

the DA focus

THE QUARTERLY WORLD SERVICE NEWSLETTER FOR THE FELLOWSHIP OF DEBTORS ANONYMOUS

1Q2021

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The DA Focus is the service newsletter published quarterly by the General Service Board (GSB) of D.A. It is available as a download from the official D.A. website at: debtorsanonymous.org/share

The General Service Board seeks qualified trusted servants to fill a number of service positions. The positions are non-paying. Positions include Trustees and Appointed Committee Members. For details, email: office@debtorsanonymous.org

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The Twelve Traditions and the Responsibilities of the General Service Board



“The Corporation (Debtors Anonymous General Service Board, Inc.) shall use its best efforts to ensure that the Traditions are maintained, for the Corporation is regarded by the Fellowship as the custodian of the Traditions . . .” (The Bylaws of Debtors Anonymous General Service Board, Inc.)

What does this mean? The D.A. Board of Trustees has been granted administrative authority over key resources belonging to the incorporated not-for-profit DA-GSB Inc., including website, mailing list, General Service Office, and literature. Anything involving DA-GSB Inc. resources must adhere to the Traditions.

“ Some members have described a use of Tradition Ten to halt personal shares discussing race. While meetings are autonomous, the Board group conscience does not interpret Tradition Ten as license to censure members while sharing through the lens of their personal experience. ”

The board determines whether WSC committees’ and caucuses’ proposals adhere to the Traditions by considering precedent in D.A. and other 12-step programs, member feedback, and past votes of the Conference. At times, the Board will consult with the D.A. Parliamentarian, a paid special worker with professional parliamentary accreditation, who has been hired to attend the annual D.A. World Service Conference since 1998. The Parliamentarian supports the Conference in the use of parliamentary procedure.

Committees and caucuses prepare written reports of their activities twice a year. We have published in this issue of the DA Focus the unedited UUOC report which asks whether the Twelve Traditions are out of date.

Respectfully, the board feels strongly that the Twelve Traditions, as written, continued on the next page

THE TWELVE TRADITIONS AND THE RESPONSIBILITIES OF THE GENERAL SERVICE BOARD

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protect and support us in our mutual recovery. However, interpretation of Traditions can widely differ, as most members who attend meetings will attest. The Board believes that learning about, considering, and interpreting the Traditions is a helpful activity for the Fellowship to always be engaged in. We perceive the Twelve Traditions as living principles beyond any limited perspectives.

When it comes to the Traditions and underserved

the Twelve Traditions? While the board does have the assigned responsibility to ensure the Twelve Traditions are maintained as stated throughout the D.A. Manual of Service (DAMS), the board affirms that it is the responsibility of the Conference as a whole to determine the spiritual direction for Debtors Anonymous. It has been stated many times that the Conference is the spiritual arm and the General Service Board is the administrative arm of the Fellowship.

“ The board believes that learning about, considering, and interpreting the Traditions is a helpful activity for the Fellowship to always be engaged in. We perceive the Twelve Traditions as living principles beyond any limited perspectives. ”

and underrepresented populations (determined by race, ethnicity, gender identity, sexual orientation, age, ability, etc.), the board wholly supports diversity, equity, and inclusion (DEI) as an administrative value and constant goal, and believes this stance is backed up by Tradition One (unity) and Tradition Four (no requirement for membership other than a desire to stop incurring unsecured debt). We do not believe Tradition Ten (outsides issues) conflicts with supporting diversity, equity, and inclusion in Debtors Anonymous.

Some members have described a use of Tradition Ten to halt personal shares discussing race. While meetings are autonomous, the Board group conscience does not interpret Tradition Ten as license to censure members while sharing through the lens of their personal experience.

Sharing helps other members in the room to identify with debtting behaviors and our recovery from them, and to feel safe and welcome. Tradition Ten also teaches us to be mindful of creating controversy. D.A. and A.A. literature discourage discussion of political affiliation, religious affiliation, names of outside organizations, outside teachings, places of employment, impressions of affiliation, and breaking our anonymity at the meeting level (The Twelve Steps, Twelve Traditions, and Twelve Concepts of Debtors Anonymous). Many people believe that race, ethnicity, gender identity, sexual orientation, age, ability, and other factors of DEI are inborn facts of life and are not controversial in and of themselves. These factors should be dealt with at the meeting level. Any motions concerning these issues at the World Level may be determined by the group conscience of the World Service Conference.

How is authority delegated to the board to uphold

Specifically, the board has fiduciary responsibility for the administration of Debtors Anonymous as an incorporated non-profit, including filing taxes; negotiating contracts; managing paid staff and special workers; overseeing the annual \$200,000+ spending plan; publishing D.A. literature, including books, pamphlets, the quarterly magazine *Ways & Means*, and the quarterly service newsletter *The DA Focus*; supervising literature translations; planning and producing the World Service Conference; maintaining the D.A. website; managing all communications to the D.A. eNews mailing list; developing internal administrative policies; and updating manuals of operations, etc. This responsibility has been explicitly granted to the board by the corporate ByLaws, the Conference Charter, and the Twelve Concepts.

