW AMENDMENTS PRESENTED

The chair announced that bylaw amendment motions would be discussed in a similar fashion to discussion of new business motions.

Voting results of each bylaw amendment motion were as follows:

AGENDA QUESTIONNAIRE RESULTS

Bylaws Amendment **Item 1** was submitted by the Board of Trustees and approved by **93 percent** of the responding service bodies. **Item 2** was submitted by the Board of Trustees and approved by **95 percent** of the responding service bodies. **Item 3** was submitted by the Board of Trustees and approved by **96 percent** of the responding service bodies. **Item 4** was submitted by Junta de Servicios Virtuales de Hispano Parlantes and approved by **96 percent** of the responding service bodies. **Item 5** was submitted by the Board of Trustees and approved by **94 percent** of the responding service bodies. **Item 6** was submitted by CCA Online VSB and approved by **97 percent** of the responding service bodies. **Item 7** was submitted by the Board of Trustees and approved by **92 percent** of the responding service bodies. **Item 8** was submitted by Region One and approved by **87 percent** of the responding service bodies. **Item 9** was submitted by Northern Lights IG and approved by **58 percent** of the responding service bodies. **Item 10** was submitted by the Board of Trustees and approved by **91 percent** of the responding service bodies.

CONSENT AGENDA

The following items were placed on the Consent Agenda: New Business Motion **C** (WSBC Policy 2004b), New Business Motion **D** (WSBC Policy 2010e), New Business Motion **H** (WSBC Policy 1991c), New Business Motion **I** (WSBC Policy 1987b), New Business Motion **N** (WSBC Policy 1988a), and New Business Motion **O** (WSBC Policy 1982c.)

CONSENT AGENDA ADOPTED

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

CONFERENCE AGENDA ADOPTED

By unanimous consent, the 2018 World Service Business Conference agenda was **adopted** as distributed.

OFFICERS' REPORTS

The chair referred the assembly to the officers' reports presented in the Conference binder.

The question/answer period was limited to seven minutes per report. Questions were asked and answered.

REGION REPORTS

The chair referred the assembly to the region reports presented in the Conference binder.

The question/answer period was limited to three minutes per report. Questions were asked and answered.

COMMITTEE REPORTS

The chair referred the assembly to the committee reports presented in the Conference binder.

The question/answer period was limited to three minutes per report. Questions were asked and answered.

ADJOURNMENT

Following announcements, the chair adjourned the meeting at 11:10 a.m. with "I put my hand in yours."

Thursday Afternoon, April 26, 2018 – Business Meeting II

CALL TO ORDER

Chair Cyndy L. called the second Business Meeting to order at 1:04 p.m. Caroline T., Ebony Overeaters Anonymous VSB, led the Serenity Prayer in English.

CREDENTIALS REPORT ADOPTED

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming that there were 188 eligible voters. The Credentials Report was **adopted** without objection as presented.

VOLUNTEER INTRODUCTIONS

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

PARLIAMENTARY PRESENTATION

The parliamentarian addressed the assembly regarding friendly amendments.

REGION TRUSTEE CANDIDATE ADDRESSES

The region trustee candidates were presented, and per Bylaws B, Article IX, Section 6a, each addressed the assembly for five minutes, and then answered questions from the floor for ten minutes.

REGION TRUSTEE CANDIDATES

The region trustee candidates:

Region One	Pat O.
Region Three	Neva S.
Region Six	Diana G.

VIRTUAL SERVICES CANDIDATE ADDRESSES

The virtual services candidates were presented, and per Bylaws B, Article IX, Section 6a, each addressed the assembly for five minutes, and then answered questions from the floor for ten minutes.

VIRTUAL SERVICES CANDIDATES

The virtual services candidates:
Dora P.
Betty Jean V.

GENERAL SERVICE TRUSTEE ADDRESSES

The general service trustee candidates were presented, and per Bylaws B, Article IX, Section 6a, each addressed the assembly for five minutes and then answered questions from the floor for ten minutes.

GENERAL SERVICE TRUSTEE CANDIDATES

The general service trustee candidates:
Bonnie L.
Judy H.

NBM A-A
TO THE FAMILY OF THE COMPULSIVE EATER
ADOPTED

New Business Motion A-a
Move to grant the Conference Seal of Approval to the revised pamphlet *To the Family of the Compulsive Eater*.

Motion required two-thirds vote to adopt. New Business Motion A-a **adopted**.

NBM A-B
TO THE YOUNG PERSON
FAILED

New Business Motion A-b
Move to grant the Conference Seal of Approval to the revised pamphlet *To the Young Person.*

Motion required two-thirds vote to adopt. New Business Motion A-b **failed**.

New Business Motion A-c

Move to grant the Conference Seal of Approval to the revised pamphlet *Welcome Back.*

NBM A-C *WELCOME BACK* WITHDRAWN

New Business Motion A-c **withdrawn**.

New Business Motion A-d

Move to grant the Conference Seal of Approval to the *Twelve Concepts of OA Service: An Introduction.*

NBM A-D *TWELVE CONCEPTS OF OA SERVICE* FAILED

Motion required two-thirds vote to adopt. New Business Motion A-d **failed**.

Following announcements, the chair adjourned the meeting at 4:53 p.m. with "I put my hand in yours.

ADJOURNMENT

Friday Morning, April 27, 2018 – Business Meeting III

Chair Cyndy L. called the third Business Meeting to order at 8:30 a.m. Loudovika P., Region Nine, and Bernie K., Region Nine, led the Serenity Prayer in Greek, Irish, and English.

CALL TO ORDER

Evangelyn R., from 712 OA VSB, read from *For Today.*

READING

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

CREDENTIALS REPORT ADOPTED

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

VOLUNTEER INTRODUCTIONS

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

REGION, VIRTUAL SERVICES, AND GENERAL SERVICE TRUSTEE BALLOT

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

REGION TRUSTEES TELLER'S REPORT

Region Trustees – Three-Year Term

Region One – Pat O.	188 votes cast, 95 needed to elect, 185 "yes" votes
Region Three – Neva S.	187 votes cast, 94 needed to elect 178 "yes" votes
Region Six – Diana G.	183 votes cast, 92 needed to elect 80 "yes" votes

The chair declared Pat O. as Region One trustee and Neva S. as Region Three trustee.

NEW REGION TRUSTEES DECLARED

The chair declared vacancies for Region Six and Region Nine. According to Bylaws, Subpart B, Article IX, Section 7, the Board of Trustees may fill the vacancies with an individual to serve until the conclusion of the next World Service Business Conference.

VACANCIES DECLARED FOR REGIONS SIX AND NINE

The chair announced the ballot results for the virtual services trustee:

VIRTUAL SERVICES TRUSTEE TELLER'S REPORT

Virtual Services Trustee
Total votes cast: 188
Number of votes needed for election: 95

Dora P 172 "yes" votes
Betty Jean V. 12 "yes" votes

The chair declared Dora P. as virtual services trustee.

NEW VIRTUAL SERVICES TRUSTEE DECLARED

The chair announced the ballot results for the general service trustees:

GENERAL SERVICE TRUSTEE TELLER'S REPORT

General Service Trustees
Total votes cast: 188
Number of votes needed for election: 95

Bonnie L. 168 "yes" votes
Judy H. 155 "yes" votes

The chair declared Bonnie L. and Judy H. as general service trustees for three-year terms.

NEW GENERAL SERVICE TRUSTEES DECLARED

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

BALLOTS DESTROYED

New Business Items E, M, and G were discussed and voted on. New Business Motion F was discussed and referred to reference. The final text of all motions is listed alphabetically at the end of this document.

NBMS E, M, G, AND F

Following announcements, the chair adjourned the meeting at 11:34 a.m. with "I put my hand in yours."

ADJOURNMENT

Friday Afternoon, April 27, 2018 – Business Meeting IV

Chair Cyndy L. called the fourth Business Meeting to order at 1:02 p.m. BJ J., Region Three, and Kym L., Region One, led the Serenity Prayer in Hebrew, ASL, and English.

CALL TO ORDER

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

CREDENTIALS REPORT ADOPTED

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

VOLUNTEER INTRODUCTIONS

The parliamentarian addressed the assembly regarding conforming amendments.

PARLIAMENTARY PRESENTATION

Seventh Tradition collected.

SEVENTH TRADITION

New Business Motions A, S, B, Motion Number One, Bylaw Amendments Three (and accompanying housekeeping motions) and Seven were discussed and voted on. The final text of all motions is listed alphabetically and numerically at the end of this document.

NBMS A, S, B, MOTION 1, BYLAW AMENDMENTS 3 AND 7

The Seventh Tradition total was $15,978.59.

SEVENTH TRADITION TOTAL

Following announcements, the chair adjourned the meeting at 5:04 p.m. with "I put my hand in yours and the Third Step Prayer.

ADJOURNMENT

Saturday Morning, April 28, 2018 – Business Meeting V

Chair Cyndy L. called the fifth Business Meeting to order at 8:33 a.m. Sandra B., Region Nine, led the Serenity Prayer in Swedish and English.

CALL TO ORDER

Tori W., Region Three, read from *Voices of Recovery*.

READING

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming there were 185 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT ADOPTED

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

VOLUNTEER INTRODUCTIONS

Bylaw Amendments Two, One, Five, Six, Four, Ten, Eight, Nine, New Business Motions F, J, L, K, Motion 2, and Emergency New Business Motion 1 were discussed and voted on. The final text of all motions is listed alphabetically and numerically at the end of this document.

BYLAW AMENDMENTS 2, 1 5, 6, 4, 10, 8, 9, NBMS F, J, L, K, MOTION 2, ENBM 1

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

GREEN DOT CEREMONY

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

COLLECTIVE THANKS

There being no further business to come before the assembly, the 57th Annual World Service Business Conference was adjourned at 12:04 p.m., with the Serenity Prayer and "I put my hand in yours."

ADJOURNMENT

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

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

Signature on File
Lee R. – Minutes Approval Committee

Signature on File
Barbara S. – Minutes Approval Committee

Signature on File
Catherine W. – Minutes Approval Committee

New Business Motion A

NBM A
ESTABLISH AD HOC COMMITTEE TO IMPROVE DIGITAL ACCESS POINTS
ADOPTED AS AMENDED

The Reference Subcommittee did not consider this motion.

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

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

Substitute New Business Motion B

NBM B
ADOPT POLICY STATEMENT ON BARIATRIC SURGERY ADOPTED AS AMENDED

The Reference Subcommittee did not consider this motion.

Move to adopt the following policy statement:

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

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

New Business Motion C

NBM C
AMEND WSBC POLICY 2004B ADOPTED ON CONSENT AGENDA

Move to amend WSBC Policy 2004b to read as follows:

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

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

New Business Motion D

NBM D
AMEND WSBC POLICY 2010E ADOPTED ON CONSENT AGENDA

Move to amend WSBC Policy 2010e to read as follows:

> WSBC Policy 2010e
> It was adopted to:
> Require all groups and service bodies wishing to register with the WSO to provide at least one email address and name when submitting their registration request. The required email address is for use within the OA organization and will not be published.

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

New Business Motion E

NBM E
RESCIND WSBC POLICY 2009D

The Reference Subcommittee did not consider this motion.

Move to rescind WSBC Policy 2009d as follows:

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

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

New Business Motion F

NBM F
WITHDRAWN

The Reference Subcommittee recommended withdrawal of this motion.

New Business Motion F **withdrawn** by maker with no objection.

New Business Motion G

NBM G
RESCIND WSBC POLICY 2004A ADOPTED

The Reference Subcommittee did not consider this motion.

Move to rescind WSBC Policy 2004a.

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

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

New Business Motion H

NBM H
AMEND WSBC POLICY 1991C ADOPTED

Move to amend WSBC Policy 1991c to read as follows:

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

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

New Business Motion I

NBM I
RESCIND WSBC POLICY 1987B ADOPTED ON CONSENT AGENDA

Move to rescind WSBC Policy 1987b.

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

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

New Business Motion J

NBM J
AMEND WSBC POLICY 1986A ADOPTED AS AMENDED

The Reference Subcommittee recommended adoption of the amendments to New Business Motions J, L, and K.

Move to amend WSBC Policy 1986a to read as follows:

WSBC 1986a
It was adopted that:
Overeaters Anonymous celebrate an annual worldwide Unity Day on the last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m.

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

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

New Business Motion K

NBM K
AMEND WSBC POLICY 1992B ADOPTED AS AMENDED

Move to amend WSBC Policy 1992b to read as follows:

WSBC Policy 1992b
It was adopted that:
The World Service Business Conference establish an International Day Experiencing Abstinence (IDEA) to be held annually on the third weekend of November.

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

New Business Motion L

NBM L
AMEND WSBC POLICY 2017C ADOPTED AS AMENDED

Move to amend WSBC Policy 2017c to read as follows:

WSBC Policy 2017c
It was adopted that:
The World Service Business Conference 2017 create a Sponsorship Day to be held annually on the third weekend in August.

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

New Business Motion M

NBM M
AMEND WSBC POLICY 2012A ADOPTED

The Reference Subcommittee did not consider this motion.

Move to amend WSBC Policy 2012a to read as follows:

> The following policy statement was adopted:
> **Statement on Creating Service Centers**
> Service bodies may form service centers to assist them in communicating with the groups and to help carry the message, providing that they adhere to the Traditions, as guided by the Twelve Concepts of OA Service, and adhere to Overeaters Anonymous policies for the use of OA-approved literature and print material.

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

New Business Motion N

NBM N
AMEND WSBC POLICY 1988A ADOPTED ON CONSENT AGENDA

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

> WSBC Policy 1988a
> It was adopted that:
> 1) Functioning
> Service bodies may join together in order to help carry the message of OA recovery, providing they adhere to the Traditions and the Overeaters Anonymous policies for the use of OA-approved literature and print material.
> 2) Business Conference Delegates
> a) In addition to the requirements set out in Article X, Section 3c) of the Bylaws, Subpart B, it is suggested the delegates should be selected for judgment, experience, stability, willingness, and for faithful adherence to living within the concepts of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Overeaters Anonymous. It is further suggested a world service delegate be a current or past regional representative.
> b) As participants, delegates shall not be bound by the wishes of their service bodies but should not vote against these wishes unless situations arise at the Business Conference that make it necessary for the best interests of Overeaters Anonymous as a whole.

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

New Business Motion O

NBM O
AMEND WSBC POLICY 1982C ADOPTED ON CONSENT AGENDA

Move to amend WSBC Policy 1982c to read as follows:

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

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

New Business Motion S

NBM S
ELIMINATE RESTRICTIONS FOR SHARING *FOR TODAY* FAILED

The Reference Subcommittee recommended defeat of this motion.

> Move to eliminate the restrictions to share parts of the book *For Today* between members of Overeaters Anonymous.

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

Motion Number One

MOTION 1
REFER BYLAW AMENDMENT PROPOSALS 1, 2, 3, AND 5 TO AD HOC COMMITTEE FAILED

Caroline M., Region Nine, moved to refer Bylaw Amendment Proposals 1, 2, 3, and 5 to an ad hoc committee appointed by the chair of the Board of Trustees to include trustees, region chairs, and members of virtual groups or service boards. The committee will review and clarify all the ways that groups, virtual groups, national/language service boards, and regions can be associated under our current bylaws and make recommendations for how our virtual groups and virtual service bodies can more fully participate in the OA service structure and report back to WSBC 2019.

Motion Number One **failed** by majority vote.

Substitute Bylaw Amendment Proposal Item One

SUBSTITUTE BYLAW AMENDMENT ITEM 1
AMEND BYLAWS B, ARTICLE V, SECTION 2 ADOPTED

The Reference Subcommittee recommended adoption of the substitute motion.

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

> Article V – Overeaters Anonymous Groups
> Section 2 – Composition
> a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
> 1) in the same physical location (land-based);

2) through some form of electronic device (virtual); or
3) both.

b) Groups compose the intergroups and service boards set forth in Articles VI and VIII hereof.
c) A group may affiliate with only one intergroup or service board. However, groups may also participate in the activities (including voting) of another service body (intergroup, national service board, language service board, region) with their permission.

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

Bylaw Amendment Proposal Item Two

BYLAW AMENDMENT ITEM 2 AMEND BYLAWS B, ARTICLE VI, SECTION 2 ADOPTED

The Reference Subcommittee had no recommendation on this item.

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

Article VI – Intergroups
Section 2 – Composition

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

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

Bylaw Amendment Proposal Item Three

BYLAW AMENDMENT ITEM 3 AMEND BYLAWS B, ARTICLE VII, SECTION 2 ADOPTED

The Reference Subcommittee had no recommendation on this item.

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

Article VII – Regions
Section 2 – Composition

a) There shall be ten regions composed of intergroups, groups within each region, service boards that fall within regional boundaries, and one virtual region. Subject to BOT approval, language service boards that span more than one region may choose to affiliate with one of the regions that it spans.
b) The regions shall be as follows:
   11) Virtual Region is non-geographic and is composed of virtual groups and virtual intergroups.

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

HOUSKEEPING MOTIONS ADOPTED

Due to adoption of Proposal Item 3, the following housekeeping motions were adopted.

BYLAWS B, ARTICLE VIII, SECTION 4

Housekeeping Motion Number 1

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Service Boards, Section 4 – Functioning, to read as follows:

Article VIII – Service Boards
Section 4 – Functioning
d) In order to deregister, a service board must submit a written notice to the World Service Office and the region chair and region trustee.

BYLAWS B, ARTICLE IX, SECTION 1

Housekeeping Motion Number 2

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 1 – Composition, to read as follows:

Article IX – Board of Trustees
Section 1 – Composition
The Board of Trustees shall consist of eleven "regional trustees," each representing one of the eleven regions and six "general service trustees."

BYLAWS B, ARTICLE IX, SECTION 2

Housekeeping Motion Number 3

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 2 – Duties and Responsibilities by striking the following and renumbering subsequent sections.

Article IX – Board of Trustees
Section 2 – Duties and Responsibilities
c) Specific Duties
   ~~3) The virtual services trustee (VST) will represent virtual groups and service boards at the Board of Trustees, and will~~

~~support virtual services in a manner similar to regional trustees' support of the OA regions.~~

Housekeeping Motion Number 4

BYLAWS B, ARTICLE IX, SECTION 3

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 3 – Term of Office to read as follows:

Article IX – Board of Trustees
Section 3 – Term of Office
Trustees shall be elected at the annual World Service Business Conference for a period of three years. Regional and general service trustees may be elected at any annual Conference in order to fill the remaining term created by a vacancy except as specified in Section 7.

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

Terms of office for regional trustees shall be staggered according to the following rotation:
Regions One, Four, and Seven
Regions Three, Six, Nine, and Virtual
Regions, Two, Five, Eight, and Ten

Housekeeping Motion Number 5

BYLAWS B, ARTICLE IX, SECTION 3

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 5 – Nomination of Trustees, to read as follows:

Article IX – Board of Trustees
Section 5 – Nomination of Trustees
d) Virtual Services Trustee
   1) Should a virtual region be created by a change to these bylaws, anyone serving as the virtual services trustee shall serve the remaining portion of their term as the trustee responsible for the new virtual region.

Housekeeping Motion Number 6

BYLAWS B, SECTION IX, SECTION 7

Move to amend OA, Inc. Bylaws, Subpart B, Article IX – Board of Trustees, Section 7 – Vacancies by striking the following and relettering subsequent sections.

Article IX – Board of Trustees
Section 7 – Vacancies

~~c) A vacancy occurring in the virtual services trustee position may be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference.~~

Housekeeping Motion Number 7

BYLAWS B, ARTICLE X, SECTION 3

Move to amend OA, Inc. Bylaws, Subpart B, Article X – Meetings of Delegates, Section 3 – Delegates by striking the following:

Article X – Meetings of Delegates
Section 3 – Delegates
~~8) Virtual services trustee.~~

Housekeeping Motion Number 8

BYLAWS B, ARTICLE XI, SECTION 2

Move to amend OA, Inc. Bylaws, Subpart B, Article XI – Conference Committees, Section 2 – Bylaws Committee, to read as follows:

Article XI – Conference Committees
Section 2 – Bylaws Committee
The Bylaws Committee shall be composed of one or two delegates from each region, selected either at regional assembly or by a method practical to the region. In addition, other delegates attending WSBC may choose to serve on the Bylaws Committee.

a) The Reference Subcommittee may be composed of the Bylaws Committee delegate chair and representative of the Board of Trustees who shall be the cochairs; and the representatives selected from each region to serve on the Bylaws Committee.
c) Names of the Bylaws Committee members selected by the regions shall be sent to the World Service Office forty-five days prior to the Conference.

Bylaw Amendment Proposal Item Four

BYLAW AMENDMENT ITEM 4
AMEND BYLAWS B, ARTICLE VII, SECTION 2
ADOPTED AS AMENDED

The Reference Subcommittee recommended adoption of this item.

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

Article VII – Regions
Section 2 – Composition

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

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

Bylaw Amendment Proposal Item Five

BYLAW AMENDMENT ITEM 5 AMEND BYLAWS B, ARTICLE VIII, SECTIONS 1 AND 2 ADOPTED

The Reference Subcommittee did not consider this motion.

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Service Boards, Section 1 – Definition and Section 2 – Composition, to read as follows:

> Article VIII – Service Boards
> Section 1 – Definition
> For the purpose of this document, a service body is defined as a service entity that provides services beyond the group level. A service board shall be a duly registered service body. The purpose of a service board is to deal with issues that require a combination of membership and financial resources of intergroups and groups not otherwise served within the existing service structure. The service board shall serve and be responsible and accountable to these groups and intergroups. These service boards may be known as national service boards or language service boards.
>
> Section 2 – Composition
> a) National service boards may be registered in countries outside the US and Canada in which the intergroup serves the entire country or the groups/intergroups within a country have formed a service board to serve the entire country. In cases in which there are common needs that exceed the boundaries of one country, the national service board may serve more than one country.
> b) Language service boards may be registered to serve common needs of language groups, regardless of geographic proximity.

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

Bylaw Amendment Proposal Item Six

BYLAW AMENDMENT ITEM SIX WITHDRAWN

Bylaw Amendment Proposal Six **withdrawn** by maker with no objection.

BYLAW AMENDMENT PROPOSAL ITEM SEVEN

BYLAW AMENDMENT ITEM SEVEN RESCIND BYLAWS B, ARTICLE XI, SECTION 3 ADOPTED

The Reference Subcommittee did not consider this motion.

Move to rescind OA, Inc. Bylaws, Subpart B, Article XI – Conference Committees, Section 3 – Finance Committee, to read as follows:

Article XI – Conference Committees

~~Section 3 - Finance Committee~~

~~a) To review the annual budget.~~

~~b) To develop, suggest, and implement strategies with the goal of increasing Seventh Tradition and special funds contributions to the World Service Office.~~

~~c) To keep the Fellowship informed of financial decisions made by the BOT that affect groups and service bodies. To assist group and service3 body treasurers with the performance of their responsibilities.~~

~~d) To assist group and service body treasurers with the performance of their responsibilities.~~

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

Bylaw Amendment Proposal Item Eight

Bylaw Amendment Item Eight **withdrawn** by maker with no objection.

BYLAW AMENDMENT ITEM EIGHT WITHDRAWN

Bylaw Amendment Proposal Item Nine

Bylaw Amendment Item Nine **withdrawn** by maker with no objection.

BYLAW AMENDMENT ITEM NINE WITHDRAWN

Bylaw Amendment Proposal Item Ten

Bylaw Amendment Item Ten **withdrawn** by maker with no objection.

BYLAW AMENDMENT ITEM TEN WITHDRAWN

Motion Number Two

The Reference Subcommittee moved to suspend the Standing Rules to consider the proposed Emergency New Business motion prior to considering other motions on the agenda.

MOTION 2 SUSPEND STANDING RULES FAILED

Motion #2 **failed** by two-thirds vote.

Emergency New Business Motion One

Move to adopt the following policy:

ENBM 1 SAFEGUARDING MEMBERS' ANONYMITY FAILED

> The 2018 World Service Business Conference directs the Board of Trustees to implement processes with regards to the registration of meetings where safeguarding members' anonymity may be at issue.

Motion required 2/3 vote to adopt. Emergency New Business Motion One **failed**; 102 yes, 60 no.

Chair's Report

This past year has been one of growth and challenge for me. Being selected as chair has added a new dimension to my service work and has strengthened my commitment to my recovery and to Overeaters Anonymous in many ways. I am so grateful for the opportunity and I thank everyone for their support.

A highlight has been watching the production of our second edition of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous*. The granting of the Conference Seal of Approval for the new manuscript at WSBC 2017 started the nine-month process. The creation of the index, the design and layout, the selection of cover art, the actual printing, and now the distribution are all part of the services provided by our World Service Office staff. I want to personally thank DeDe DeMoss, our publications manager, for her part in this process. She spent many hours crafting our beautiful new book while continuing to provide guidance for her terrific staff who carried out all the other services for which they are responsible. I sometimes forget that this is the purpose of our WSO, not just answering the phone or emails, or keeping track of our finances, but the actual support of our Fellowship through the production and maintenance of literature, the maintenance of oa.org, the arrangement of and support at our World Service Business Conference, and the planning and support of the World Service Conventions.

We are expecting sales of the new book to bring some needed relief to our financial situation, which brings me to my next topic. I find it difficult to relay this information because my fear is that it will be misinterpreted. I want to make it clear that Overeaters Anonymous is not in financial distress. We have a sufficient prudent reserve, plus some wisely invested reserves that keep us in an acceptable financial situation. That said, for the past couple of years it was necessary to plan a deficit budget. This means we expected to spend more than our anticipated income, and in fact, we did have to pull money from our reserves to make ends meet.

The Executive Committee prepares a budget each year. Because this is the first time I have served on the EC, I had not fully understood the effort that is required to trim the "wants" from the "needs" of our organization, and to be fiscally responsible for how the money is spent. This year we started off with a US$90,000 difference between our anticipated expenses for 2018, versus our expected income.

Those of you who manage a household budget know that when there is more going out than coming in, the family must work together to realistically revise their understanding of the situation. Some tough decisions may be called for. With the OA budget, this process of cutting costs has been important for the past five years because our expenses exceeded our income in four of those years.[1]

When looking at the details for this current financial position, we find that our income from our literature has dropped from US$1,061,457 in 2014 to US$750,986 in 2017, which is a 29 percent drop in three years, with a 10 percent drop in 2017 alone. Our contributions have increased by 18 percent, from US$482,191 to US$570,272 in that same period, but they are a long way from

[1] This refers only to the general fund. Money contributed to special funds may not be used for anything other than their intended purpose.

making up the difference. Our number of registered groups is also down; 6,276 is the lowest number of groups since 1995. Allowing for inflation, our expenses have been relatively constant over the years. It just costs more each year to do the same things that have been done each previous year, and income is a problem that must be addressed. To be good stewards of what we are entrusted with, an ad hoc committee has been formed to review what is happening and look for additional ways to reduce spending. This includes looking at trustee expenses as well as office and staff costs.

The BOT has reduced the number of days we meet quarterly. We eliminated the day previously used for committee meetings, taking that work from face-to-face to virtual. The expected cost savings is US$10,000 for the year.

Two trustees attended one of the board meetings virtually in 2017, but the cost savings was insignificant, and the participation lag slowed down the interactions of the meetings. Because of this, it was decided that although virtual attendance is an option, it is better for everyone to be in Albuquerque for the meetings.

We are considering holding the February 2019 board meeting virtually. The anticipated savings is US$10,000. Due to the amount of business that is discussed at the other three BOT meetings during the year, it does not seem possible to host them all virtually.

We have stopped renting cars and are using public transportation and hotel shuttles to manage our local transportation needs. This showed a slight savings in 2017 and is at least no more expensive than the rental cost.

An ad hoc committee was formed to study the possibility of reducing the number of trustees, which would reduce expenses further. There will be more information on this in the future.

There is a plan to shorten WSBC by two days beginning in 2020 and reduce the number of Conference committees, either by combining them with other committees or by elimination. Both measures will reduce the expenses associated with Conference.

Even with all these new measures, it will take time for implementation and the savings will be absorbed quickly by annual inflation if nothing else changes. The EC and WSO managers will be working together to find additional ways of cutting costs, and some of them may involve some changes in the services offered. We hope there will be little impact to our members. We all need to be aware that we are at the point where this is a possibility. I am open to conversation with any member who wants to discuss this and who may have suggestions on other ways to reduce spending or increase our income. I continue to turn it over and trust that there is a solution to our financial situation. I just wanted to share where we are, opening to new ways for our future. I believe each of you is entitled to know about what has happened in the past, what is happening now, and where we may be headed in the future. Ours is a WE program, and together we can do what we could never do alone.

I want to thank each of the WSO staff for their terrific support of our organization. Working with Sarah Armstrong, our managing director, and learning more about the day-to-day operations has

made me appreciate them even more than I did before. Realizing what it must be like to work with seventeen trustees who depend upon the expertise and continuity the WSO provides, as we trustees rotate through our years of service, is inspiring. Each year the staff is questioned on why and how OA does the things that they take as routine. They always manage to answer with calmness and a sincere willingness to help.

I also want to thank the other sixteen trustees for all the time and energy they put into the service they give OA. Some serve on the EC, others support their region. All serve as chairs of at least one committee and participate on two others. It makes me humble to see the lengths they are willing to go to ensure the business of OA is taken care of, so our members can spend their time focused on recovery and helping others. A great service structure is one where you can depend on it being there even if you never see it. That is what these trustees offer when they step up to serve.

In reviewing this past year, my first response is “where did it go?” Although I can’t say I’ve enjoyed every minute, I know it’s been a privilege. I don’t know that I will ever be able to give back enough for all I’ve received by being a part of OA, but my HP knows my heart and my gratitude.

Yours in service,
Cyndy L., Board of Trustees Chair
February 2018

Treasurer's Report

2017 Audit

As a not-for-profit corporation, Overeaters Anonymous, Inc. is required by state law to have an official audit conducted annually. This was completed in February 2018 by our new auditors this year, Jaramillo Accounting Group LLC, certified public accountants and consultants.

Overeaters Anonymous' fiscal year runs from January 1 to December 31 of each year. For Fiscal Year 2017, the auditors again found that OA had strong internal financial controls, concise controls over our inventory, and very clean books. The auditors were very pleased with our overall operation.

As with any corporation in the twenty-first century, OA is encouraged to look at its real profits. In 2015, we ended in the black, strictly due to sizable bequests. In 2016, despite a wonderful and financially strong World Service Convention, OA, Inc. ended in the red. In 2017, we ended US$36,508 in the red.

I am pleased to report that we have projected a balanced budget for 2018. How the year ends, however, will depend on many things. Balanced budgets are determined by equal income versus expenditures. In other reports, you will read how the Board of Trustees and the World Service Office staff continue to look for new ways to conduct business, to reduce expenditures in a budget that is already lean and mean.

The chart below provides a visual snapshot of our general fund. As the phrase goes, "A picture is worth a thousand words."

Let's strive to improve this forecast with increased contributions and stronger literature sales. Our contributions are off to a very strong start for January of this year, which is great news. The recent release of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*, is sure to start the year off strong for literature sales as well.

Two other ideas being considered by the EC will be implemented very soon.

1) A semi-annual appeal letter to all groups.
2) Generating a document about bequests.

Additional ways you can ensure OA is self-supporting are listed below.

- Automatic Recurring Contributions (ARC): ARC was established in 2012 to provide members with a method for making regular, ongoing contributions toward OA's Seventh Tradition. This direct contribution to the WSO allows members to choose monthly or quarterly contributions. This program is **not** just for those attending virtual meetings! It is a convenient way for OA members to support OA beyond their usual contributions in their meetings. No contribution is too small. Members may sign up for the ARC program by going to oa.org and clicking on the "Contribute" button. To all current and future ARC participants, thank you. Hopefully, in 2018 we will see both the number of participants and monthly totals increase substantially. For those who listen to and/or download the many OA podcasts, occasionally attend virtual meetings, use the many invaluable resources on the OA website, such as Find a Meeting, your regular contributions are helping to pay for the visible and invisible time, money, and effort that is expended to produce and maintain the website and provide all the wonderful recovery resources that are available to OA members around the world 24/7.
- Bequests: As noted in our Seventh Tradition pamphlet, "Individuals can contribute in a number of ways." One of the points noted is "include a bequest to OA in a will." For anyone considering this, you may include a phrase such as "I wish to give to Overeaters Anonymous, 6075 Zenith Court NE, PO Box 44020 Rio Rancho, New Mexico, the sum of US$_____." Unless something is stated very clearly in your will, it can be difficult for family to donate on behalf of your estate. Consider legal advice on how to best handle a bequest if this is your wish.

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

It is a tremendous honor and responsibility to serve OA in this capacity. Thank you for your trust in allowing me to serve as your 2017-2018 treasurer.

Always to extend the hand and heart of OA to all who share my compulsion; for this I am responsible.

In service and recovery,
Bonnie L., Board of Trustees Treasurer
February 2018

Managing Director's Report

The question routinely arises as to what exactly the World Service Office is and what their role is in the service structure of Overeaters Anonymous. If you look at the upside-down-pyramid structure of OA, you will notice a building to the side. We provide the support for the service structure. There are fifteen people on staff, twelve full time and three-part time. Half of us have been with OA for more than ten years, some even more than twenty. Thus, we can provide the history behind some of the decisions of the past as the Fellowship heads into the future.

In supporting the primary purpose of Overeaters Anonymous, we publish literature and *Lifeline*; maintain an easy-to-use meeting database providing information not just on face-to-face meetings, but on online, phone, and non-real-time meetings as well; and maintain several websites providing information on working the program of recovery from compulsive eating. We produce our annual business Conference in Albuquerque, NM USA, and international recovery Conventions, the next one scheduled for 2020 in Orlando, FL USA. We respond to all types of member inquiries, easing the workload of members who provide service at all levels.

So, as we welcome you to the 2018 World Service Business Conference, this year with the theme "Growing OA Recovery Worldwide," we want to remind you that here at the WSO, "service" is our middle name, and we belong to you. The following is a list of what we've been working on over the past twelve months.

Groups and Service Bodies

In 2017, the number of OA meetings worldwide, including virtual meetings, averaged 6,276 in over eighty countries, with 337 service bodies (including region offices). Below are the five-year averages.

	2017	2016	2015	2014	2013
Groups	6,276	6,344	6,435	6,468	6,553
Service Bodies	337	337	337	339	358

To ensure your meeting and service body information is current with the World Service Office, it is important to update that information at oa.org/Find a Meeting.

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

Non-Real-Time Meetings

The Find a Meeting page on oa.org has been expanded to include a variety of digital meeting options, including meetings via email or bulletin loops, social media pages, bulletin boards or forums, and mobile applications. OA calls these meetings "non-real-time" meetings because they do not meet in real time or may not have designated start and end times. Non-real-time meetings may take place over a period of hours or days. Finding non-real-time meetings is now easier than ever since a new category has been added to the Find a Meeting page. Click the "Non-Real-Time Meeting" button on oa.org/Find a Meeting to view your options. To register a non-real-time

meeting, download the OA Non-Real-Time Group Registration/Change form, fill it out, and email it to info@oa.org.

Please remember it is critical to ensure your meeting and service body information is current with the WSO so that those who request meeting information from the WSO will be assured that what they receive is accurate.

Lifeline

In January 2017, we launched our new online version of *Lifeline* at oalifeline.org. The contemporary feel and the ability to search a wide variety of topics of interest to the Fellowship and to translate stories into more than one hundred languages have made the site popular with our members with a routine bounce rate of less than 1 percent.

OA Publications

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

- *Twelve Concepts of OA Service: An Introduction* (new)
- *To the Young Person* (formerly *To the Teen*) #280 (revised)
- *To the Family of the Compulsive Eater* #240 (revised)
- *Welcome Back* #190 (revised)

The following literature was adopted at WSBC 2017 and is available at bookstore.oa.org.

- *Maintaining a Healthy Body Weight* #310 (revised)
- *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition* #990-2; #991-2 (revised)

The following board-approved resources were revised and/or newly approved for publication.

- *2017 Membership Survey Report* #102, new (bookstore)
- *Public Information Service Manual* #762, revised (bookstore)
- Public Information Poster *(STOP Hurting Yourself With Food)* #759, new (bookstore)
- *Bulletin Board Attraction Sticky Notes* #440W, revised/new design (bookstore)
- 60-, 30-, and 15-second radio PSAs and sample cover letter (online)
- "The Wanda Know Show," new (online)
- *Guidelines for Addressing Disruptive Behavior Affecting Overeaters Anonymous Meetings*, revised (online)
- *Guidelines for OA Events*, with new "OA Speaker Statement," revised (online)
- *Guidelines for Locally Produced Literature*, revised (online)
- *Lifeline Writers' Guidelines*, revised (online)
- *Guidelines for OA Newsletters*, revised (online)
- *Fundraising and Prudent Reserve Guidelines for Groups and Service Bodies*, revised (online)
- *Bylaws and Policies and Procedures for Service Bodies: An Overview*, new (online)
- *OA Seventh Tradition Cycle—Giving and Receiving*, new (online)
- *OA Business Glossary*, new (online)
- *OA Glossary*, revised (online)

- "Sponsorship Success" podcast series with Sponsorship Success Questionnaire, new (online)
- "Take a Walk Down the Traditions" videos, new (online and Vimeo)

The following resources were also published.

- *A Step Ahead*, quarterly newsletter (online)
- *2017 Ask-It Basket Questions*, new (online)
- *Ask-It Basket Archive*, revised (online)

OA's Executive Committee voted at its August meeting to discontinue the annual *Professional Community Courier* newsletter. A dateless edition, composed of "evergreen" articles, is now posted online at oa.org/documents; "*Courier* Newsletter" for download and distribution.

OA now distributes its e-books on three platforms: Amazon (Kindle), Barnes and Noble (Nook), and, as of late October 2017, Apple (iBooks). Amazon is by far the most popular platform, and the OA *Twelve and Twelve* is the most popular e-book. All OA books, except the workbooks, are available as e-books, including the new OA *Twelve and Twelve, Second Edition.*

One book, *A New Beginning: Stories of Recovery from Relapse,* available only as an e-book since 2016, is now available in paperback again. To order this recovery resource, go to www.amazon.com/New-Beginning-Stories-Recovery-Relapse/dp/1889681016 and click the "Paperback $9.99" button. A single edition of the book will be printed and delivered to your address. There is a royalty share for all print-on-demand purchases from this online retailer.

In 2017, sales of e-books held steady, with a total of 7,581 e-books sold. (In 2016, 7,410 e-books sold.) This is, however, a decrease from the past.

The *WSO News Bulletin* continues to be popular, and its reach grew again in 2017. There are now 67,060 subscribers around the world (an increase of 51.3 percent), and the average open rate is 23.2 percent. (The average open rate in the Health/Fitness category is 21.93 percent, putting the *Bulletin* a little above average.) More subscribers view the monthly *Bulletin* on a mobile device (59.7%) than a desktop (40.3%). To subscribe to the *WSO News Bulletin*, go to oa.org.

International Publications/Translations

OA literature has been translated or is in the process of being translated into more than twenty-three languages in forty-two countries. Most recently, South Africa is expanding its translation efforts to include the Afrikaans and Zulu languages.

More than seventy digital files of translated OA literature were added to the WSO archives in the last quarter of 2017, with the greatest number of contributions in Portuguese, Persian, Italian, and Hungarian languages. If your group or service body has translated OA literature, please send a copy of the digital file to the WSO.

OA's new book, the OA *Twelve and Twelve, Second Edition,* is available to be translated. As of January 31, requests to translate into Hebrew, Greek, Hungarian, and French (Québécois) have been approved.

The Executive Committee voted at its May 2017 meeting to approve new procedures and guidelines allowing all registered OA groups and service bodies to "translate and reprint OA print material currently on the OA website … without written permission." For other OA literature, there is a two-step licensing process. For complete guidelines, see the "Copyright Requests" page on oa.org.

Included in the License 2 agreement that groups and service bodies sign is a requirement that they send 10 percent royalties of their net income from the sale of the licensed work. OA received $3,899.83 in royalties from seven countries in 2017, a 22.3 percent decrease from 2016. The following OA intergroups/service boards paid royalties in 2017: OA Israel, China IG, IG OA Français de Montreal, Junta NSB de España, NSB OA of Greece, Junccab NSB, OA Great Britain NSB.

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

At WSBC 2017, a new business motion was adopted to "establish a special fund to assist in translating OA literature, forms, correspondence, website, and other materials to languages other than English." As of December 31, 2017, the Translation Assistance Fund (TAF) has received $9,423.34 in contributions. To contribute to this designated fund, go to oa.org/contribute and choose "Translation Assistance Fund" from the drop-down menu.