All of the roles and responsibilities of the different arms of the Conference and the GSB are included in the D.A. Manual of Service.

— 2020-2021
General Service Board



Funding your GSR to the 2021 WSC

READY FOR TRANSFORMATION

The World Service Conference Committee would like to support and appreciate the GSRs and ISRs Delegates who attend the WSC.

The three challenges the GSR/ISR faces are:

1. How to fund it
2. Getting support
3. Service position overload or burnout.

We of the CC hear you. We understand your concerns. We support your commitment to enrich your solvency through world service.

Our ultimate goal is to have a rich, diverse representation of ISRs and GSRs at the WSC. We trust that a Higher Power speaks through our collective voice. Our experience proves that a more diverse and inclusive WSC leads to a stronger Fellowship for us all.

Challenge 1

When I had a PRG to ask about a dream/wish/vision/adventure, the PRG advised me to start a reserve fund for that. The same suggestion applies to funding your GSR: first and foremost, we recommend your group start a GSR/ISR to the WSC fund. Here are ways other groups have raised GSR/ISR funding:

1. Passing a second basket, envelope, or special container at every meeting of your home group.
2. Hold one or more fund-raising events throughout the year. Create a core group or committee to plan events such as a "DA Day" or half day, a Zoom workshop, a picnic, or other fun event.
3. Join with other local groups to fund one GSR to represent both or all the groups.
4. If you have a shortfall in your GSR/ISR fund, apply now for the John H. Scholarship Fund. Applications must be submitted early.

At the national level, the

“

...if you or your group has a dream, goal or vision to be at the WSC 2021, start your GSR/ISR fund today. Move forward with creative ideas to raise funds.

”

Conference Resource Committee actively advocates to raise funds for the John H. Scholarship.

To apply for the John H. Scholarship, go to the DA website; the application form is on page 18. The suggested qualifications to apply are:

- One year of not having incurred any new, unsecured debt;
- A committed record of service at the group or Intergroup level;
- **Actively working the Twelve Steps and Twelve Tools of Debtors Anonymous;**
- Active member of home group; and
- Willingness to fulfill Conference duties and to remain a committee member the entire Conference year.

The Scholarship funds raised from the groups are allocated by the Host Committee. For 2021, our Host Committee is made up of members of the New York Intergroup. The Treasurer of the Host Committee will keep track of the name, address, meeting represented, and the amount funded to each recipient. The funds are received and kept in a separate account by the General Service Board.

After the deadline passes, the Host Committee will forward a report with its recommended scholarship recipients and amounts to the GSB.

At the end of the Conference, the recipients will complete an

Actual Spending Plan which is on the same form as the original application (column B on the Spending Plan Worksheet). They will return this to the GSO within two weeks following the last day of the conference.

Challenge #2 and #3

- Ask for and utilize a D.A. Service Sponsor or Mentor
- Reach out to your D.A. Sponsor, PRG team, Home Group and friends in the program
- Work the 12 Steps, 12 Tools, 12 Traditions, and 12 Concepts, as well as you can, one day at a time
- At the WSC, ask for and use support from the GSB, the WSC committees and caucuses, and all of the GSRs and ISRs
- At the WSC attend the daily 12-step meetings, meditation groups, exercise, and get plenty of rest
- During the year, have monthly contact with your committee members and GSB liaison
- Stay active with your committee and volunteer to lead a subcommittee or effort to develop positive proposals for the GSB and the next WSC
- Know that this too will pass. Sometimes our commitments will require us to go the extra mile. So be sure to take time to balance, rest, and play
- Put self-care and set boundaries

continued on the next page

A Class B Trustee's Story

Hello D.A. Fellowship. Allow me to introduce myself. I'm Karma, one of your new "class B" trustees and I serve on the General Service Board. I jumped in at the 2020 Conference. What an amazing introduction to Debtors Anonymous!

A little about myself. I first joined another 12-step program in 1998. My sponsor at that time was the chair of that program's world board. Due to that I was thrown very quickly into meeting, intergroup, conference, and board level service. To be honest my sobriety did not match my service abilities. It took a while before I could really grasp and understand the Steps and Traditions. And it took even longer before I could trust in a higher power and therefore sustain sobriety time. I brought with me a background in Accounting, Human Resources, and basic Office and Business Management. And through the miracles of the 12-step process and working on my character defects,

“ A huge part of my living amends as well as what helps my self-esteem is to have service commitments. ”

I was able to be of service through working on commitment, integrity, honesty, morals, and the courage to do what's right even when others are not. Now with about 18 years of sobriety, I lead a happy, peaceful life. A huge part of my living amends as well as what helps my self-esteem is to have service commitments. In my addiction I was selfish, and I feel so much more myself when I can use my strengths in positive ways.

A trusted friend invited me to apply for the D.A. board. It seemed like an exciting and interesting path for me. All part of my HP's plan. I admit I was afraid that maybe I would not be voted in since I'm not in D.A.,

and I would have so much to learn. I was worried about not being as smart or not being "enough" for the rest of the board. My time so far on the board has been wonderful! My fellow trustees seem to be kind, smart, great people who all want to be part of the solution. I'm still learning about D.A. and enjoying this process! Helping the addict who still suffers in any way that I can will always be part of my life's path, and I am grateful to be here in D.A., serving in ways that I can be most helpful.

— Karma K

FUNDING YOUR GSR TO THE 2021 WSC

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around all work and service commitments

- Finally, discuss with your sponsor and/or PRG before you commit to any service work or commitment.

In conclusion, if you or your group has a dream, goal, or vision to be at the WSC 2021, start your GSR/ISR fund today. Move forward with creative ideas to raise funds.

For us in D.A., our program comes first. We schedule our meetings, talk to our sponsors and sponsees,

arrange PRGs, keep our numbers, and keep our work levels appropriate to our needs. We know we need help and we consistently ask for it. The same idea applies to raising funds for our GSR or ISR.

We are the GSRs and ISRs of the 2021 WSC. We invite you and your group to join us on the road to happy destiny. Join us as we work together and enjoy the fruits of enriched solvency.

— Kathryn G.



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GSB Conference Support Committee (CSC)

The Conference Support Committee (CSC) works with the WSC Conference Committee and WSC Host Committee to plan the annual D.A. World Service Conference. 2020-2021 CSC members are Tom B. (chair), Rob B. (secretary and 2022 Host Committee liaison), Matthew E. (2021 Host Committee liaison), and Karma K. (WSC Conference Committee liaison).

Due to the global pandemic, last year's World Service Conference was a virtual event on Zoom. The GSB feels it is very possible this year will be another virtual event for 2021, but as of this writing in February we are still in a months-long process of negotiating to cancel our contract with the Newark Marriott Hotel.

That said, CSC and the full GSB are hoping to release the registration packet in March 2021. Important changes that will be carried over from last year are revisions to the online registration form to include updated policies as well as offering the ability to make online payments through the D.A. website for WSC delegate registration and for Fellowship Day attendees.

New questions will be added to the WSC Registration Packet as to whether delegates wish to partake in the new WSC Mentor/Mentee Program. All returning delegates will have the opportunity to serve as a WSC Mentor providing experience, strength, and hope about navigating the WSC as a delegate, and newer delegates will have the opportunity to serve as a WSC Mentee requesting help navigating the Conference and understanding Robert's Rules. Thanks to the WSC Conference Committee for developing this new program.

Last year two sections of the WSC Registration Packet were moved to the website to make it more user-friendly and streamline the info. Issues & Concerns

can be found at www.debtorsanonymous.org/inc and Hosting a World Service Conference can be found at www.debtorsanonymous.org/wsc. The deadline to submit an Issue and Concern for the 2021 WSC is April 1, 2021. The deadline for Intergroups to submit a bid to host the 2023 and/or 2024 World Service Conference in their city is July 1, 2021. Information can be found at the links above.

CSC has been researching and has asked the WSC Tech Committee to research the affordability and feasibility of moving the logistical management of the WSC online. We are looking for a platform that would allow each delegate to track unique schedules, Zoom links, and passwords, as well as provide easy access to all WSC-related materials. In lieu of that, CSC is also considering hiring a Event Logistics Manager to oversee the production of the 2021 WSC due to the unexpected complexities of a 50% increase in delegates at the virtual 2020 WSC.

CSC and the GSB Chair have initiated negotiations with two venues in the London area proposed by the London Host Committee to host the 2022 World Service Conference. The London Host Committee has done much work to research sites and we are all very happy with the final two venues currently under consideration.

Finally a Project Contributor is needed on CSC to revise the Host Committee Handbook. An outline has been created, and the CSC has created a Project Contributor listing at www.debtorsanonymous.org/service for a member with experience writing manuals to finish the draft.

— Yours in Service,
GSB Conference Support Committee

GSB Finance Committee Report

The GSB Finance Committee is involved in creating the Income and Spending Plan, overseeing the bookkeeper and accountants, paying the bills, reporting financial information to the Fellowship, making recommendations on revenue, expenses, pricing, and cost of goods sold.

As in any Twelve Step Fellowship, the income portion of the Spending Plan is made up of a combination of three items: Donations from groups and individuals, profit on literature sales, and miscellaneous income including things like interest. As the Finance Committee prepares an Income and Spending Plan, we estimate what our funding will be in any given year.