In 2017, the International Publications/Translations Committee (IP/T) disbursed US$4,295 in translation funds to four applicants.

- Junccab NSB (Brazil): *For Today Workbook, Voices of Recovery Workbook* – US$2,000
- First Hungarian IG: *To the Newcomer, Questions and Answers (printing)* – US$295
- China IG: *For Today, A Plan of Eating, Tools of Recovery, Dignity of Choice, To the Newcomer, A Guide for Sponsors, Questions and Answers, OA Members Come in All Sizes* – US$1,000
- Iran OA Group: *Professional Outreach Manual, Twelve Step Workshop and Study Guide, Service, Traditions and Concepts Manual* – US$1,000

The deadlines to submit applications for translation funds have changed. They are now February 1, June 1, and October 1, annually. To apply, find the application on the "Literature Translations" page at oa.org.

The IP/T also disbursed funds to translate two pieces of OA literature.

- *Twelve Traditions Pocket Guide* (#445), translated into Japanese, French (Québécois), Hungarian, Polish, Russian, and German – US$1,361.16
- Newcomer Meeting Format (#740), translated into Japanese, Hungarian, Russian – US$1,602.72

Please let your groups and service bodies know these translations are available. For digital copies of the translations, contact the World Service Office.

Professional Exhibits Fund

The following service bodies have been funded since May 2017.

Service Body/Show	Conference Dates	Approved Funds
Central New Mexico IG *(National Association of Social Workers)*	March 27-28, 2018	US$540.96
Heart of England IG *(Primary Care & Public Health)*	May 17-18, 2018	US$2,406.52
Space Coast IG *(FL Food & Nutrition Symposium)*	July 14-16, 2018	US$886.36
Southwestern Arizona IG *(Southwestern School for Behavior Health)*	August 12-16, 2018	US$475.00

Contributions are encouraged to help support this important fund, and the application for use of fund money is available on oa.org.

Social Media

During its first year, our Facebook page has fielded many inquiries from people seeking meetings and wondering how our program works. These inquiries are directed to the appropriate pages on oa.org. Two separate inquiries came from compulsive eaters in Mongolia. It is exciting to realize that technology allows us to carry our message of recovery in one's own language and provide diverse meeting types to allow members to participate at their own pace. That is Growing Unity Worldwide!

Strategic Planning

The three-year focus for 2017–2019 is Keeping OA Strong Worldwide, with the goal for 2017 to increase the Fellowship's **focus on actions required for Growing Unity Worldwide.** Tasks included a "You Are a Piece of the Puzzle" department featured in the April through November/December 2017 issues of *Lifeline* magazine, a series of co-written *Lifeline* articles appearing in the February 2018 issue that highlight our common goal in our meeting rooms and in our recovery, and a "Take a Walk Down the Traditions" series of videos that is available on our podcast page.

Our goal for 2018 is to increase the Fellowship's **focus on the necessity of Growing Recovery Worldwide.** Tasks in process are to produce a sponsorship video with a focus on getting members through all Twelve Steps; creating a downloadable, translatable Newcomer Packet; developing a Statement of Recovery through the Twelve Steps and reviewing our Statement on Abstinence and Recovery; and "What is Working? Make it Viral!"

Website

Oa.org is a virtual representation of our Fellowship; and as such, it is constantly in flux, adjusting to the needs of the membership. In January 2018, there were 115,886 sessions with 58,545 different users making up 361,391 pageviews. The bounce rate has dropped to 38.38 percent, indicating we are retaining readers longer on the site. The United States remained the number one country for visitors to the site, with the United Kingdom, Canada, Australia, and New Zealand rounding out the top five. Find A Meeting was the most popular page.

Financial

We had another record year for contributions, with an almost 8 percent increase over 2016. Our contribution page on oa.org gives the donor an easy and secure way to contribute. There is a comment box on the page specifically for you to include meeting information to ensure your group is counted in the annual contributions report. You can also set up a regular recurring contribution through the page. The Finance Committee has developed a wonderful *FAQ: ARC* document available free at oa.org/documents; "Group Treasurer Materials" to guide you through the process of setting up your own recurring contribution to OA. Contributions made through oa.org are much quicker to process through our accounting software, as they are automatically uploaded into the system and receipts are automatically generated.

Again, this year, every expense department came in either at or below budget. However, we had to budget for a loss for 2017 in order to accomplish the projects we felt needed our greatest efforts; and as a result, we experienced a loss of US$35,590 for the year. We are looking at ways to further increase income and decrease expenses across the board.

I appreciate the opportunity to serve as managing director for Overeaters Anonymous. The Fellowship and staff are mutually supportive, and it is a pleasure to be a part of Growing OA Recovery Worldwide.

With gratitude,
Sarah Armstrong, Managing Director
March 2018

Bylaws Committee Report

The meeting opened with the Serenity Prayer led by Lee R., Region Three, acting delegate cochair. Tori W. read the Twelve Steps, Carolyn F. read the Twelve Traditions, and then Brenda S. read the Twelve Concepts. Cathy B. volunteered to be the secretary. There are twenty-nine members serving on the Bylaws Committee.

After introductions, the committee reviewed and discussed the WSBC new business proposals submitted by the Bylaws Committee with Karin H., Bylaws trustee cochair, presiding over the discussion.

The committee acknowledged the great work of the 2017-2018 Bylaws Committee, which submitted eight motions for Conference consideration and completed work on the following two documents now are posted on oa.org.

- *Bylaws and Policies and Procedures for Service Bodies: An Overview*
- *OA Business Glossary*

The committee discussed and identified three subcommittees for 2018-2019.

- Elegant Editors Subcommittee, Chair Pat O./Secretary Sharon P.: To review and identify opportunities and recommendations to simplify and clarify Bylaws, Subpart B and to check the Business Conference Policy Manual and Bylaws, Subpart B to make sure they reflect outcomes of WSBC 2018 and present proposals as needed for WSBC 2019.
- Policy Partyers Subcommittee, Chair/Secretary Pam G.: To combine holiday dates in the Policy Manual into one section of the manual and write a motion for WSBC 2019.
- Policy and Procedures Peeps Subcommittee, Chair Margie G./ Secretary Tori W.: To gather policy manuals with URLs and compile the best ones in order to produce a sample policy manual for sharing as an example for others to follow, which will then be presented at WSBC 2019.

We held elections for the 2018-2019 Bylaws Committee. Margie G., Region One, was elected delegate cochair; Lynn H., Region Two, was elected vice chair; and Cathy B. was reelected secretary.

Reference Subcommittee

The Reference Subcommittee was composed of nineteen WSBC delegates from ten regions and virtual service boards, plus the trustee and secretary. Karin H., trustee cochair, explained that the primary purpose of the committee is to provide problem-solving opportunities before the motion is brought or returned to the Conference floor. She explained the procedural aspects of how the subcommittee would operate.

The Reference Subcommittee considered eleven New Business Motions and Bylaw Amendments, and one Emergency New Business Motion. The subcommittee made recommendations to the Conference on each of these motions. It was a busy time!

Emergency New Business

We considered the following Emergency New Business Motion and determined that it qualified as emergency new business. We also moved to suspend the Standing Rules to consider the proposed ENB prior to other motions on the agenda. The motion failed.

"Move that the 2018 World Service Business Conference directs the Board of Trustees to implement processes with regards to the registration of meetings where safeguarding the members' anonymity may be at issue."

Neva S. was appointed as the trustee cochair of the Bylaws Committee for 2018-2019. The committee looks forward to a very productive year of work for Overeaters Anonymous.

In service
Lee R., Delegate Cochair
Karin H., Trustee Cochair
May 2018

Conference-Approved Literature Committee Report

CLC Statement of Purpose

1) To review drafts for new or revised literature in cooperation with the WSO publications department, the appropriate Conference Literature subcommittee, and other relevant OA committees.
2) To recommend and/or review proposals for literature revisions and new literature proposals for further development.

The CLC began its meeting by reviewing the complex processes and timelines by which literature is developed.

Projects for 2018-2019

Four proposals for new literature were reviewed and discussed. The committee voted to forward one proposal for a downloadable document designed to introduce newcomers to our program as they move through the first twelve days to the Board of Trustees for whatever action they deem appropriate. The other proposals were rejected.

The committee discussed an exciting new direction that came to us from the Executive Committee of the Board of Trustees. The CLC will work on combining publications to eliminate redundancy, strengthen the literature, and give members and newcomers a more complete pamphlet. A bonus is the reduction of production time and expenses.

Another new task for our committee is to review the OA website's content, both excerpts from existing publications and discontinued publications, relevant to the committee, to ensure that the content is current.

The committee reviewed and approved continuing work on the one 2016-2017 project: a book on body image, relationships, and sexuality.

Thus, the following subcommittees were established for 2018-2019

- Body Image/Sexuality/Relationships: continuing project
- Revise and combine *Dignity of Choice* and *A Plan of Eating* pamphlets
- Revise and combine *Welcome Back* and *Members in Relapse* pamphlets
- Revise and combine *A Program of Recovery*, *Questions and Answers*, and *Compulsive Overeating: An Inside View* pamphlets
- Online literature review project

The subcommittees set up goals and timetables to be able to move their projects to completion in time for voting by delegates at the 2019 WSBC. They also determined methods and frequency of communication.

As we go through the next year, we aim for more frequent contact between chairs and subcommittees to keep on track.

Submitted by,
Judy H., Delegate Cochair
Ron P., Trustee Cochair
May 2018

Professional Outreach Committee Report

The Professional Outreach Committee met on April 25, 2018. Following the reading of the committee's statement of purpose, committee members introduced themselves.

The first order of business was to select a secretary/recorder. Mary T. of Westchester County, NY volunteered for this service.

The committee reported on activities that have taken place since the close of the 2017 Conference. The 2017-2018 goals of the Professional Outreach Committee were discussed along with accomplishments made toward those goals. The committee discussed issues of concern for a better method of communicating within the committee. The committee established norms, and expectations.

The committee then established short- and long-term goals using the goals worksheets provided. Eighteen professional outreach projects are going to be pursued at the local level this year. Each committee member is responsible for one outreach project, which they selected. Committee members will provide regular quarterly progress reports to the delegate cochair, Sue B. Due dates to be provided.

The committee elected officers for the coming year.

- Sue B.: Delegate cochair
- Mary T.: Secretary

It was announced that the PI Committee would be combined with the PO Committee moving forward. The PI Committee joined the PO Committee meeting for a short time, and introductions were made. Next year the committees will be meeting together.

Sue B., Delegate Cochair
Pat O., Trustee Cochair
May 2018

Public Information Committee Report

Andrea F. was elected delegate cochair. Thank you to Diana G. for temporarily chairing the initial meeting. Bernie K. was elected secretary and provided the appropriate reports. For a portion of our meeting, we joined the Professional Outreach Committee to discuss how we might have similar goals for this last year as separate committees. Both committees established separate but mutually supportive goals and agreed to keep separate chairs but to stay in close communication to facilitate the combining of PI and PO next year, as has been formally decided by WSBC.

The committee expressed regret that funds are not available in the same way as the Professional Exhibits Fund. The trustee cochair reviewed the service structure pyramid with us, and it was decided that we could carry the message electronically at no cost or very little.

Goals were discussed and decided on.

- Goal One: To get the newly developed *PI Resource List* with active links to the Material Approval Subcommittee and then have it posted on the OA website. It contains all relevant PI links and makes information easily accessible to all service bodies. It is the effective result of last year's PI Committee's work. Once approved, we will inform the membership via *A Step Ahead* and the PI email group. The trustee cochair will facilitate this process. At the same time, we will work to publicize the new *Public Information Service Manual* to all service bodies and encourage them to order a copy for their PI chair. These two resources alone will do much to further public information about OA.
- Goal Two: That each individual committee member will take on a PI project at their service body level and share what they learn with the PI Committee at year-end. The results will determine how and what is to be shared with the whole body.

Actions

- Andrea will send an email reminder to each PI Committee delegate to prepare a short proposal to bring a PI communities project to their service body. The reminder email will go out May 24 in preparation for summary emails on May 29 in which we will share obstacles and accomplishments.
- Andrea will synthesize the summary info and set up a conference call for our next PI Committee meeting, which will take place on June 5 at noon EST time for fifteen minutes.
- Delegates will then finalize their presentations to their service body for their July meetings. They will encourage committee chairs/leaders to enlist a buddy to help accomplish these short-term goals. This will encourage participation and hopefully spread excitement about doing service at the service body level.

Each delegate has selected a topic that excites them and that they have a personal interest in. We shared the topics at the meeting, and they are as diverse as creating contacts in Native Indian communities, creating a conversation and sharing information with weight-loss surgery members, and purchasing translated materials to distribute.

We are all excited about carrying the message and taking the methods we find effective and sharing them with the larger delegate body.

Respectfully submitted,
Andrea F., Delegate Cochair
Steve M., Trustee Cochair
May 2018

Region Chairs Committee Report

In Attendance

Beverly M., Region One (Delegate Cochair)
Anne O., Region Two (Vice Chair)
Brenda Q., Region Three
Annette P.-R., Region Four
CJ M., Region Five
Debbie H., Region Six
Ginny S., Region Seven (Secretary)
Katrina S., Region Eight
Francene A., Region Nine
Les K., Region Ten
Linda H., Region Eight Trustee (Trustee Cochair)

Statement of Purpose

Among other things, the purpose of the RCC is to provide channels of information and communication among regions and between the regions and the Board of Trustees and to network among the regions for the purpose of sharing resources and solutions.

RCC/BOT Communications

The RCC met with the BOT twice at WSBC: once with an agenda of topics brought by the RCC and again to participate in strategic planning projects. In addition, we received an update from our trustee cochair.

2017-2018 Goals Review

We reviewed our goals from last year to determine whether items are completed or if action is still required.

- Submit 2017 WSBC Forum "Amazing Recovery: Passport to Unity" as a downloadable workshop: English version is approved and posted at oa.org/documents under "Workshops and Skits." Spanish translation approved and should be posted soon. A French translation is close to completion.
- Facilitate 2018 WSBC Forum: "Recovery Roadmap" was the theme of this year's Forum. This workshop was designed to complement OA's 2018 Strategic Plan goal of "Growing OA Recovery Worldwide." Delegates seated at tables in groups were visited by four speakers, each talking about "roadblocks and detours" such as "Self-Pity Falls," "Isolation Island," "Half-Measure Hills" they had encountered on their journey to recovery. The speakers and delegates shared their experience, strength, and hope about overcoming these roadblocks by using the Steps, Tools, and Traditions to move forward in their recovery. The RCC has received positive feedback on the Forum and plans to submit it for approval as a downloadable workshop to be posted on the OA website.
- Experience, Strength, and Hope for Service Body Officers: This is an informal document used by the RCC to provide help to those new to service body positions. Project complete.
- Facilitate Mentor Program for WSBC 2018: The program went smoothly this year. We discussed a few changes we'd like to implement for next year. Project complete.

- Podcasts – three podcasts, at least one of which will be non-English: The English podcast series, which uses speakers from the 2017 WSBC Unity Forum, is nearly complete, with just two speakers left to record. The non-English podcast is not complete, so this part of this goal will carry forward to next year.
- Unaffiliated Groups Support Campaign: This is tips and tools for outreach committees. Project complete.

Ongoing Goals

- Communication and Resource Sharing: We reach out to one another via email, phone, and conference call to share ideas and support. We dedicate time on our meeting agendas to share projects, documents, strengths, and struggles. In addition, this year we created an RCC WhatsApp group, so that we can all learn about this virtual meeting platform by holding a RCC OA meeting once a week.
- RCC Mentoring: We will continue the mentoring program for incoming region chairs in their first year of service.
- Participate in Strategic Plan with the BOT: We met with the BOT in August 2017 and again at WSBC to help with strategic planning. Members of the RCC participate on different strategic planning subcommittees.

2018-2019 Goals

- Coordinate podcast in non-English. Topic to be determined. This goal was carried over from last year.
- Submit 2018 Forum as a downloadable workshop.
- Develop and present 2019 WSBC Forum.
- Coordinate Mentor Program for WSBC 2019.
- Growing Strong Intergroups: Guidelines for Intergroup Chair Committees.
- Growing Strong Intergroups: Podcast.
- Growing Strong Recovery: Increase awareness of existing OA resources.

Workshops

The RCC is typically in meetings during the first WSBC workshops, but this year we decided that two workshops might be particularly helpful for our work within the regions. We revised our agenda to be able to attend "Combining the Strengths of Virtual and Face-to-Face Meetings" and "Building Healthy Service Bodies."

Calendar

The RCC will not hold its August (RCC2) meeting in 2018.

Our third scheduled meeting (RCC3) will be held in conjunction with the Region Two Assembly in November 2018 and will be in Region Four in the fall of 2019.

Virtual Region

The WSBC 2018 delegates voted to create a virtual OA region. We look forward to welcoming the new Virtual Region Chair to the RCC sometime this year, and it will be exciting to have this new voice on our team!

2018-2019 Officers

- Delegate Cochair: Les K., Region Ten Chair
- Trustee Cochair: Linda H., Region Eight Trustee
- Vice Chair: Anne O., Region Two Chair
- Secretary: Beverly M., Region One Chair

Respectfully submitted by,
Beverly M., Delegate Cochair
Linda H., Trustee Cochair
May 2018

Twelfth Step Within Committee Report

The Twelfth Step Within Committee met at WSBC 2018. Following a round of introductions, the purpose of the committee was reviewed. JC volunteered to chair the meeting. She was elected at the end of the meeting as delegate cochair.

Statement of Purpose

1) To carry the same message of recovery to those who still suffer WITHIN the OA Fellowship.
2) To deal with relapse and issues of membership retention offering the message of hope.
3) To encourage OA members to maintain recovery and prevent relapse.

We elected a secretary, Teresa. Then a brief review of the previous 2017-2018 committee's work and achievements took place.

Issues identified during a discussion period that followed included:

- What are we not doing well? Discussion topics included confusion of the message (Tools not Steps, inconsistent); too politically correct; meetings are not a social club; sponsors not available/responsible; not keeping newcomers; need to trust newcomers to do service.
- What are we doing well? Discussion topics included *The Twelve Step Workshop and Study Guide*; Invitation to You; our approaching newcomers with compassion; TSW info on website; everyone has an opportunity to share; contacting newcomers; speaker lists; different approaches for different members.
- How can we be more proactive? Discussion topics included model physical, spiritual and emotional recovery; attraction; Region Three has a trifold on "turn ons and turn offs;" focus on being recovered rather than a member; must give it away to keep it; rethink how to sponsor; less perfectionism; focus on Steps; emphasize difference between food plan and abstinence.

The decisions made for the 2018-2019 committees to address included three new subcommittees.

- What Recovery Looks Like: To promote recovery. Create communication in four media types.
  1) *Lifeline*: Write submission, all members, two months; suggest *Lifeline* topic; Doris, two weeks
  2) Podcasts: Research current podcasts, inquire if OA is interested; TSW topic; Teresa two months
  3) Newsletter: Inquire if newsletter has room for submission; Jose two months
  4) Workshop: Workshop info, Vonnie six months
  5) Complete and share contact info and minutes; Tara two weeks
- Getting Out of Relapse and Staying Out: To help members get out and stay out of relapse.
  1) Write recommendation to web advisory; Sheryl and Cory ASAP
  2) Write communication for OA service bodies; TBA thirty days
- Achieving a Spiritual Awakening by Working the Steps: To promote recovery and the reprieve from compulsive eating by working the Twelve Steps to achieve a spiritual awakening. Create a one-day workshop to take members through the Twelve Steps.

1) Set up email account for committee work; Lynda B. thirty days
2) Phone calls to regions without email addresses to get ideas; Ann B. TBD
3) Email groups to get ideas; TBD

Elections

- Delegate Cochair: JC D.
- Vice Chair: Vonnie N.
- Secretary: Teresa H. (during committee Conference meeting only)

Respectfully submitted,
JC D., Delegate Cochair
Lawrie C., Trustee Cochair
May 2018

Unity with Diversity Committee Report

The Unity with Diversity Committee began with housekeeping: introductions, an explanation of the committee, and a vote for officers.

Elections 2018-2019

- Felina D.: Delegate Cochair
- Adam W.: Vice Chair
- Lisa Dee P-W.: Secretary
- Derita P.: Alternate Secretary
- Stella C.: Outgoing Trustee Cochair
- Joanne M., Current Trustee Cochair

Stella C. talked about the possibility of the Conference merging the Unity with Diversity Committee with the Twelfth Step Within Committee to cut costs and the possibility of WSBC moving to a smaller, less expensive hotel.

Last year, three subcommittees were formed within UWD: Inreach with Inclusivity, Outreach with Inclusivity, and Translation.

Highlights from last year included:

- Inreach Subcommittee member, Susan T., brought in three pieces she designed: A poster featuring prompts for reflection called "Step-In, Step-Out;" a five-minute mini diversity workshop exercise; and a coloring book called "Unity With Diversity Through the Twelve Traditions."
- Sandy reported that the previous year at the WSBC 2017 her subcommittee had come up with a skit.
- Felina reported that Region Nine reworked a guide for translations, which was edited to make it appropriate for OA as a whole. This was done by the subcommittee on translations to be posted to oa.org. This was submitted by Stella C. and should be on the website currently for use.
- We also discussed lessons learned in the past year, particularly the need for more continuity and friendly communication during the year. This referred to the fact we lost our delegate cochair and secretary. There was also confusion around reporting, and we likely committed to too many projects/goals. There was no user-friendly way of communicating throughout the year, and members became overwhelmed by too many emails.

Before we broke into our subcommittees, we discussed keeping things simple and not having too many projects to follow up on throughout the year. The committee unanimously agreed it was important to do so, with an emphasis on modifying and updating excellent work that had already been done by other OA members, rather than creating original projects. The emphasis was on creating goals that would set us up for success and completion.

The idea was also proposed to conduct monthly phone meetings that each member would be invited to participate in. Adam sent out an invitation via Uberconference to each member of the

committee. Call dates were established for May 27 and June 24, both at 10 a.m. PDT, to ensure as many regions around the world as possible represented in UWD could participate, alternating between Saturdays and Sundays. The committee agreed to wait until the second conference call to decide if the calls are useful and beneficial for the cohesion and work of the committee, and then to schedule them as needed moving forward, not necessarily monthly.

Goals

- Translation: Short-term goals include creating a three-minute video on how to apply to and contribute to the Translation Assistance Fund, creating a slideshow for abstinence as an action plan, creating a three-minute video on literature considerations, and proposing wording for a WSBC policy motion on translation awareness. A long-term goal was established to promote awareness regarding translation of work.
- Outreach with Inclusivity: Short-term goals include creating a draft of a checklist for welcoming and retaining diverse populations/members and creating and disseminating an informal survey to members regarding feelings of inclusion/exclusion, feeling separate, and/or left out, with a view of providing actionable suggestions for improvement. Long-term goals were established to develop and implement a workshop on diversity sensitivity and work toward a more diverse group of Board of Trustees by 2025.
- Inreach with Inclusivity: Short-term goals include suggesting changes to the UWD slideshow presentation, suggesting changes to the poster created by a subcommittee member to bring it into alignment with OA policies, suggesting changes to "UWD through the Twelve Traditions" coloring book to bring it into alignment with OA policies, and suggesting changes to the third piece of material that the subcommittee put together called "Step In, Step Out," a five-minute mini diversity workshop exercise. A long-term goal was established to suggest changes to the Tradition Three workshop.

Felina D., Delegate Cochair
Joanne M., Trustee Cochair
May 2018

Virtual Services Committee Report

Statement of Purpose

1) To serve members, groups, and service boards within the virtual community.
2) To facilitate formation of VSBs and participation at WSBC.
3) To promote strong meetings and service at all levels.
4) To encourage Seventh Tradition contributions.

The Virtual Services Committee's goals and achievements for 2017-2018 were discussed. Brainstorming for the next year included creating the following: website, newsletter, speaker and sponsor list, technology page with how tos, virtual workshops, mini podcasts, scripts about virtual information to be read at virtual meetings, and downloadable newcomer info, the Seventh Tradition, and changes to the region website were also discussed.

We discussed concerns about virtual services.

- Virtual pulls people and donations from face-to-face meetings.
- Virtual causes division/splits.
- It's too easy to hide lapses.
- Virtual is too unstructured.

Response:

- We are all together.
- Meeting attendance was already going down.
- Virtual is a good entry for newcomers.
- Young people expect digital, and OA has an aging population.
- You can hear recovery in a person's voice.
- Sometimes, at first, you may need to hide; better to hide in an online meeting than alone.
- Using the *Strong Meeting Checklist* and meeting formats can help.

The committee established short- and long-term goals for 2018-2019.

Short-Term Projects

- Website/Newsletter: Ongoing project
- Speaker and Sponsor Lists
- Meeting formats, including Seventh Tradition wording to let people know what OA does besides literature
- Podcasts
- Business cards with information about virtual services

Long-Term Projects

- Newsletter/Website: Activities include how to form virtual meetings (attend/start), an information Facebook page, a VSC app, a downloadable newcomer document, an update to the website, and investigating blocked-calls issues.

- Region Involvement: Activities include face-to-face presentations to service bodies, VSC representation at the service body level, and a budget for VSC technology needs.

Elections

- Delegate Cochair: Karen B., Region Two
- Vice Chair: Judy R., Virtual Region
- Secretary: Jo A., Region Five

The committee will meet the first Saturday of the month at noon EST; the phone bridge is to be determined. We have the virtual address and two phone lines to host the meeting.

Ten members (subcommittees): www.uberconference.com/oavscc
Phone bridge: 1-415-938-9021

Entire committee: www.uberconference.com/ccaonline
Join the call: www.uberconference.com/ccaonline
Optional dial in number:1-727-203-4622, no PIN needed

The next newsletter will focus on our short- and long-term goals and the new region.

Respectfully submitted,
Karen B., Delegate Cochair
Dora P., Trustee Cochair
May 2018

Web/Technology Committee Report

Seven members were assigned to the committee. Six delegates attended the meetings at the 2018 WSBC. Committee members introduced themselves and stated their background and knowledge qualifying them to be part of this committee. Only one member attending had been part of the committee the prior year.

Several members stated that, had they known this committee's purpose and its projects for the upcoming year, they probably would not have made the choice to be part of the committee. These members expected the committee would teach them about technology, not that they would be expected to help others with technology problems.

Two highly qualified people are part of the 2018-2019 committee: one was part of the committee and another joined this year.

Below are projects discussed by the committee.

- Help develop an app that would make it easier to find meetings by taking members directly to the meeting listings.
- Find a way to help members request information from the various committees and an easy way to find links to the committees. During the meeting, committee members tried to find the link to the Web/Technology Committee but had a difficult time getting to the site.
- Work with other committees to avoid duplication of work.

Committee members were pleased that members at the WSBC saw the need to have the Web/Technology Committee continue for another year.

Elections

- Delegate Cochair: Aaron E.
- Vice Chair: None
- Secretary: Ester H.

Respectfully submitted,
Aaron E., Delegate Cochair
Hanna S., Trustee Cochair
May 2018

Young Persons' Committee Report

The 2018 Young Persons' Committee meeting began at 10:15 a.m. with the reading of the committee's statement of purpose. Each member of the committee introduced themselves, stating if they came into OA as a young person (between the ages of 18 to 30), their length of time in program, and why they chose to serve on the Young Persons' Committee.

A recap of the committee work done since WSBC 2017 was discussed. There were eight phone committee meetings held during the year, conducted by Tina C., trustee cochair, and Mike K., delegate cochair. During the year, the committee completed work on a spreadsheet that will be used to collect names of individuals willing to sponsor young people and possibly speak on a young persons' podcast. The spreadsheet was approved by the Board of Trustees' Materials Approval Committee (MAC). After a few suggested changes, the young persons' survey was approved by the MAC. The committee was given an update regarding its Facebook page at each of the committee's phone meeting. Tina C. stated that during several of the meetings adults contacted OA concerning people under the age of 18 and that the organization doesn't have assistance to offer youth.

New business was discussed, and the major topic was how to provide OA meetings for young persons. There are several closed OA meetings on Facebook, but they are not geared to young people. It had been brought to the YP Committee's attention there might be a couple of YP meetings, but upon further research by some committee members, it appears the meetings are no longer taking place. The result of the discussion is that a service commitment is imperative to have successful YP meetings.

The YP Committee reviewed three pieces of literature that are associated with the YP page on the OA website. The committee unanimously agreed to keep the "Coming in Young" article on the website. Upon further review, it was determined that the letter, "Young Persons In OA," and the *Suggested Young Persons' Meeting Format* need revision. A subcommittee was formed for each of these items, with work to be completed by WSBC 2019.

The YP survey was discussed, and a subcommittee was formed to conduct the survey and develop procedures for collecting names and producing podcasts. The subcommittee's purpose will be to create the survey through an online survey tool for a two-week period at a date to be determined by the YP Committee. The subcommittee will collect and analyze the data.

A Facebook subcommittee was formed to monitor the YP Facebook page during the coming year.

Stacy Alyse from the AZ Serenity in the Desert IG was elected the new YP Committee delegate cochair. Gunit B. from the San Fernando Valley IG was elected the YP Committee vice chair. The trustee cochair is Beth B. from Region Six.

In loving service,
Mike K., Delegate Cochair
Tina C., Trustee Cochair
May 2018

All About Conference Workshop

Leaders

- Barbara B., Conference Support Committee Chair
- Bob F., Center Microphone Monitor
- Karin H., Bylaws Committee Trustee Cochair
- Joanne M., Conference Planning Committee Chair

All About Conference is designed to prepare new and returning delegates for what they may expect to experience over their upcoming Conference week.

Karen gave an overview of the week's activities and emphasized the importance of attending all the business sessions as well as making a one-year commitment to committee work. She also encouraged new delegates to take advantage of their Mentors, find time for OA meetings, as well as some fun and downtime for themselves!

Barbara discussed the role of the Conference Support Committee (CSC) and how the committee and all its volunteers were available to help the delegates complete their work in the upcoming week. She emphasized the need for the delegates to wear their badges at all Conference meetings and reinforced the need to make use of their Mentors throughout the week. She also explained the seating rotation for the business meetings, reviewed the committee sign-up, and, explained the use of the bulletin board and Boutique room. Any issues regarding hotel services, with the exception of the delegate rooms, was to be processed through the acting CSC chair, Karen B., or Sandy Zimmerman, Conference meeting planner.

Karin H. discussed how we conduct the business of Conference and gave an overview of parliamentary procedure. These procedures help the business meetings function more smoothly. New this year was a presentation of the materials being discussed at the workshop. This presentation was made available oa.org/documents under "World Service Business Conference All About Conference Workshop" prior to WSBC so delegates could review the information in advance. She encouraged everyone to familiarize themselves with the binder and participate. The delegates were encouraged to ask any questions that had not been answered during the session.

Bob F. explained the role of center microphone monitor within the process of Conference business sessions. He did a brief overview of center mic etiquette and answered questions.

We encouraged delegates to approach us with any questions throughout the week.

The Glue That Holds Us Together:
Service, Traditions, and Concepts Workshop

Leaders

- Linda H., Region Eight Trustee
- Linda J., Region Five Trustee
- Letitia M., Region Ten Trustee
- Vicki W., Region Three Trustee

Discussion Question

1) If you could share one thing with the Fellowship about Service, Traditions, or Concepts, what would it be?

Purpose

To train delegates on how to present *Service, Traditions, and Concepts* (STC) workshops.

This two-and-a-half-hour workshop was presented by four region trustees who are experienced with presenting this workshop.

Linda J. opened the workshop and served as moderator. Letitia M. spoke about her recovery journey in giving service, explained how she presents STC workshops, and presented a video presentation on "Building up the OA Fellowship Worldwide through SERVICE."

Linda H. presented her recovery journey in giving service, how she conducts STC workshops, and portions of the Twelve Traditions videos that are now available for download at oa.org/podcasts. The complete set of thirteen videos (Introduction and all Twelve Traditions) was put together by a team of eight trustees. The full set was completed and posted in March 2018. These videos discuss the Traditions both inside and outside the rooms of OA. A series of thought-provoking questions are included.

Vicki W. presented her recovery journey in giving service, how she conducts STC workshops, and the Twelve Concepts of OA Service. She discussed the Concepts and how they work both inside and outside the rooms of OA.

We then had a short panel where all four speakers discussed conducting STC workshops, and we opened the floor for a few brief questions. The workshop was well attended with more than fifty delegates.

Copies of the *Twelve Traditions Pocket Guide* and *The Twelve Concepts of OA Service* were given to workshop attendees. A copy of Letitia's presentation can be obtained my emailing either Letitia or Linda J.

Growing OA Recovery Worldwide:
Building Healthy Service Bodies Workshop

Leaders

- Sue B., Region One
- Sandy F., Region Five

Discussion Questions

1) How does my service body encourage giving service and rotation of service?
2) How does my service body encourage and support abstinence?
3) How does my service body encourage and grow sponsors?
4) How does my service body encourage working the Steps and honoring the Traditions?

Purpose

To have interactive table discussions using the four questions below on how to make service bodies healthy so we can grow OA recovery worldwide.

Introduction/Opening

Sandy and Sue opened with a brief role play of how not to build strong service bodies to get the theme of the workshop off with a giggle. Sandy led the group with in Serenity Prayer. The point of this workshop was to engage participants in sharing and recording specific ways their meeting, intergroup/service board, or region builds strong service bodies. Sandy and Sue gave brief personal insights they found working within their own region.

Sandy talked about what works well in a larger metropolitan region. She shared about how her home meeting in the Chicagoland area welcomes and works to retain newcomers. For example, they begin their meetings in large groups by acknowledging newcomers with a *Welcome* coin and a special reading. The leader also asks if there is anyone returning to OA or visiting from another area, and they are acknowledged and welcomed. Finally, abstinence anniversaries are celebrated with the appropriate coin and a round of applause. Then after the opening meeting format, they count off and break out into small groups for sharing. This encourages everyone to be able to share—a novel idea! When newcomers are present, they go to a "Welcome to OA" session, where others share their experience, strength, and hope and talk about the Newcomer's Packet as well as answer any questions the newcomer may have. The newcomer has been welcomed, informed, given literature, phone numbers, and knows of available sponsors when the meeting is concluded with Rozanne's Promise. This approach helps newcomers know they matter and have found a supportive group where they can ask questions and find support. It sets the stage and is an incentive for them to keep coming back! For more information, contact Sandy F., Region Five.

Sue talked about how Region One has led intergroup renewal efforts throughout their region to help energize and build stronger intergroups and grow meetings. The process involves helping intergroups conduct a strengths and weakness analysis of what they are currently doing (inventory) and create an effective electronic survey for their entire intergroup fellowship (i.e., all meetings) to participate. This provides systematic feedback about what OA in their area really needs to help strengthen and build recovery. A four-hour on-site session is then arranged for two of the Region

One board members to come and help intergroup fellowships go through their survey results. The sessions are interactive and use both survey results and trends as well as participant insights. The result is a focused and clear road map for strengthening recovery within their fellowship. A mission statement is created (i.e., Be the Message, Carry the Message, Growing Recovery, Team up for Strong Recovery, Inspire Recovery) and project teams are created. Their role is determining clear goals and actions in key areas found in the survey information. Part of their job is to also list at least two other names of people in the meetings that can help in their area. Focused volunteer recruiting is also discussed because everyone in all meetings is really a part of intergroup and usually willing to help if you make a targeted request. For more information, contact Sue B., Region One.

Next, each table was asked to answer and record specific ideas on the discussion questions listed above. Many ideas are listed with the region or intergroup/service board that had the idea. This was done to promote sharing further specifics. Each table shared with the entire room several of the key ideas listed during discussion. Here is a complete listing of ideas generated during this workshop.

Question One

It is recommended that there are set terms for service positions to encourage rotation. Encourage meetings to send reps to intergroup for six months to a year; this encourages continuity. Train new reps for intergroup (IG). When someone is a new IG rep, they attend a training session that begins a half hour before the IG meeting. A volunteer explains what happens at the IG meeting and how to get something on the agenda. Green Dots also get their folder/packet of information. This helps new reps feel they are a part of the group. One intergroup produced a pamphlet about intergroup, what positions are filled and what those jobs entail. These pamphlets go out to their meetings so members can understand and be encouraged to become reps. Another intergroup hands out a pre-printed, fill-in-the-blank sheet at meetings so reps can get info in simple format to bring back to meetings and give their report. IG leaders empower other members to give service. A "Call to Service" checklist lists all service opportunities available from leading a workshop to putting stamps on envelopes. A service coordinator keeps a spreadsheet of names/contact info with listing of individuals who would be willing to do service. Non-intergroup members are encouraged to participate. Have OA meeting prior to intergroup meetings. Intergroup purchased copies of *Twelve and Twelve, Second Edition* and gave out one copy to each IG rep in attendance. Coordinate workshop before or after intergroup meeting to get more people interested. Special-focus meetings prior to intergroup meeting. Divide larger responsibilities (i.e., cochair) into smaller, more manageable parts. Mentor/transition of new officers. One on one ask (general appeal for service work doesn't work). Have a service coordinator. Keep a "what talents can you share" skills list. Sponsors tell sponsees to volunteer for service.

Question Two

Region Three, Tulsa Green Country IG suggests abstinence requirement of six months to be on intergroup board but no abstinence requirement to serve on committees. Region One, Big Sky IG had intergroup renewal that determined three project teams. Outreach Project Team divided up meeting contact lists and each person called ten people per week. This has resulted in an explosion of attendance. Region Two has "Have Fun!" fellowship days after Saturday morning meeting (play games, talk). Weekly newcomer meetings use plastic spinner with topics. Newcomer friendly

phone list. Call twelve people on the twelve days of the month. Region Five, Milwaukee Area IG holds holiday marathons and newcomer workshops every quarter. Region Two holds *ABCs of Abstinence* and *Chronic Slippers* workshops. Region One, Vancouver Island IG's website highlights virtual sponsors. Since it is a small intergroup, this is helpful for finding sponsors. Share personal abstinence and encourage sponsees to share personal abstinence. Region Five, CSSI sends seed money ($150) to any group that wants to do a workshop. Four topics per year: abstinence, sponsorship (American Thanksgiving), gratitude, and body image (spring). Houston Metro IG invited speaker to give *ABCs of Abstinence* workshop; over seventy people attended. They push workshops. Next workshop is on sponsorship. Region Seven, NJIOA holds a newcomers' marathon the first week after New Year's. This is presented by people with long-term abstinence who share stories of their experience, strength, and hope. Steps and Tools are explained as well as respecting the dignity of choice and focusing on back to basics. Midland, TX has an abstinence requirement to serve on the intergroup board as an incentive to keep abstinence. Host abstinence workshops to help encourage folks who are struggling. Host relapse and recovery workshops. Regions are starting monthly video conference meetings with speaker about abstinence and recovery. Meetings ask for volunteer to stay after meeting to help someone work out a plan of eating for the day. Phone meetings that share length of abstinence, length in program, weight loss. Recognize abstinence (coins). Region convention speakers have two-year abstinence requirement and have worked Steps Four and Five. Taking time for recovery topic discussion during IG meeting.

Question Three

Region One held sponsorship workshops with a "How to Sponsor" theme and matched sponsors and sponsees at the end. The Region One board traveled to different IGs to help with this. There are two assemblies per year. The one-day assemble where all groups attend at the beginning of summer and two weeks before Christmas (the worst time of year for compulsive overeaters), including sponsorship and service workshops. This helps isolated groups. Format: one recovery meeting, one workshop in the morning, and one workshop and one meeting in the evening. Region Nine, Spirit of Hope IG holds two retreats; one public information evening for radio, newspaper, professionals; and four workshops per year on sponsorship. Region Three, OA HOW holds two retreats per year. The intergroup created a sponsorship packet. Region Two, Silicon Valley IG holds a Sponsorship Workshop Day, normal meeting time and, gives sponsorship package within nine minutes. Sponsorship training is offered on-demand, including how to start newcomers, one-hour-long. It takes place one hour after the regular meeting. That's why they have so many sponsors. They use the pamphlet *A Guide for Sponsors*. Sponsorship training takes place at retreat and uses the "First Twelve Days" sheet, a locally produced piece of literature done by Sydney IG, to help encourage new sponsors and help retain newcomers. This helps an OA fellow take a newcomer through their first twelve days in OA by going through the OA *Newcomer Packet*. Region One has used this in several intergroups to help new sponsors get their feet under them and welcome newcomers. Central Jersey IG holds sponsorship workshops. There are sponsorship workshops in Region Seven with materials. They do quick fifteen-week Step study, at end do sponsorship training. Region Two, Foothills IG completed a fifteen-week Step study, and encouraged sponsorship at the end. IG chair/vice chair compiles a sponsor list/speaker list. These lists are provided (either printed or emailed) upon request. Region Two, Orange City IG lists their sponsors in their newsletter every two months. AY Thessaloniki IG lists Region Nine names next to the Step completed, asks "do you have a sponsor," "available to sponsor." Greece also has a

national list of available sponsors and members contact TSW Committee for list. Final thoughts: encourage service and volunteers; people with certain talents to recruit for service; break big tasks into smaller manageable pieces to get work done more easily; encourage abstinence and IG renewal; take the We Care list of all meetings, and divide among ten people, ask each person to make calls once a week; expect huge attendance result.

Question Four

Here are some ideas discussed: have special-focus meetings; hold workshops with a specific theme; encourage intergroup attendance; use the phone to have people attend intergroup, video conference people into intergroup meetings, rotate intergroup meeting locations; have a Step meeting before the IG meeting; record and send meetings; go to meeting-to-meeting explaining intergroup; send out information electronically when possible; reach out and invite people to participate; create back-to-basics Committee as part of a strategic plan; have workshops on Steps One-Three, Four-Nine, and Ten-Twelve; have speakers from inside or outside the area; after the speaker, break into smaller groups; use sponsorship as a topic of individual meetings; have a workshop a month before the intergroup meeting that focuses on one Step a month; create a quick Step study (i.e., four weeks).

Questions Asked from a Sampling of Attendees

1) How was the workshop flow?
    - I liked the lighthearted beginning and hearing leads from two perspectives.
    - The brainstorming part was helpful.
    - Both presenters shared from their experience.
    - It was nice to have a microphone and to be able to hear what was shared in the end.
    - I liked the small group-sharing.
    - The session was full of good energy!
    - Awesome!
2) If you could change anything, what would it be?
    - More chairs and tables set up.
    - A way to sit closer together when we talk.
    - The room seemed loud with everyone talking. Hard to hear across the table.
    - Nothing!

Growing OA Recovery Worldwide: Combining the Strength of Virtual and Face-to-Face Workshop

Leaders

- Jim A., Virtual Region
- Ginny S., Region Seven Chair

Discussion Questions

1) Why do I attend the type(s) of meetings I do?
2) What can we do to support each other?
3) How can we support our service bodies in this new world (e.g., some face-to-face intergroups are having issues finding support because folks are attending virtual meetings and are not coming out to support intergroup events and service needs)?

Purpose

To discuss the strengths and weaknesses of both face-to-face and virtual OA meetings. To explore how these meetings can support each other (e.g., virtual announcements in face-to-face newsletters and websites and adding a suggestion to attend face-to-face to meetings to the suggested virtual meeting format).

It was a pleasure to see such large attendance at the first workshop of WSBC 2018. There is no doubt in my mind that OA is here to stay, both face-to-face and virtual.

Question One

It was shared that broadening your OA community occurs when you attend both virtual and face-to-face meetings. Learning to work the program differently than your local meetings is one of the reasons to go to virtual meetings. Regions Nine and Ten suggest that WhatsApp is a wonderful way to start a continuing program discussion. The Region Chairs Committee now has a WhatsApp OA meeting. There was fear about going to a face-to-face meeting, but virtual got me comfortable. It is convenient. I attend a meeting right in my office, house, or car.

Question Two

Don't judge; do what works best for you. Attend face-to-face meetings to see our fellows; bring the virtual world to our face-to-face meetings. Continue to share your recovery. If you find recovery in face-to-face meetings, share at virtual. If you find recovery in virtual meetings, bring face-to-face. We are one. Share the fear you felt before going to your first face-to-face meeting with the virtual world. Describe how you felt with that first hug and how the fear melted away. Volunteer to lead at virtual meetings to share your story there. Reach out! Bring in a speaker to a face-to-face meeting by video conference.

Question Three

Financial support begins with ARC, Automatic Recurring Contributions, which you can do online at oa.org/contribute. You can also include your meeting number or service body number if you want. Share with virtual what is going on at face-to-face and share with face-to-face what is going on in virtual. Invite members to your intergroup/service board meetings virtually if they have a

distance to travel. Invite members to fellowship before or after your meeting to support each other as well as conduct needed business. More face-to-face meetings interacting with virtual meetings would be a great way to invite more people in. Technology is joining us together, from all over the world. It is here to stay. We can use it well, for the good of our recovery and for OA as a whole.

Growing OA Recovery Worldwide: Sharing "Carrying the Message" Successes and Challenges Workshop

Leaders

- Kym L., Region One
- Jack P., Region Six

Discussion Challenges

1) Carrying the message to remote locations
2) Carrying the message to health care professionals
3) Carrying the message to young people and their families
4) Carrying the message in non-English-speaking countries
5) Carrying the message to diverse communities
6) Share an experience of your own or from your service body

Purpose

To have an interactive sharing of ideas and techniques for successes and challenges for members carrying the message themselves or through their service bodies. Specific questions will be presented in addition to time for the delegates to share their own experience.

We started two minutes late but finished four minutes early. The two leaders were Jack P. and Kym L. More than one hundred people attended. We started with both leaders doing an introduction and Jack gave the instruction and overview of the session.

Table Discussions

- Remote Locations: Intergroup committee goes to remote towns and will speak or offer to present a workshop instead of meeting. The result is that people come to special events. Newsletter publishes anniversaries, intergroup goes to celebrate with their newsletter, which is virtual now. Asks specific people to write. Intergroup mixes face-to-face and virtual for reps and subcommittee. New meetings receive intergroup help and attendance for seven months. New face-to-face meetings are connected by phone. Louisville meetings far and near get the word out four ways: in person, by newsletter, by email list, and on website. Friendly within group and to newcomers. Phone contact provides core support. Nebraska phone meetings; Omaha-only intergroup in Nebraska; phone meetings make sense. Twelve hours to get to intergroup, possible for reps to call in. Two reps from Russia were visited by Region Nine. Set up workshop for remote regions. Hybrid meetings attendance good, sixty miles away. Participate in WhatsApp 24/7. Three attend in person and eight by phone to intergroup, fantastic meetings.
- Health Care Professionals: Bring *Introducing OA to the Health Care Professional* pamphlet with you to a doctor's appointment. Use business cards to raffle off *Lifeline*. Intergroup puts together literature to take to offices. Speak to teaching schools and classes of medical students. Use *OA Members Come in All Sizes* pamphlet to encourage all people to feel welcome. Bring a set of pamphlets for front desk person, nurse, doctor. Put a meeting list in the packet. Mailing to doctors' offices. Divide and conquer. Counseling office also. Find an insider in the health community. Student health centers at colleges and high school

nurses. Talk to the professional, to individual members, and doctors. Intergroup can buy old *Twelve and Twelve* books, *Lifelines* and leave in doctors' offices. Talk to medical schools and nursing schools. All members should talk to their professionals: doctors, nurses, nutritionists, therapists, employee-wellness programs. Recovering members can show pictures to new doctors. Talk up personal recovery to doctor.

- Young People and Their Families: Facebook campaign. Start putting literature in libraries, university dorms, treatment centers, and student health centers. Posters with tear off tabs with OA meeting information. Place brochures in display holders with pamphlets in doctors' offices for their patients with sticker to call for refills. Reference to open OA meetings to help families hear other OA members' stories and gain understanding. Virtual meetings for young people. Provide transportation. Treatment centers/high school counselors. Meet them where they are. Go to colleges and eating disorder clinics. Ask them to send people who fail to us.
- Non-English-Speaking Countries: Translate literature. Improve accuracy of translation. Have new member, Google, or professional translate, then have volunteers from countries check translations. OA literature is very advanced and hard to translate. OA members travel to meetings and share. OA travelers can help start meetings. Donate to Translation Assistance Fund (individuals all service levels) or buy translation books/literature to be sent to groups in need who have meagre resources and not enough funds to buy literature. OA members can carry literature and leave it. Service groups send to professionals. Translating literature on oa.org. Virtual meeting instructions on oa.org. Website divided tabs into multiple languages with information. Fund Region Nine. Video conference meetings in Japanese. Feedback from non-English-speaking countries. Research committee specifically for language own special needs. Publicizing message.
- Diverse Communities: How to address socioeconomically diverse communities. Do well, neutrality in locations, hospitals, rec centers. Use phone meetings that are designed for these issues. Different languages. Post on website. Email flyers to meetings to promote. Haven't reached out to Spanish well. Not a lot of recovery in Spanish community; other non-Spanish-speaking members don't attend or aren't fluent enough. Hispanic same issues. Put Spanish literature out to professionals. Need interpreters to be liaison to new members. Four New Mexico cities each seventy miles apart. Small locations with two to four people attending. Ten percent of population non-Swedish. Possibly leave OA literature at language schools. Strong diversity series of questions; list part of new meeting format verbiage. Five-minute exercise on mind/heart. Step in/step out in mind. Increase awareness of diversity under unity and diversity on oa.org. Target specific groups for meetings. Spanish literature bought and plan to have all literature. Disability access. We had some time left at the end and Tom spoke on the topic "Carrying the Message to Men." At present men make up 13 percent of OA membership. We now have a men's group and are in the process of setting up an advisory committee. We have several lists of men in OA. Online group of 300 plus. Outreach list of 240 plus. Sponsors of 50 plus. Website: oamen.org. We are making progress.
- Your Experience: New website for Kansas City, interactive site moving forward. Sign up for share-a-thon workshops, buy literature. Each meeting has a page, snow day notifications so just call in. Texting service for educators. Meeting cancelled, phone meeting instead. Twelfth Step Within Day. Links to flyers. Goes directly to phone. Madrid website has own group pages, online maps. Photo of door of meeting. Posted on door that

opens, use same design, unify, easier to find. South Africa has eleven languages. TV program, chat show, mainly black rural. Sensitively done, and good response but no literature in language, no meetings in areas, no internet. Need to target, broadcast too wide. Apply for translation of literature and leaflet. Language barrier, small meetings.

In closing, we thank you for giving us the pleasure of leading this session.

Growing OA Recovery Worldwide: Building a Foundation of Strong Abstinence and Sponsorship Workshop

Leaders

- Mary T., Region Six
- Tori W., Region Six

Discussion Questions

1) How do you personally share your commitment to abstinence? How does this translate to helping your meetings and service bodies get and stay strongly committed to abstinence?
2) How do we cultivate a strong desire for abstinence, thus creating healthy meetings that people want to return to?
3) What can service bodies do to emphasize the importance of strong sponsorship, as well as giving sponsors effective tools to sponsor?

Purpose

To have a discussion and sharing on strategies to build a foundation of strong abstinence and sponsorship throughout OA so our Fellowship will be ready for newcomers as we grow OA recovery worldwide.

Welcomed attendees and said Serenity Prayer. Reviewed purpose and literature the presenters used to prepare for workshop and referred participants to the discussion questions in their binders. Workshop was well attended, extra chairs were brought in, and we ran out of time before all who lined up could share.

Key concepts from speakers and those in attendance:

- It was suggested that you share your commitment to abstinence when you introduce yourself by stating your length of abstinence and weight loss (overeater) or weight gain (anorexic or bulimic) to provide hope.
- One speaker's intergroup offers funding for guests to attend region assemblies to spark interest so that guests are encouraged to meet the abstinence requirements to attend and give service at this level.
- Consider your entire OA membership your intergroup service pool and invite them to help choose the workshops and priorities for the year; the enthusiasm is contagious and it's easier to get or maintain abstinence when doing service.
- Even if you're not available as a sponsor, always say "I can help you find a sponsor" when you introduce yourself.
- You cannot keep what you don't give away.
- Offer a special chip to members when they are eligible to sponsor.
- Offer a special chip to members when they have completed the Twelve Steps.
- Offer Twelfth Step Within workshops focused on sponsoring.
- Offer more Step studies to increase the number of available, abstinent sponsors: fifteen-week Step studies, quick Step studies, workshops using the new *Twelve Step Workshop Study Guide*.

- One intergroup has sponsor training workshops on demand for groups or individuals; several trainers are available to lead these.
- Newsletter articles focused on abstinence.
- One newsletter has a section for “Heard from my Sponsor.”
- Share pictures and length of abstinence when speaking.
- Have a HOPE line where sponsors (available or not) stand in the front of the room and state their length of abstinence and weight loss/gain to give hope to the newcomer. We don’t say if we’re available because sometimes most are not and that would defeat the purpose of the hope.
- Share experience of abstinence as freedom rather than deprivation.
- Redefine the word “deprivation” in my brain to mean living in the prison in which my alcoholic foods or compulsive behaviors keep me; deprivation is not about letting go of foods or behaviors that kill my spirit, energy, and relationships while I slowly commit suicide.
- Sponsor list and sponsor coordinator/match up service (sponsor bank).
- Have a “sponsor speed dating” workshop.
- “More food” is not an option.
- Concept of “cranking up” abstinence so people can see it.
- Sponsoring long distance.
- Difficulty with retaining new members? Offer newcomer meetings with abstinence requirement to speak.
- Remind members to make Twelfth Step Within calls on the twelfth of the month.
- Relapse meeting.
- Sponsor is not your HP; education regarding problems when this occurs.
- Newcomer retention; using twelve locally produced questions from Australia to be done each day with new member during first twelve days in program.
- Spiritual recovery vs. symptoms of disease.

Recovery Roadmap: Growing OA Recovery Worldwide Workshop

Leaders

- Francene A., Region Nine
- Debbie H., Region Six
- Les K., Region Ten
- Beverly M., Region One
- CJ M., Region Five
- Anne O., Region Two
- Annette P.-R., Region Four
- Brenda Q., Region Three
- Ginny S., Region Seven
- Katrina S., Region Eight

The theme of the 2018 WSBC Forum was "Recovery Roadmap: Growing OA Recovery Worldwide," which lines up with OA's 2018 strategic goal, Growing OA Recovery Worldwide. The goal for the forum was for delegates to be able to identify some of the roadblocks to their own recovery and the paths that lead to recovery.

Delegates each received a roadmap with many locations on them, some that lead to recovery and some that did not. Twenty speakers shared a part of their journey to recovery as it related to locations on a map. Each delegate heard from four of those speakers.

Possible locations (topics) included: Acceptance Airfield, Control Corner, Cravings Creek, Depression Drag, Desire to Stop Rest Area, Diet Mentality Desert, Food Fantasy Island, Footwork Hiking Trails, Half Measure Hills, Higher Power Service Station, Humility Hollow, Island of Isolation, Judgement Junction, Keep Coming Back Hotel, Meditation Meadow, Mount of Lies, Perfectionist Pass, Relapse Ridge, Resentment Road, Self-Sufficiency Lodge, Sound of Silence Canyon, Spiritual Awareness State Park, Sponsorship Springs, Stepwork Stables, Swam of Fear, Three-Legged Stool School, Terminally Unique Boutique, Tools Rest Stop, Worry Wharf, and Writing Campsite.

Feedback was very positive with many delegates planning to use the same format in their groups. We believe we did achieve our goal by providing a visual way to understand the roadblocks that sometimes impede our recovery.

World Service Attending Delegates

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

Region	Number of Delegates
1	22
2	24
3	21
4	11
5	17
6	32
7	17
8	21
9	13
10	4
Virtual	6
TOTAL	188

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

A Summary of Continuing Effects Motions
1962-2018

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

Introduction

It is noted that all motions appearing in this summary were adopted by the group conscience of the World Service Business Conference of Overeaters Anonymous. Furthermore, until changed, these motions set self-imposed limits on the Fellowship. According to the Bylaws of Overeaters Anonymous, Inc., Subpart B, Article X, Section 1a) which states:

> "…The Conference shall serve as the collective conscience of the Fellowship of Overeaters Anonymous as a whole…"

Continuing Effect Motions

1962 Rescinded 2014.

1977a Rescinded 2001.

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

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

1979a Rescinded 1989. Superseded by 1982b.

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

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

1979d Rescinded 2015.

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

1980a Rescinded 2016.

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

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

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

1982a Rescinded 1999.

1982b Rescinded 2010.

1982c Amended 1989 and 2018. A definition of open and closed groups was adopted:
Open group is a group which is open to anyone.

Closed group is a group that is open to anyone with the desire to stop eating compulsively, or anyone who thinks they may have a problem with compulsive overeating. This includes newcomers.

1982d Rescinded 2001.

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

1982f Rescinded 2012.

1983 Amended 1989. After a presentation/discussion on requirements other than the Twelve Steps, the following statement was adopted:
Overeaters Anonymous respects the autonomy of each OA group. We do suggest, however, that any OA group which imposes a special purpose, task, or guideline should inform its members that this special purpose, task, or guideline does not represent OA as a whole. The only requirement for membership is the desire to stop eating compulsively. Anyone

who says they are a member is a member. We of Overeaters Anonymous welcome all members with open arms.

1984a Amended 1990, 2013 and 2015. Upon the recommendation of the Literature Committee, a preamble for Overeaters Anonymous was adopted to read:
Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength, and hope, are recovering from compulsive overeating. We welcome everyone who wants to stop eating compulsively. There are no dues or fees for members; we are self-supporting through our own contributions, neither soliciting nor accepting outside donations. OA is not affiliated with any public or private organization, political movement, ideology, or religious doctrine; we take no position on outside issues. Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

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

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

1984d Amended 2013 and 2014. The following procedure for Business Conference presentations/ discussions was adopted:

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

1984e Amended 2014. After a presentation/discussion, a statement on the sale of merchandise was adopted:
It is the will of the Business Conference that sale of merchandise, per se, is not prohibited by the Traditions. With regard to sale of merchandise, "Each group should be autonomous except in matters affecting other groups or OA as a whole." If you choose to sell merchandise, the following guidelines are suggested:

1) All sales be made by and for OA service bodies.
2) Each sale item be approved by group conscience.
3) Sales at OA events and functions should be conducted in such a manner so as not to divert or distract from our primary purpose to carry the message to the compulsive overeater who still suffers.

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

1985 Amended 1993 and 2017. Upon the recommendation of the Literature Committee, the following revised procedure for granting the Conference Seal of Approval was adopted:

The Conference-approved seal that appears on the back of our literature means that the material has broad application to the Fellowship as a whole and is intended primarily to distinguish OA literature, not to censor other literature.

The Board of Trustees oversees the production of literature at the world service level. The Conference Seal of Approval shall be granted to OA literature upon receiving a two-thirds vote from the delegates present and voting at the annual World Service Business Conference.

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

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

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

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

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

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

1987a Rescinded 2000. Superseded by 2000a.

1987b Rescinded 2018.

1987c It was adopted that:
All policies adopted by the Business Conference shall be placed in a document entitled Business Conference Policy Manual which shall be distributed to world service delegates

as part of pre-Conference delegate materials and also updated and included in all final World Service Business Conference reports.

1987d Superseded by 2005c.

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

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

1988b Amended 2002, 2009, and 2011. The following policy statement was adopted:

Statement on Abstinence and Recovery

Abstinence in Overeaters Anonymous is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.

Spiritual, emotional, and physical recovery is the result of living the Overeaters Anonymous Twelve-Step program.

1988c Superseded by 2005c.

1989a It was adopted that:

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

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

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

1989b Rescinded 2003.

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

1991a Amended 2003, 2013, 2015 and 2017. It was adopted that:
The following Conference and board committees be restructured as follows, to begin with the 1992 WSBC:

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

1991b Superseded by 2005c.

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

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

"Unity with Diversity" Policy

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

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

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

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

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

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

1992d Rescinded 1998.

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

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

1993b Amended 2010. It was adopted that:
It is the group conscience of the 1993 World Service Business Conference that the sale or display of literature other than OA-approved literature and AA conference-approved

literature (as described in WSBC Policy 2010a) is an implied endorsement of outside enterprises, and therefore in violation with Tradition Six.

1993c Amended 1994, 2001, 2002, 2012, and 2014. It was adopted that:
World Service Business Conference 2012 adopt a policy that the World Service Office shall mail an annual letter to all service bodies requesting contributions to help fund delegates to attend World Service Business Conferences. Delegates selected to receive this fund will be those from intergroups and service boards demonstrating need. Priority will be given to those intergroups and service boards that have not previously sent delegates to Conference.

1993d Rescinded 2001.

1993e Rescinded 1998.

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

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

1994c Rescinded 1998.

1995a Rescinded 2014.

1995b Rescinded 2014.

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

1996b Rescinded 2008. Superseded by 2008a.

1997 Rescinded 2001.

1998 Rescinded 2008. Superseded by 2008a.

1999 Rescinded 2016.

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

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

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

2002a Rescinded 2005.

2002b Rescinded 2005.

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

2004a Rescinded 2018.

2004b Amended 2009, 2014 and 2018. It was adopted that:
Appeals process for service bodies denied credentials at WSBC because they do not meet the requirements of OA, Inc. Bylaws, Subpart B, Article X, Section 3c – Qualifications/Selection.

1) The World Service Office shall notify the service body of any challenges to delegate credentials within seven days of receipt of delegate information by the World Service Office.
2) The service body shall notify the World Service Office if it wishes to appeal denial of delegate credentials within fourteen days of this notification.
3) The Appeals Review Committee shall be composed of two members of the Board of Trustees (the BOT chair and one other trustee), two region chairs, and two representatives of the region bringing the appeal. It will be chaired by the BOT chair.

4) The Appeals Review Committee, via electronic communications, will collectively decide the final disposition of each appeal with a deadline of one month prior to the first session of the upcoming WSBC.

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

2005b Rescinded 2011.

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

1) All submissions of proposed New Business Motions, Policy Motions, and/or amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws shall include a) a statement of intent; b) a statement of the procedures necessary for the implementation of the proposal (if necessary); c) a statement of estimated cost associated with the proposal; d) a history of related new business items or Bylaw Amendments that were voted upon by the WSBC in the past five years and the results of those votes; e) up to one page of arguments in favor of each new business item or Bylaw Amendment submitted by the maker of the motion at the time of submission; and f) an explanation of how this motion will help carry the message of recovery to those who still suffer.
2) The Conference agenda questionnaire include all proposed new business, Policy Motions, and Bylaw Amendments that have been submitted within the announced postmarked deadline, including those deemed out of order with the exception of those motions and Bylaw Amendments that, based upon opinions from legal counsel, are deemed to be defamatory.

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

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

2006 Rescinded 2014.

2007 Rescinded 2009.

2008a It was adopted that:
The Executive Committee of the Board of Trustees may discontinue printing Conference-approved literature for low-demand reasons when it is no longer cost effective to reprint and maintain in the OA literature inventory. Every August, an annual report of sales of Conference-approved literature will be provided to the Executive Committee. Discontinuation of printing does not remove the Conference Seal of Approval. Conference–approved literature which is no longer printed will be made available for downloading from the OA website.

WSBC delegates may remove the Conference Seal of Approval by a two-thirds vote. If the motion is approved by the Conference, the designated literature will not be reprinted. If the literature is discontinued for nonobservance of Traditions, sales of that literature will cease immediately; it will be removed from inventory and will not be distributed for any reason. Sales of literature that is discontinued for any reason other than noncompliance with Traditions will cease after the depletion of remaining inventory.

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

A copy marked "discontinued" with the date the piece was discontinued will be maintained in literature archives for duplication by the WSO in case of special requests. An appropriate amount will be charged for the time and cost of duplicating, mailing, etc.

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

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

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

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

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

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

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

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

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

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

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

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

**Examples could include, but are not limited to, hospitals, doctors, nurses, clergymen, treatment centers, educators, dieticians, nutritionists, employee assistance programs, and health spas.*

2008d It was adopted to:
Create an Overeaters Anonymous public service announcements policy.

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

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

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

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

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

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

2009c Rescinded 2012.

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

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

Statement on Approved Literature

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

2010b Rescinded 2014.

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

2010d Amended 2014. It was adopted to:
Establish an OA Young Persons' Conference Committee.

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

2011a Amended 2016. The following policy statement was adopted:

Statement on Public Media

While Overeaters Anonymous has no opinion on outside issues, including social media, the delegates of the 2016 World Service Business Conference recommend that any OA member, group, or service body using social media for OA public information and public awareness maintain the personal anonymity of OA members.

Members of Overeaters Anonymous are anonymous. The Fellowship is not. Members of Overeaters Anonymous using social media are responsible for maintaining their own personal anonymity and respecting the anonymity of other OA members.

2011b It was adopted to:
Include the Tools of recovery of OA in the Conference Policy Manual.

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

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

2012a Amended 2018. The following policy statement was adopted:

Statement on Creating Service Centers

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

2012b The following policy statement was adopted:

Statement on Group Where Access is Restricted

A group which, for compelling reasons over which it has no control, where access is restricted (i.e., national security, military security, ships, military bases, or institutional setting), cannot welcome all who have the desire to stop eating compulsively will be considered to be in compliance with the points defined in Bylaws, Subpart B, Article V, Section 1, if:

1) It has provided the Board of Trustees, in writing, the specific compelling reason.
2) The Board of Trustees specifically approves the exception.

2012c The following policy statement was adopted:

Statement on Group Liability Insurance

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

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

2013 The following policy statement was adopted:

Statement on Individual Member Donations to the OA World Service Office

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

2014a Rescinded 2017.

2014b It was adopted that:

Meetings of Delegates

Annual Business Conference

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

2015 It was adopted that:

World Service display the name "Overeaters Anonymous" on all displays, banners, and other signage at its events. This does not apply to badges.

2016 It was adopted to:

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

2017a The following policy statement was adopted:

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

2017b The following policy statement was adopted:

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

2017c Amended 2018. It was adopted that:
The World Service Business Conference 2017 create a Sponsorship Day to be held annually on the third weekend in August.

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

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

****END****

Note: The World Service Office shall oversee that the Business Conference minutes are researched annually in order to update this summary with any Business Conference motions which have a continuing effect. This includes new, revised, or rescinded motions adopted by the World Service Business Conference.

1962 At OA's first Business Conference, then called the National Conference, it was adopted that:
We endorse as our only basic creed the only thing that OA in general subscribes to (from headquarters), the Twelve Steps and the Twelve Traditions. That this is the only basic program that OA (headquarters) believes as its creed. We acknowledge that these two things are the only creed that OA subscribes to, basically. (***Rescinded 2014)***

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

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

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

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

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

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

1982b After a presentation/discussion on using an OA/AA-approved literature list which includes the 1976 Business Conference Statement on OA/AA-approved literature, the following was adopted that:

The current World Service Business Conference policy on literature be a list (to be updated as necessary) which includes the amended 1976 Statement on OA/AA-approved literature: "In accordance with our Traditions, we suggest OA groups maintain unity and protect our Traditions by selling only program books and pamphlets at their meetings. This would include AA Conference-approved literature and OA Conference- and board-approved

literature. Intergroup or group prepared local literature should be used with the greatest discretion. Even then, we suggest that you submit it to the World Service Office for their information. This type of local literature should be considered temporary and discontinued when OA literature approved for general use is available to cover the topic." (The complete list which includes this statement, literature, and explanations is available from the World Service Office.) ***(Rescinded 2010)***

1982d It was adopted that:
The Board of Trustees presents a written Business Conference report of all Board of Trustees' policies, to be updated for each Business Conference beginning May 1983. (***Rescinded 2001***)

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

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

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

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

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

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

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

1992d The following policy statement adopted that:
The World Service Business Conference resolves to welcome anorexics and bulimics in the OA Fellowship as full and equal members. (***Rescinded 1998***)

1993d It was adopted that:
Beginning 1994 the World Service Office will charge a twenty-dollar (US$20) nonrefundable fee to register a World Service Business Conference delegate. (***Rescinded 2001***)

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

1994c The World Service Business Conference 1994 adopted:

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

c) no OA member shall ever be placed in a position of unqualified authority;
d) all important decisions shall be reached by discussion, vote, and whenever possible, by substantial unanimity;
e) no service action shall ever be personally punitive or an incitement to public controversy; and
f) no OA service committee or service board shall ever perform any acts of government, and each shall always remain democratic in thought and action. (***Adopted into OA Bylaws, Subpart B 1998***)

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

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

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

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

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

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

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

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

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

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

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

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

1998 The following policy statement was adopted to:
Discontinue Conference-approved literature for reasons other than low sales, a two-thirds vote from the delegates present and voting at the annual World Service Business Conference is needed. ***(Rescinded 2008)***

1999 Amended 2004 and 2005. It was adopted that:
An online or telephone group will be registered with world service as long as the listed group meets the following criteria:

1) Takes place in "real-time";
2) Is fully interactive; and
3) Fulfills the definition of an OA group as contained in Subpart B, Article V, Section 1 of Overeaters Anonymous, Inc. Bylaws. ***(Rescinded 2016)***

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

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

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

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

2008 It was adopted to:
Change the name of the HIPM (Hospitals, Institutions, Professionals, and the Military) Committee to Professional Outreach Committee. ***(Rescinded 2014)***

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

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

2010b It was adopted to:
Add a ninth Tool: "Action Plan." ***(Rescinded 2014)***

2014a It was adopted that:
Overeaters Anonymous email groups, commonly called loops (groups that do not meet in real time), may list their group on www.oa.org as a courtesy with the following criteria:

1) Email groups must comply with the definition of an Overeaters Anonymous group as per OA, Inc. Bylaws, Subpart B, Article V – Overeaters Anonymous Groups, Section 1 – Definition.
2) The topic and/or focus of the email group are consistent with those listed on oa.org for Overeaters Anonymous face-to-face and virtual groups.
3) New members must be informed of the loop's policies, norms, and practices.
4) Archives are to be deleted at least once a month unless the loop's policies dictate otherwise.
5) Email groups are moderated to stay on topic.
6) The format of the email groups is structured similarly to a registered OA group. Postings to email groups are limited to the topic, the Twelve Steps, the Twelve Traditions, or the Twelve Concepts of OA Service. Feedback, crosstalk, and advice-giving are discouraged.

7) Each email group will have a coordinator who registers the loop with an email service provider and a secretary who will liaise with the OA World Service Office. ***(Rescinded 2017)***

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OA, Inc. Bylaws, Subpart A

Article I – Name and Place of Business

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

Article II – Purpose

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

Article III – Members

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

Article IV – Prohibitions

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

Article V – Directors/Management

Section 1 – Powers

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

Section 2 – Number of Trustees and Qualifications

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

Section 3 – Composition

The board shall consist of all "regional trustees," "general service trustees," and a "virtual services trustee" elected in accordance with the procedures set forth in Subpart B of these bylaws.

Section 4 – Election and Terms of Office

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

Section 5 – Compensation

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

Section 6 – Meetings

a) Immediately following each annual World Service Business Conference meeting held pursuant to Article X of Subpart B of these bylaws, the board shall hold a regular meeting to elect officers and transact other business. The Board of Trustees shall meet at least quarterly, at such place and time as it may designate from time to time by resolution of the board. In the absence of a resolution, regular meetings shall be held at the principal office of the Corporation. Special meetings may be called by the chair of the board or any three trustees, and such meetings shall be held at the time, place, and hour designated by the person or persons calling this meeting.
b) Notice of the time and place of meetings shall be delivered to each trustee personally or sent by first-class mail, at least seven days prior to any such meeting, provided, however, that notice of regular meetings, the time of which has been designated by resolution of the board, is hereby dispensed with.
c) More than half of the trustees shall constitute a quorum for the transaction of business.

d) In the absence of a quorum, the board shall transact no business, except as otherwise expressly provided in these bylaws, in the Articles of Incorporation, or by law, and the only motion the board shall entertain is a motion to adjourn.
e) Meetings of trustees shall be governed by the latest edition of *Robert's Rules of Order, Newly Revised* or such successor publication as may from time to time be published, insofar as such rules are not inconsistent with or in conflict with these bylaws, with the Articles of Incorporation, with law, or with special resolutions the board may adopt.

Section 7 – Resignation and Removal of Trustees

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

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

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

b) Any trustee may be removed by a three-fourths vote of the Conference delegates present and voting at the annual World Service Business Conference.
c) A vacancy shall be presumed, and the office shall be declared vacant by a three-fourths vote of all trustees under the following circumstances:
   1) Any trustee who is absent from two Board of Trustees meetings during his/her term of office without prior notice to the chair of the board or the secretary of the board and good cause as determined by the Board of Trustees.
   2) Any trustee who is absent from two Board of Trustees meetings in a twelve-month period, or any general service trustee who is absent from three Executive Committee meetings in a twelve-month period, beginning with the first such meeting following the adjournment (sine die) of the annual World Service Business Conference. Absences during a one-year term could be excused only by impassable weather, serious illness of a trustee, death, or serious illness of a trustee's immediate family member, war, or national strike. Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, a meeting of the Executive Committee, and/or an Executive Committee teleconference be approved for good cause. The motion may be presented at a Board of Trustees meeting prior to or the meeting subsequent to the meeting from which the trustee wishes to be excused. The motion to excuse an absence shall be treated as any other business motion and requires a three-fourths vote of the Board of Trustees. The vote to excuse the absence will be taken by written ballot.
d) To be considered in attendance at a meeting, a trustee must attend 75 percent of the business meeting's schedule on the agenda for that meeting. This stipulation may be waived due to an emergency or other good cause that occurs during the business meeting if approved by a three-fourths vote of the trustees' present.

e) One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities may be claimed by a member of the Board of Trustees during each of his/her elected terms of office for any reason. The provisions in Section 7c) above do not apply to any absences of any trustee while on a leave of absence.
f) The Board of Trustees may remove any trustee for cause by an affirmative three-fourths vote of the trustees. The failure to perform the duties and responsibilities of a trustee, as enumerated in the OA Bylaws, Subpart B, Article IX, Section 2 may constitute cause for removal.
g) No reduction in the authorized number of trustees will have the effect of removing any trustee before his/her term of office expires.

Section 8 – Vacancies
Vacancies on the Board of Trustees may be filled by a majority vote of the trustees then in office in accordance with Article IX, Section 7 of Subpart B of these bylaws, whether or not less than a quorum, or by a sole remaining trustee, and each trustee elected in this manner shall hold office until the conclusion of the next annual Conference or until his/her earlier resignation or removal or his office has been declared vacant in the manner provided by these bylaws. A vacancy or vacancies on the Board of Trustees shall exist on the death, resignation, or removal of any trustee, or if the board declares vacant the office of a trustee if he/she is declared of unsound mind by an order of court or is convicted of a felony, or if the authorized number of trustees is increased, or if the delegates fail to elect the full authorized number of trustees to be voted for at any delegates meeting at which an election of trustees is held. If the resignation of a trustee states that it is to be effective at a future time, a successor may be elected to take office when the resignation becomes effective.

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

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

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

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

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

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

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

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

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

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

a) The approval of any action for which law or these bylaws also require approval of the Board of Trustees or delegates or approval of the majority of the Board of Trustees or delegates.
b) The filling of vacancies on the board or in any committee which has the authority of the board.
c) The fixing of compensation of the trustees for serving on the board or on any committee.

d) The amendment or repeal of bylaws or adoption of new bylaws.
e) The amendment or repeal of any resolution of the board, which by its express terms is not so amendable or eligible for repeal.
f) The appointment of committees of the board or members thereof.
g) The expenditure of corporate funds to support a nominee for trustee after there are more people nominated for trustee than can be elected.
h) The approval of any self-dealing transaction.

Section 15 – Other Committees
The board may, by resolution adopted by a majority of the trustees then in office, provided that a quorum is present, create one or more committees, each of which shall be chaired by a trustee or designated officer of the Corporation, to serve at the pleasure of the board. The chair of the board shall appoint chairs of such committees. The chair shall serve as ex-officio member, without vote, on all committees. Such committees shall not exercise the authority of the board. Any committee exercising authority of the board must conform to the New Mexico Nonprofit Corporation Act.

Section 16 – Managing Director
There shall be a managing director who shall act as the chief operations officer of the Corporation. The managing director shall be responsible for providing advice and assistance to members of the Board of Trustees and shall be responsible for administering the total operations of Overeaters Anonymous, Inc. and the World Service Office. The managing director shall also serve as an officer of the Corporation as its secretary.

Article VI – Officers

Section 1 – General
The Corporation shall have a chair of the board, first and second vice chair of the board, a secretary, and a treasurer and such other officers as the board may elect.

Section 2 – Qualification, Election, and Vacancies
a) The board of trustees elect the chair, the first and second vice chairs of the board, and the treasurer of the Corporation from the current trustees at the first board meeting following the annual Conference. Each nominated trustee may speak for up to five minutes on what they hope to bring to the position. If a tie vote occurs on two ballots, election shall then be decided by lot.
b) No trustee shall serve in any one office for more than two consecutive one-year terms.
c) Vacancies may be filled by the board.
d) The board may elect such other officers, with such qualifications and duties as it may deem fit, to serve at the pleasure of the board.

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

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

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

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

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

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

Article VII – Indemnification of Directors, Officers, Employees, and Other Agents

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

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

Article VIII – Insurance

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

Article IX – Miscellaneous Provisions

Section 1 – Fiscal Year

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

Section 2 – Corporate Seal

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

Section 3 – Execution of Checks, Notes, Contracts

a) Contracts. The Executive Committee may authorize any officer or officers, agent or agents, to enter into any contract or executive and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances.
b) Loans. No loans up to $150,000 shall be contracted on behalf of the Corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Executive Committee. Loans above this amount require authorization of the full Board of Trustees. Such authority may be general or confined to specific instances.
c) Checks, Drafts, and Other Financial Instruments. Except as otherwise provided by law, checks, drafts, promissory notes, orders for the payment of money, and other evidences of indebtedness of the Corporation shall be signed by:
    1) The treasurer or other designated officer and countersigned by the chair of the board or by other specified officer.
    2) Except that payment for any or all operating obligations may be signed by a designated employee of the World Service Office up to the amount of their respective bond.

Section 4 – Annual Report

a) The board shall cause an annual report to be sent to the trustees not later than 120 days after close of the Corporation's fiscal year. Such report shall contain in appropriate detail the following:
    1) The assets and liabilities, including the trust funds, of the Corporation as of the end of the fiscal year.
    2) The principal changes in assets and liabilities, including trust funds, during the fiscal year.
    3) The revenue or receipts of the Corporation both unrestricted and restricted to particular purposes, for the fiscal year.

4) The expenses or disbursements of the Corporation, for both general and restricted purposes, during the fiscal year.
5) A statement of any transaction or indemnification in which the Corporation, a parent, or subsidiary was party, and in which either of the following had a direct or indirect material financial interest:
   (i) A trustee or officer of the Corporation, or its parent or subsidiary.
   (ii) Any holder of more than 10 percent of the voting power of the Corporation, its parent, or subsidiary.

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

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

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

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

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

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

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

Article X – Dissolution
Upon the dissolution of the Corporation, the Board of Trustees shall, after paying or making provision for the payment of all the liabilities of the Corporation, dispose of all of the assets of the

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

Article XI – Amendments

Section 1 – Board of Trustees

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

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

Section 2 – Record of Amendments

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

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

OA, Inc. Bylaws, Subpart B

Article I – Twelve Steps

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

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

Article II – Twelve Traditions

The Twelve Traditions of Overeaters Anonymous are:

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

Article III – Twelve Concepts

The Twelve Concepts of OA Service are:

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

Article IV – Members

Section 1 – Legal Status

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

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

Article V – Overeaters Anonymous Groups

Section 1 – Definition
These points shall define an Overeaters Anonymous group:
a) As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service.
b) All who have the desire to stop eating compulsively are welcome in the group.
c) No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
d) As a group they have no affiliation other than Overeaters Anonymous.
e) It has affiliated as an Overeaters Anonymous group by registering with the World Service Office.

Section 2 – Composition
a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
    1) in the same physical location (land-based);
    2) through some form of electronic device (virtual); or
    3) both.
b) Groups compose the intergroups and service boards set forth in Articles VI and VIII hereof.
c) A group may affiliate with only one intergroup or service board. However, groups may also participate in the activities (including voting) of another service body (intergroup, national service board, language service board, region) with their permission.

Article VI – Intergroups

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

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

Section 3 – Registration

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

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

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

Section 4 – Functioning

a) Intergroups may conduct the business of their groups by any method they choose.

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

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

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

Article VII – Regions

Section 1 – Definition

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

Section 2 - Composition

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

b) The regions shall be as follows:
   1) Region No. 1 shall be the Pacific Northwest Region composed of Alaska, Idaho, Montana, Oregon, Washington, Wyoming, Alberta, British Columbia, Northwest Territories, Saskatchewan, and Yukon.

2) Region No. 2 shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.
3) Region No. 3 shall be the Southwest Region composed of Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, and Utah.
4) Region No. 4 shall be the West Central Region composed of Illinois (except the Greater Chicago area and Central Illinois Intergroup), Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Manitoba, Northwestern Ontario, and the territory of Nunavut.
5) Region No. 5 shall be the Central Region composed of the Greater Chicago area and Central Illinois Intergroup, Indiana, Kentucky, Michigan, Ohio, Wisconsin, and Southwestern Ontario.
6) Region No. 6 shall be the Northeast Region composed of Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, and Bermuda.
7) Region No. 7 shall be the Eastern Region composed of Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.
8) Region No. 8 shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, the Virgin Islands, Central America, and South America.
9) Region No. 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia.
10) Region No. 10 shall be composed of countries and territories in Australia, the Far East, New Zealand, South East Asia, and the Western Pacific Basin.
11) Virtual Region is non-geographic and is composed of virtual groups and virtual intergroups.

c) Should states/provinces/countries/territories within a region, or intergroups/national/language service boards within a state/province/country/territory wish to transfer to a region that is geographically more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VII, Section 2 of the bylaws.

Section 3 – Regional Assemblies

Regional assemblies whose members shall be called “regional representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all intergroups, national/language service boards and unaffiliated registered groups, for the election of officers and/or the selection of nominees for regional trustee for that region.

Section 4 – Registration

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

b) Each region shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever either is updated or revised.
c) Each region shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that the region bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by mail and/or electronic transmission to the chair and/or secretary/coordinator representing each region. Any updates shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VII, Section 4a) above.

Section 5 – Functioning

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

Article VIII – Service Boards

Section 1 – Definition

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

Section 2 – Composition

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

Section 3 – Registration

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

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

Section 4 – Functioning

a) Service boards shall conduct business under the bylaws and policies established by their intergroups and groups.
b) With prior notice to all member groups and intergroups, service boards shall convene at least once a year for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
c) A service board must be formally registered, along with its delegate information, thirty days prior to Conference opening to send delegates to the current Conference. (See Article X, Section 3c for qualifications and selection of delegates.)
d) In order to deregister, a service board must submit a written notice to the World Service Office, region chair, and region trustee.

Article IX – Board of Trustees

Section 1 – Composition

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

Section 2 – Duties and Responsibilities

a) Each trustee shall serve and represent Overeaters Anonymous as a whole. The members of the board, subject to the laws of the State of New Mexico, are expected to exercise the powers vested in them by law in a manner consonant with the faith that permeates and guides the Fellowship of Overeaters Anonymous, inspired by the Twelve Steps of Overeaters Anonymous, in accordance with the Twelve Traditions and Twelve Concepts of OA Service, and in accordance with the bylaws.
b) Subject to the limitations of these bylaws, and to the action of the delegates at the Conference, all powers shall be exercised by or under the authority of, and the business affairs of the Corporation shall be controlled by the Board of Trustees. Without prejudice to such general powers but subject to the same limitations, it is hereby expressly declared that the trustees shall have the following powers:
    1) To act as guardians of the Twelve Steps and Twelve Traditions, ensuring that they are not altered in any way, except as specified in Article XIV, Subpart B of these bylaws.
    2) To act as guardians of the Twelve Concepts of OA Service and to promote the understanding and implementation of the Twelve Concepts of OA Service at all levels of service.
    3) To conduct, manage, and control the affairs and business of the Corporation and any charitable foundation organized in conjunction with or allied with Overeaters Anonymous as they may deem best, and to make such rules and regulations consistent

with law, the Articles of Incorporation, or with these bylaws, or the action of the Conference taken through the delegates at the Conference.

4) To designate a place within the United States for holding of any meeting or meetings of the delegates.
5) To manage in such a manner as they deem best all funds and real or personal property received and acquired by the Corporation, and to distribute, loan, or dispense with the same and the income.
6) To call to the attention of any group or service body any non-adherence to the Twelve Traditions or the Twelve Concepts of OA Service which the trustee believes the group or service body has made, acting only in an advisory capacity in matters affecting Overeaters Anonymous as a whole.
7) To speak on behalf of Overeaters Anonymous in all matters affecting Overeaters Anonymous as a whole.
8) To provide for and supervise publications of Overeaters Anonymous.
9) To furnish counsel and guidance to the members, groups, and service bodies.
10) To supervise and guide education and attraction efforts of Overeaters Anonymous.
11) To provide forums for the interchange of ideas and information among groups and OA service bodies and to be instrumental in carrying the OA message of recovery to compulsive overeaters.
12) To perform such other duties as may be directed by the delegates at the Conference.
13) To prepare and present an annual report to the delegates at the Conference.

c) Specific Duties

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

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

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

Section 3 – Term of Office
Trustees shall be elected at the annual World Service Business Conference for a period of three years. Regional and general service trustees may be elected at any annual Conference in order to fill the remaining term created by a vacancy except as specified in Section 7.

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

Terms of office for regional trustees shall be staggered according to the following rotation:
Regions One, Four, and Seven
Regions Three, Six, Nine, and Virtual
Regions Two, Five, Eight, and Ten

Section 4 – Qualifications
a) Qualifications for trustee shall be:
   1) Seven years in the Fellowship;
   2) Five years of service beyond the meeting level;
   3) Attendance as a delegate to at least two World Service Business Conferences; and
   4) Five years of continuous recovery in Overeaters Anonymous as evidenced by:
      (i) five years of current continuous abstinence;
      (ii) current maintenance of a healthy body weight for at least two years; and
      (iii) emotional and spiritual growth as a result of incorporating into their lives the Twelve Steps and Twelve Traditions as a new way of living.
b) Qualifications for trustee must be met at the time the application for trustee is submitted to the WSO. Specifically, such trustee nominees must also have:
   1) Worked through all Twelve Steps;
   2) Declared themselves as practicing the Twelve Steps to the best of their ability;
   3) Declared themselves as committed to the Twelve Traditions of Overeaters Anonymous; and
   4) Affirmed these additional qualifications on their trustee application forms.
c) Upon election, each trustee shall make a commitment of:
   1) Adherence to the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.
   2) Continual recovery including abstinence and maintenance of a healthy body weight throughout the entire term(s) of office. Each person shall be the judge of his or her own recovery including abstinence and maintenance of a healthy body weight.
   3) Compliance with all the terms and provisions of the prevailing Overeaters Anonymous, Inc. Bylaws.
d) In addition, regional trustees:
   1) Are to physically reside in the region represented no less than the six months immediately prior to election.
   2) Elected regional trustees will maintain physical residency in the regions represented for two-thirds of each year of their terms, excluding OA-related business travel.
   3) If a change of status of physical residency of a regional trustee occurs following election to office, said trustee will notify the Board of Trustees of the change in status immediately.

The trustee will vacate the position at the next World Service Business Conference, where elections will be held to fill the incomplete term.

4) Additional qualifications for regional trustee may be set by each region.

Section 5 – Nomination of Trustees

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

b) Regional Trustees for Newly Approved Regions Outside Regions One – Ten
   1) Appointment
      (i) The board shall appoint the first regional trustee for the region.
      (ii) Each region may submit one nominee for the new regional trustee appointment in accordance with the provisions of Section 5 a) and b) with the exception of the new region who may submit three nominees.
   2) Elections
      (i) The first election of the regional trustee shall occur at the World Service Business Conference the year following approval of the new region.
      (ii) Applicants for the first elected regional trustee who live within the new region shall submit their resume to the Board of Trustees ninety days prior to the annual Conference.
      (iii) If there are at least three qualified nominees from the new region, nominees from other regions shall not be accepted. One nominee for the elected regional trustee position may also be submitted from each other region in accordance with the provisions of Section 5 a) and b) except as otherwise provided in Section 5 b) 2) (ii).
   3) Copies of resumes must be sent to all Conference delegates at least forty-five days prior to the annual Conference.

c) General Service Trustees
   1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant's intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee.

2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees' resumes, to all Conference delegates at least forty-five days prior to the Conference.

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

Section 6 – Election of Trustees

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

Section 7 – Vacancies

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

Article X – Meetings of Delegates

Section 1 – World Service Business Conference

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

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

Section 2 – Special Meetings

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

Section 3 – Delegates

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

a) Voting delegates shall consist of the following persons chosen in accordance with OA, Inc. Bylaws, Subpart B, Article IX, Section 6 or Article X, Section 3(c)1:
   1) Delegates from intergroups.
   2) Delegates from service boards chosen from groups, intergroups, and countries not otherwise represented.
   3) Delegates from countries not having any geographically based service board.
   4) Each region shall be entitled to one vote through its duly elected chair or alternate.
   5) A region that was represented at the last WSBC by fewer than 40 percent of its intergroups and other eligible service bodies may send up to five additional delegates from the region. Preference shall be given to delegates selected from intergroups and service bodies which would not otherwise be represented by delegates.
   6) Regional trustees.
   7) General service trustees.

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

c) Qualifications/Selection
   1) Qualifications for selection of world service delegates/alternates shall be set by each intergroup, region (in the case of region delegates), or service board provided that each delegate/alternate shall have at least one year of current abstinence and at least two years of service beyond the group level. (Permission for any exception in qualifications for valid reasons, if deemed credible by the trustees, may be received by application to the World Service Office.)
   2) Each intergroup or service board shall be entitled to have one qualified delegate for up to the first fifteen groups it represents and one for each additional fifteen groups or any fraction thereof, as per the January Service Body Information Report from WSO, except

that the service board shall not represent the same groups as intergroups represent. A group shall be recognized as registered and represented by an intergroup or service board.

3) Countries without intergroups or national/language service boards which seek representation at the annual Conference shall have at least one delegate. Larger representation shall be determined by the Board of Trustees, with delegate approval in accordance with the number of groups in that country.
4) Delegates and alternates should be selected at least seventy days before the annual Conference, and the names forwarded immediately upon selection to the World Service Office of Overeaters Anonymous.
5) If a region, intergroup, or service board does not select its delegate(s) and alternate(s) or fails to inform the World Service Office of Overeaters Anonymous before the annual meeting, such delegate(s) and alternate(s) may appear at the Conference with evidence of their due selection deemed credible by the trustees, and such delegate(s) shall be seated.

Section 4 – Notice

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

Section 5 – Voting

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

Section 6 – Presiding Officer

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

Section 7 – Parliamentary Authority

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

Section 8 – Business Agenda

a) The chair shall provide that the agenda for the annual Conference includes written reports of the treasurer, managing director, board, and Conference committee chairs.
b) Notwithstanding any action of the chair or mandate of Section 7 above, questions of policy shall take precedence over proposed Bylaw Amendments at all Conference meetings, except for such Bylaw Amendments as may be required to conform with or be mandated by any action of State or Federal statute, code, or law. The agenda of the Conference shall specifically provide for consideration of policy questions before consideration of Bylaw Amendments.

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

Article XI – Conference Committees

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

Section 1 – Conference-Approved Literature Committee

a) The Conference-Approved Literature Committee (CLC) shall be composed of twelve or more delegates selected by the cochairs of the Conference-Approved Literature Committee from among delegates at the Conference, to obtain good geographic representation, strong abstinence, and a willingness to serve.
b) The cochairs may appoint outgoing delegates to serve an extra year on the committee in an advisory capacity.

Section 2 – Bylaws Committee

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

a) The Reference Subcommittee shall be composed of the Bylaws Committee delegate chair and representative of the Board of Trustees who shall be the cochairs; and the representatives selected from each region to serve on the Bylaws Committee.
b) The Reference Subcommittee shall meet at times designated on the Conference schedule or agenda, and other times as required by the Conference. The Reference Subcommittee will meet on the day prior to the conclusion of scheduled New Business to consider Emergency New Business.
c) Names of the Bylaws Committee members selected by the regions shall be sent to the World Service Office forty-five days prior to the Conference.
d) The Reference Subcommittee shall further operate according to guidelines developed by the Bylaws Committee and approved by the Board of Trustees.

Section 3 – Region Chairs Committee

a) The Region Chairs Committee shall provide a channel of information and communication between the members and the Board of Trustees through the regions and a network for the purpose of sharing resources and solutions.
b) The Region Chairs Committee shall be composed of the current region chairs only. A region chair may designate an alternate, such as the region vice chair, to serve on the committee in her/his absence.
c) Section 5 of Article XI does not apply to this committee.

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

Section 5 – Conference Committee Chair

a) Election. A Conference cochair and a vice chair for each Conference committee shall be elected annually by a majority of the delegates present at the annual Conference committee meetings. The Conference cochair shall be a delegate and shall not serve more than two consecutive one-year terms. The vice chair shall assume all responsibilities in the absence of the Conference cochair.
b) Responsibilities. One year's active service with the committee members and chairing the Conference committee meetings at the next annual World Service Business Conference if re-elected as a delegate.
c) Vacancies. If, for any reason, the Conference committee cochair is unable to fulfill the position and there is no vice chair, the chair of the Board of Trustees, in consultation with the trustee cochair responsible for liaison between the Conference committee and the board, shall appoint a delegate from the committee to serve as Conference cochair.
d) A vacancy shall be presumed if the Conference committee cochair fails to communicate with the committee for three consecutive months.

Article XII – Finances

Section 1 – Procedure

a) Full and complete disclosure of all world service official financial matters is a prime guidance and objective for all accounting procedures and financial statements.
b) Any delegate or trustee is entitled to examine the accounting records of the World Service Office, and any question concerning the finances of the World Service Office is completely proper and is to be answered promptly.
c) Accounting procedures shall be geared to periodic reporting, and financial controls shall be established for credibility of the financial statements.
d) Statements shall be clear and easy to understand to prevent confusion and misinterpretations.

Article XIII – Corporation Assets

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

All delegates to the Conference and all members of local groups which are members of Overeaters Anonymous shall be deemed to have expressly consented and agreed that, upon such dissolution or winding up of the affairs of the Corporation, whether voluntary or involuntary, the assets of the Corporation then remaining in the hands of the Board of Trustees, after all debts have been paid, shall be delivered and paid over in such amounts as the Board of Trustees may determine or as may be determined by a court of competent jurisdiction upon application of the Board of Trustees,

exclusively to charitable, religious, scientific, literary, or educational organizations which would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

Article XIV – Bylaw Amendments

Section 1 – Procedure

Subpart B of these bylaws may be amended as follows:

a) Amendments to Subpart B of these bylaws may be proposed by any registered service body, trustee, the Region Chairs Committee, or the Conference Bylaws Committee and shall be submitted to the chair of the Board of Trustees, postmarked or be date and time stamped through electronic transmission by December 10 before the annual meeting of the Conference. The Board of Trustees may also submit amendments to the bylaws.
b) The chair of the board shall cause a copy of the proposed amendments to be communicated to each delegate whose name appears in the office of the secretary of the Corporation and to each registered service body and trustee by January 10 prior to the annual Conference.
c) In order for an amendment proposed to be submitted to the World Service Business Conference, these proposals will need to be approved by 50 percent of all intergroups and service boards responding. The agenda questionnaire must be returned to the WSO by sixty days prior to the Conference.
d) Except as otherwise specified by these bylaws, proposed amendments to Subpart B may be adopted by a two-thirds vote of the delegates present and voting, provided a quorum is present.
e) Amendments to Article I (Twelve Steps) and Article II (Twelve Traditions) of Subpart B of these bylaws may only be adopted if, in addition to d) above, they are ratified by three-fourths of the registered Overeaters Anonymous groups responding within six months of notification, provided at least 55 percent of the registered groups have responded.
f) The parliamentarian may suggest editorial changes which do not alter the meaning of any bylaws but clarify the wording or bring the bylaws and Articles of Incorporation into conformity.
g) Amendments to Subpart B of these bylaws shall be effective at the close of the Conference except as otherwise specified.

OVEREATERS ANONYMOUS, INC.

FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORT

DECEMBER 31, 2017 AND 2016

OVEREATERS ANONYMOUS, INC.
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INDEPENDENT AUDITOR'S REPORT

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

Report on the Financial Statements

We have audited the accompanying financial statements of Overeaters Anonymous, Inc. (OA) (a not-for-profit corporation) which comprise the statement of financial position as of December 31, 2017, and the related statements of activities and changes in net assets, cash flows, and functional expenses for the year then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Overeaters Anonymous, Inc. as of December 31, 2017, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matter

Other Information
The financial statements of Overeaters Anonymous, Inc. as of and for the year ended December 31, 2016 were audited by other auditors whose report dated February 3, 2017 expressed an unmodified opinion on those statements.

Jaramillo Accounting Group LLC (JAG)
Albuquerque, New Mexico
February 22, 2018

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2017 AND 2016

	2017	2016
ASSETS		
Current Assets		
Cash and cash equivalents	**$ 100,538**	$ 199,288
Cash - restricted	**49,421**	35,667
Accounts receivable	**4,470**	2,728
Inventories	**219,149**	238,417
Prepaid expenses	**35,640**	28,740
Total current assets	**409,218**	504,840
Property and equipment, net	**642,659**	691,756
Other Assets		
Investments	**721,029**	635,539
Intangible assets, net	**44,792**	32,317
Total other assets	**765,821**	667,856
Total assets	**$ 1,817,698**	$ 1,864,452
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable	**$ 24,717**	$ 32,496
Accrued expenses and other liabilities	**35,035**	36,566
Unearned subscription revenue	**98,598**	114,206
Total current liabilities	**158,350**	183,268
Net Assets		
Unrestricted	**1,230,321**	1,645,517
Unrestricted - board designated	**379,606**	-
Total unrestricted net assets	**1,609,927**	1,645,517
Temporarily restricted	**49,421**	35,667
Total net assets	**1,659,348**	1,681,184
Total liabilities and net assets	**$ 1,817,698**	$ 1,864,452

See Notes to Financial Statements.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017	2016
UNRESTRICTED NET ASSETS		
Revenues and Other Support		
Revenues		
Sales of literature	**$ 870,957**	$ 930,683
Sales of magazines	**137,619**	125,473
Contributions	**570,272**	539,894
Conference registration fees, WSBC	**21,513**	22,167
Convention income	**-**	156,575
Total revenues	**1,600,361**	1,774,792
Other Support		
Investment income, net	**48,954**	36,645
Interest income	**28**	38
Other	**6,299**	11,267
Total other support	**55,281**	47,950
Total revenues and other support	**1,655,642**	1,822,742
Net assets released from restrictions	**20,623**	18,968
Total revenues and other support after release	**1,676,265**	1,841,710
Expenses		
Program Expenses		
Literature production and distribution	**581,083**	594,466
Magazine production and distribution	**200,828**	191,243
Group support and referral services	**460,674**	556,823
Total program expenses	**1,242,585**	1,342,532
General and administrative	**469,270**	514,661
Total expenses	**1,711,855**	1,857,193
Change in unrestricted net assets	**(35,590)**	(15,483)
Unrestricted net assets, beginning of year	**1,645,517**	1,661,000
Unrestricted net assets, end of year	**$ 1,609,927**	$ 1,645,517
TEMPORARILY RESTRICTED NET ASSETS		
Changes in Temporarily Restricted Net Assets		
Contributions	**$ 34,377**	$ 24,079
Net assets released from restrictions	**(20,623)**	(18,968)
Total changes in temporarily restricted net assets	**13,754**	5,111
Temporarily restricted net assets, beginning of year	**35,667**	30,556
Temporarily restricted net assets, end of year	**$ 49,421**	$ 35,667

See Notes to Financial Statements.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017	2016
Cash Flows From Operating Activities		
Cash received from		
Literature and magazine sales	**$ 991,226**	$ 1,057,358
Contributions	**604,649**	563,973
Conference and convention registration fees	**21,513**	178,742
Other sources	**6,299**	11,267
Interest income	**28**	38
Cash paid to employees and suppliers	**(1,607,818)**	(1,756,775)
Net cash flows provided by operating activities	**15,897**	54,603
Cash Flows From Investing Activities		
Purchase of equipment	**(20,291)**	(32,681)
Proceeds from the sale of equipment	**-**	3,108
Reinvestment of interest and dividends	**(18,563)**	(29,725)
Proceeds from the sale of investments	**742,465**	11,992
Purchase of investments	**(788,342)**	-
Investment in intangible assets	**(16,162)**	(19,766)
Net cash flows used in investing activities	**(100,893)**	(67,072)
Net decrease in cash and cash equivalents	**(84,996)**	(12,469)
Cash and cash equivalents, beginning of year	**234,955**	247,424
Cash and cash equivalents, end of year	**$ 149,959**	$ 234,955
Reconciliation of the Change in Net Assets to Cash Provided by (Used in) Operating Activities		
Change in net assets		
Unrestricted	**$ (35,590)**	$ (15,483)
Temporarily restricted	**13,754**	5,111
	(21,836)	(10,372)
Adjustments to reconcile the change in net assets to net cash provided by (used in) operating activities		
Depreciation	**69,388**	70,638
Amortization	**3,687**	2,527
Unrealized gain on investments	**(21,050)**	(18,417)
Changes in assets and liabilities		
Accounts receivable	**(1,742)**	2,829
Inventories	**19,268**	(10,173)
Prepaid expenses	**(6,900)**	5,862
Accounts payable	**(7,779)**	5,983
Accrued expenses and other liabilities	**(1,531)**	7,353
Unearned subscription revenue	**(15,608)**	(1,627)
Net cash flows provided by operating activities	**$ 15,897**	$ 54,603

See Notes to Financial Statements.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2017

	Program Services					
	Literature Production and Distribution	Magazine Production and Distribution	Group Support & Referral Services	Total Program Services	General and Administrative	**Total**
Salary and Related Expenses						
Salaries	$ 145,429	$ 81,914	$ 170,633	$ 397,976	$ 236,283	**$ 634,259**
Employee benefits	33,734	20,859	37,975	92,568	49,069	**141,637**
Payroll taxes	8,954	5,529	10,095	24,578	11,871	**36,449**
Total salary and related expenses	188,117	108,302	218,703	515,122	297,223	**812,345**
Other Expenses						
Banquet and entertainment	-	-	14,296	14,296	-	**14,296**
Delegate support payments	-	-	19,094	19,094	-	**19,094**
Equipment maintenance and repairs	-	-	-	-	1,342	**1,342**
Equipment rental	-	-	18,481	18,481	11,428	**29,909**
Insurance	-	-	1,156	1,156	18,807	**19,963**
Literature development	4,072	-	-	4,072	-	**4,072**
Miscellaneous	-	3,264	44,025	47,289	6,091	**53,380**
Occupancy	5,485	3,291	5,485	14,261	7,679	**21,940**
Outside services	(3,893)	-	-	(3,893)	18,759	**14,866**
Parliamentarian	-	-	4,780	4,780	-	**4,780**
Postage and shipping	134,564	21,267	1,333	157,164	2,888	**160,052**
Printing and duplicating	207,290	40,550	17,479	265,319	-	**265,319**
Professional exhibits	-	-	2,574	2,574	-	**2,574**
Promotions and attractions	-	20	61	81	26,585	**26,666**
Supplies	8,167	3,978	1,478	13,623	21,659	**35,282**
Taxes - other than payroll	-	-	-	-	535	**535**
Telephone	-	-	39	39	8,243	**8,282**
Travel, lodging, and meals	-	-	78,096	78,096	999	**79,095**
Utilities	5,494	3,296	5,494	14,284	7,692	**21,976**
Website maintenance	10,753	6,452	10,753	27,958	15,054	**43,012**
Total other expenses	371,932	82,118	224,624	678,674	147,761	**826,435**
Total salary and other expenses before non-cash expenses	560,049	190,420	443,327	1,193,796	444,984	**1,638,780**
Non-Cash Expenses						
Depreciation expense	17,347	10,408	17,347	45,102	24,286	**69,388**
Amortization expense	3,687	-	-	3,687	-	**3,687**
Total non-cash expenses	21,034	10,408	17,347	48,789	24,286	**73,075**
Total functional expenses	$ 581,083	$ 200,828	$ 460,674	$ 1,242,585	$ 469,270	**$ 1,711,855**

See Notes to Financial Statements.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2016

	Program Services					
	Literature Production and Distribution	Magazine Production and Distribution	Group Support & Referral Services	Total Program Services	General and Administrative	Total
Salary and Related Expenses						
Salaries	$ 138,018	$ 78,691	$ 165,459	$ 382,168	$ 247,169	$ 629,337
Employee benefits	22,596	13,972	25,436	62,004	62,173	124,177
Payroll taxes	10,295	6,366	11,590	28,251	8,596	36,847
Total salary and related expenses	170,909	99,029	202,485	472,423	317,938	790,361
Other Expenses						
Banquet and entertainment	-	-	65,396	65,396	-	65,396
Delegate support payments	-	-	15,100	15,100	-	15,100
Equipment maintenance and repairs	-	-	-	-	1,223	1,223
Equipment rental	-	-	46,676	46,676	11,070	57,746
Insurance	-	-	1,156	1,156	19,304	20,460
Literature development	(266)	-	-	(266)	-	(266)
Miscellaneous	-	2,528	55,973	58,501	6,174	64,675
Occupancy	5,806	3,484	5,806	15,096	8,128	23,224
Outside services	17,525	-	-	17,525	27,352	44,877
Parliamentarian	-	-	4,224	4,224	-	4,224
Postage and shipping	134,839	21,065	6,125	162,029	3,590	165,619
Printing and duplicating	218,725	41,860	29,742	290,327	-	290,327
Professional exhibits	-	-	3,868	3,868	-	3,868
Promotions and attractions	-	512	241	753	47,942	48,695
Supplies	9,841	2,029	2,474	14,344	13,706	28,050
Taxes - other than payroll	-	-	-	-	560	560
Telephone	-	-	-	-	8,867	8,867
Travel, lodging, and meals	-	-	82,998	82,998	423	83,421
Utilities	4,980	2,988	4,980	12,948	6,972	19,920
Website maintenance	11,920	7,152	11,920	30,992	16,689	47,681
Total other expenses	403,370	81,618	336,679	821,667	172,000	993,667
Total salary and other expenses before non-cash expenses	574,279	180,647	539,164	1,294,090	489,938	1,784,028
Non-Cash Expenses						
Depreciation expense	17,660	10,596	17,659	45,915	24,723	70,638
Amortization expense	2,527	-	-	2,527	-	2,527
Total non-cash expenses	20,187	10,596	17,659	48,442	24,723	73,165
Total functional expenses	$ 594,466	$ 191,243	$ 556,823	$ 1,342,532	$ 514,661	$ 1,857,193

See Notes to Financial Statements.

NOTE 1. ORGANIZATION

Nature of Organization. Overeaters Anonymous, Inc. (OA) was formed as a California not-for-profit corporation on May 16, 1969. The Internal Revenue Service issued a ruling stating that OA qualifies as a public charity and is exempt from federal income tax under Section 501(c)(3). In November 2007, OA filed Articles of Merger with the New Mexico Corporation Commission. The Articles merged the California Corporation into a newly formed New Mexico not-for-profit Corporation. The California Corporation was dissolved and, in June 2008, OA filed Restated Articles of Incorporation, becoming a New Mexico not-for-profit corporation.

The specific and primary purpose of OA is to aid those with the problem of compulsive overeating to overcome that problem through a 12-Step program of recovery.

The OA program is carried out primarily through local groups in which recovering compulsive overeaters share their experience, strength, and hope. OA is defined by the organization's charter as the Board of Trustees, the World Service Office, and the annual meeting of delegates at the World Service Business Conference. OA administers the World Service Office as the international headquarters of Overeaters Anonymous and provides services to local groups and regional service bodies through three major activities: maintaining an international directory so that inquirers can be referred to meetings, publishing literature that augments the help provided by the local groups, and publishing two periodicals, one of which is distributed as free literature to members. OA is supported primarily by voluntary contributions from members and from sales of literature. OA charges no dues or fees.

The accompanying financial statements do not include the operations of the local groups or service bodies, which are autonomous.

The following is a brief description of the program service activities provided by OA:

Literature Production and Distribution
This service provides information about the programs of recovery from compulsive overeating and suggestions for implementing the 12 Steps and 12 Traditions of OA, and suggested guidelines for group activities.

Magazine Production and Distribution
This service provides a forum for sharing experiences about the OA recovery program and current information about OA and its activities.

Group Support and Referral Services
This service provides activities, including the annual World Service Business Conference, directed toward growth and successful functioning of groups in accordance with the 12 Traditions of OA.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Allowance for Uncollectible Accounts. Accounts receivable are stated at unpaid balances, less an allowance for doubtful accounts. Management feels that accounts receivable is fully collectible and, accordingly, no allowance for uncollectible accounts is considered necessary.

NOTE 2. SUMMARY OF SIGNFICANT ACCOUNTING POLICIES (CONTINUED)

Basis of Accounting. The financial statements of OA are prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables, and other liabilities.

Basis of Presentation. OA's financial statements are presented in accordance with the Financial Accounting Standards Board Accounting Standards Codification (ASC) 958-205, *Not-for-Profit Entities, Presenting Financial Statements*. Under ASC 958-205, OA is required to report information regarding its financial position and activities according to three classes of net assets; unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. No permanently restricted assets were held during the year; accordingly, these financial statements do not reflect any activity related to this class of net assets.

Cash Flow Information. OA considers all cash, money market, and short-term investments with an original maturity of three months or less to be cash equivalents.

Concentrations of Risk. OA maintains cash and cash equivalents with financial institutions. At times, such amounts may exceed FDIC limits. OA limits the amount of credit exposure with any one financial institution and believes that no significant credit risk exists with respect to cash. OA's cash balances were not in excess of FDIC insurance at December 31, 2016 and 2017.

Contributions. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for specific purpose are reported as temporarily restricted. However, if a restriction is fulfilled in the same time period in which the contribution is received, OA reports the support as unrestricted.

Donated Goods and Services. Generally accepted accounting principles requires that professional service hours (attorney, accountants, doctors, etc.) be recorded in the financial statements, but not volunteer hours. Volunteers and board members have donated significant amounts of their time in OA's programs. The value of these hours is not recorded in the financial statements. There was no in-kind expense or revenue for the years ending December 31, 2017 or 2016.

Functional Expense Allocation. The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of activities and changes in net assets and in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Income Taxes. OA is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code and the Statutes of New Mexico. OA's open audit periods are fiscal years 2014 through 2017 (generally three years after filing). In addition, OA has been classified as other than a private foundation.

The Financial Accounting Standards Board has issued ASC 740-10 which prescribes a comprehensive model for how an organization should measure, recognize, present, and disclose in its financial statements uncertain tax positions that an organization has taken or expects to take on a tax return. OA has no uncertain tax positions.

Intangible Assets. Under ASC 350-30-25, *Intangibles - Goodwill and Other,* costs of internally developing, maintaining, or restoring intangible assets that are not specifically identifiable, that have indeterminate lives, or that are inherent in a continuing business or nonprofit activity and related to an entity as a whole, shall be

NOTE 2. SUMMARY OF SIGNFICANT ACCOUNTING POLICIES (CONTINUED)

recognized as an expense when incurred. Because costs of renewing and maintaining trademarks and foreign registrations have specifically identifiable costs with determinate useful lives they have been capitalized. Trademark and foreign registration costs are being amortized using the straight-line method over the following renewal or extension terms:

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

Inventories. Inventories, consisting primarily of books and pamphlets held for resale, are stated at the lower of cost (first-in, first-out method) or market. Due to the unique nature of OA's mission, a large number of items are included in inventory. For some of these items, more than a one-year supply is on hand.

Investments. Investments consist of mutual funds and money market funds. Investments are carried at fair market value or appraised value, and realized and unrealized gains and losses and investment income are reported in the statements of activities as increases or decreases in unrestricted net assets unless a donor or law temporarily or permanently restricts their use. Investment income consists of interest, dividends, and unrealized and realized gains and losses, net of related fees.

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

Magazine Subscription Revenue. OA publishes and distributes a periodical called Lifeline Magazine, which describes the experiences and opinions of various individuals as they relate to recovery from compulsive overeating. Subscriptions are received on a prepaid basis and are recognized as revenue over the subscription period.

Net Assets. Net assets are composed of the following:

Unrestricted. Unrestricted net assets that are not subject to restrictions imposed by donors. Unrestricted contributions are recorded as income when constructively received.

Unrestricted – Board Designated. These unrestricted net assets are subject to board designations. At December 31, 2017, the outstanding unrestricted – board designated net asset balance consisted of an operating reserve in the amount of $372,576 and a building and capital reserve in the amount of $7,030. At December 31, 2016, there were no unrestricted – board designated net assets.

Temporarily Restricted. Temporarily restricted net assets that are subject to restrictions imposed by donors that may or will be met by the occurrence of a specific event or the passage of time. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Promises to Give. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. There were no unconditional promises to give at year-end.

NOTE 2. SUMMARY OF SIGNFICANT ACCOUNTING POLICIES (CONTINUED)

Property and Equipment, net. OA capitalizes expenditures over $1,000 with a useful life greater than one year. Property and equipment is recorded at cost if purchased or fair value if donated. If donors stipulate how long the assets must be used, the contributions are recorded as restricted support. In the absence of such stipulations, contributions of property and equipment are recorded as unrestricted support. Depreciation is provided for using the straight-line method over the following estimated useful lives:

Land improvements	15 years
Building and improvements	5 to 40 years
Furniture and fixtures	5 to 10 years
Equipment	3 to 5 years

Related Party Transactions. Substantially all sales of literature and donations are made to and received from member's groups, intergroups, and National/Language Service Boards or Regions registered with OA. The groups and service bodies are legally separate from OA.

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

Subsequent Events. Subsequent events are events or transactions that occur after the balance sheet date but before the financial statements are issued or are available to be issued. OA recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the balance sheet, including the estimates inherent in the process of preparing the financial statements. OA's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the balance sheet, but arose after the balance sheet date and before financial statements are available to be issued.

OA has evaluated subsequent events through February 22, 2018, which is the date the financial statements are available to be issued, and does not believe that any events occurring during this period require either recognition or disclosure in the accompanying financial statements.

Use of Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual events and results could differ from those assumptions and estimates.

NOTE 3. RESTRICTED CASH

Restricted cash consists of donor-restricted contributions. OA had $25,493 and $27,570 restricted for travel assistance for conference delegates, $9,423 and $0 for translation assistance, and $14,505 and $8,097 restricted for professional exhibit assistance at December 31, 2017 and 2016, respectively.

NOTE 4. INVESTMENTS

OA had the following investments at December 31, 2017 and 2016:

	Cost	Fair Value	Unrealized Gain/(Loss)
2017			
Mutual funds			
Equity	**$ 363,737**	**$ 385,630**	**$ 21,893**
Fixed income	**336,242**	**335,399**	**(843)**
Total investments	**$ 699,979**	**$ 721,029**	**$ 21,050**
2016			
Mutual funds			
Equity	$ 185,988	$ 201,080	$ 15,092
Fixed income	441,213	430,482	(10,731)
Non-traditional investments	5,055	3,977	(1,078)
Total investments	$ 632,256	$ 635,539	$ 3,283

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

	2017	2016
Interest and dividends	**$ 18,563**	$ 29,725
Unrealized gain	**21,050**	18,417
Realized gain (loss)	**25,660**	(565)
Fees	**(16,319)**	(10,932)
Total investment return	**$ 48,954**	$ 36,645

NOTE 5. FAIR VALUE OF ASSETS AND LIABILITIES

OA applies ASC 820-10 for fair value measurements of financial assets that are recognized or disclosed at fair value in the financial statements on a recurring basis. ASC 820-10 established a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to measurements involving significant unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

Level 1 Quoted prices in active markets for identical assets or liabilities

NOTE 5. FAIR VALUE OF ASSETS AND LIABILITIES (CONTINUED)

Level 2 Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

The following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There have been no changes in the methodologies used at December 31, 2017:

Equity Mutual Funds – valued at quoted prices on active markets.

Fixed Income Mutual Funds – valued at quoted prices on active markets.

Non-traditional Investments Mutual Funds – valued at quoted prices on active markets.

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying Statement of Financial Position measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2017 and 2016:

	Total	Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
2017				
Mutual funds	**$ 721,029**	**$ 721,029**	**$ -**	**$ -**
2016				
Mutual funds	$ 635,539	$ 635,539	$ -	$ -

NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment, net, consists of the following:

	2016	Additions	Deletions	**2017**
Property and equipment not depreciated				
Land	$ 200,208	$ -	$ -	**$ 200,208**
Work in progress	7,039	14,538	-	**21,577**
Property and equipment depreciated				
Land improvements	175,016	-	-	**175,016**
Building and improvements	761,465	-	-	**761,465**
Furniture and fixtures	133,256	-	-	**133,256**
Equipment	201,117	5,753	(13,593)	**193,277**
Total	1,478,101	20,291	(13,593)	**1,484,799**
Accumulated depreciation	(786,345)	(69,388)	13,593	**(842,140)**
Property and equipment, net	$ 691,756	$ (49,097)	$ -	**$ 642,659**

Depreciation expense was $69,388 and $70,638 for the years ended December 31, 2017 and 2016, respectively.

NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets, net, consists of the following:

	2016	Additions	Deletions	**2017**
European Union registration	$ 9,501	$ 3,344	$ -	**$ 12,845**
Australian trademark	2,328	-	-	**2,328**
Canadian trademark	8,252	-	-	**8,252**
United States trademark	12,490	-	-	**12,490**
World Intellectual Property Organization (WIPO) foreign filing	12,921	286	-	**13,207**
Other trademarks	-	10,596	-	**10,596**
BENELUX trademark	-	1,936	-	**1,936**
Total	45,492	16,162	-	**61,654**
Accumulated depreciation	(13,175)	(3,687)	-	**(16,862)**
Intangible assets, net	$ 32,317	$ 12,475	$ -	**$ 44,792**

Amortization expense was $3,687 and $2,527 for the years ended December 31, 2017 and 2016, respectively.

NOTE 8. OPERATING LEASES

In September 2015, OA entered into a 63-month operating lease for the lease of a postage meter. The monthly payments are $321 plus taxes.

In January 2016, OA entered into a four-year operating lease for the lease of a copier. The payments are $375 monthly for 48 payments. The lease also has an excess copy charge of $.0084 in excess of 35,000 per quarter.

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

Year Ending December 31,	
2018	$ 8,354
2019	8,354
2020	8,354
Total	$ 25,062

Rental expense for the above operating leases was $11,428 and $8,354 for the years ended December 31, 2017 and 2016, respectively.

NOTE 9. TEMPORARILY RESTRICTED NET ASSETS

Temporarily Restricted Net Assets. Temporarily restricted net assets consist of donor restricted contributions. Detail on the restrictions may be found in the restricted cash footnote.

NOTE 10. CONFERENCE AND CONVENTION INCOME

OA holds conferences every year and conventions periodically. The financial results of the conferences and conventions are as follows:

	2017 Conference	2016 Conference
Registration fees and miscellaneous income	**$ 21,513**	$ 22,167
Expenses	**(50,105)**	(51,899)
Expenses over revenue	**$ (28,592)**	$ (29,732)

	2017 Convention	2016 Convention
Registration fees and miscellaneous income	**$ -**	$ 156,575
Expenses	**-**	(110,018)
Revenue over expenses	**$ -**	$ 46,557

OA does not allocate salaries and related costs to conferences and conventions as no salaries are incurred for the primary purpose of supporting conferences and conventions.

NOTE 11. EMPLOYEE BENEFITS

Retirement. OA has a defined contribution retirement plan in which all employees meeting certain eligibility requirements are able to participate. The plan enables all eligible employees to defer a portion of their salaries to a tax-sheltered annuity. OA matches employees' contributions each year up to a maximum of five percent of their salaries. OA's matching contribution was $30,898 and $31,967 in 2017 and 2016, respectively.

Compensated Absences. Employees of OA are entitled to paid absence time (PAT) depending on job classification and length of service. Earned PAT accrues to a maximum of one hundred fifty hours and accumulated balances will be paid to employees upon termination. The estimated liability for compensated absences was $23,800 and $24,780 as of December 31, 2017 and 2016, respectively.

NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2018. As part of these agreements, there are cancellation fees per event ranging from $3,736 to $219,098 depending on the timing of the cancellation.

Economic Dependency. OA receives a significant portion of its support and revenues from its donor base and is, therefore, subject to possible loss of funding due to changes in general economic conditions and donor discretion. OA received approximately 34% and 30% of its revenues from their donor base for the years ended December 31, 2017 and 2016, respectively.

In addition, OA receives a significant portion of its revenues from the sale of literature and magazines and is, therefore, subject to possible loss of revenue due to changes in general economic conditions. OA received approximately 60% and 57% of its revenues from the sale of literature and magazines for the years ended December 31, 2017 and 2016, respectively.

Risk Management. OA is exposed to various risks of loss from torts; theft of, damage to, and destruction of assets; business interruption; errors and omissions; employee injuries and illnesses; natural disasters; and employee health, dental, and accident benefits. OA has obtained commercial insurance coverage to mitigate such losses.