In follow up to a recommendation from the WSC

Resource Development Committee at the 2020 World Service Conference, the GSB Finance Committee is providing this report to the Fellowship through the year on the Profit and Loss Statement. We are providing a quarterly summary of the Profit and Loss Statement, with a comparison to the same period in the previous year. We are also providing for comparison, a summary of this year's Income and Spending Plan, and the Ideal Spending Plan.

The Income and Spending Plan for FY 2020-2021 includes:

- Income based on the past fiscal year's group and individual contribution levels
- Income based on increased literature sales

continued on the next page

GENERAL SERVICE BOARD COMMITTEE REPORTS

GSB Finance Committee Report

continued from previous page

- A match in Committee and Caucus Expenses
- Incremental return of funds to the prudent reserve
- A winter F2F for the General Service Board
- Funds for professional website maintenance

Following are some highlights of this year's to-date Income and Spending Plan.

- For the fiscal year through the end of December, literature sales (hard copy and electronic) accounted for \$22,136.39, or 40.7% under the same period in the previous fiscal year.
- For the fiscal year through the end of December, electronic literature sales accounted for \$11,561.36, or 105.7% over the same period in the previous fiscal year.
- For the fiscal year through the end of December, group and individual contributions received were \$112,146.97, or 81.5% over the same period in the previous fiscal year.

Of these contributions, 52.1% of contributions were received from groups and 47.9% from individuals.

- For the fiscal year through the end of December, expenses for the Board, bookkeeping, operating the General Service Office, and WSC Committee and Caucuses were \$62,581.01, or 25.4% under the same period in the previous fiscal year.

This represents a summary of the income and expenses through the second quarter of this fiscal year.

As reported previously, the board has approved a motion to define and establish a prudent reserve of nine months operating expenses. We are pleased to

report that the prudent reserve is now at nine months operating expenses.

Please note that as the prudent reserve is defined as nine months operating expenses, then as the Income and Spending Plan may change for each fiscal year, the prudent reserve will be adjusted to meet the nine month goal. Please note that the board has established a goal for D.A.'s prudent reserve of nine months of operating expenses. This benchmark was determined after inquiring of other 12-Step fellowships how they balance the need to maintain an adequate reserve of self-supporting operating expenses with the idea of not becoming too wealthy and powerful.

The Income and Spending Plan is adjusted each year to reflect and include inflation, cost of salaries and services, as well as other factors, to meet the nine-month operating expenses.

In summary, I hope this report has provided you with an overview of the work the Finance Committee and the General Service Board are doing on a continuing basis, not only to remain solvent and self-supporting though our own contributions, but to provide the services the Fellowship asks for. Thank you.

— Yours in Service,
GSB Finance Committee

Profit And Loss: July – December, 2020

	Jul to Sep, 2020		Oct to Dec, 2020		Total		FY 20/21 Income and Spending Plan	Ideal Spending Plan
	Current	Jul to Sep, 2019 (PY)	Current	Oct to Dec, 2020	Current	Jul to Dec, 2019 (PY)		
INCOME								
Literature Sales				463.29	0.00	463.29		
Total Literature Sales	\$ 3,842.20	\$ 4,649.12	\$ 11,105.93	\$ 19,360.98	\$ 22,136.39	\$ 37,336.36	\$ 84,525.00	\$ 168,100.00
Member Contributions						0.00		
Groups	20,676.17	9,724.44	33,005.24	14,791.41	53,681.41	24,515.85	50,000.00	143,000.00
Individuals	26,227.39	11,371.76	32,238.17	25,885.53	58,465.56	37,257.29	80,000.00	200,000.00
Total Member Contributions	\$ 46,903.56	\$ 21,096.20	\$ 65,243.41	\$ 40,676.94	\$ 112,146.97	\$ 61,773.14	\$ 130,000.00	\$ 343,000.00
Total Income	\$ 58,002.68	\$ 39,238.98	\$ 76,407.98	\$ 60,200.01	\$ 134,410.66	\$ 99,438.99	\$ 214,525.00	\$ 512,100.00
Cost of Goods Sold								
Total Cost of Goods Sold	\$ 8,022.14	\$ 7,093.47	\$ 2,760.63	\$ 5,022.88	\$ 10,782.77	\$ 12,116.35	\$ 42,700.00	\$ 108,200.00
Gross Profit	\$ 49,980.54	\$ 32,145.51	\$ 73,647.35	\$ 55,177.13	\$ 123,627.89	\$ 87,322.64	\$ 171,825.00	\$ 403,900.00
EXPENSES								
Total Board Related Expenses	\$ 1,179.63	\$ 10,339.58	\$ 0.00	\$ 949.80	\$ 1,179.63	\$ 11,289.38	\$ 20,400.00	\$ 104,000.00
Bookkeeping, Accounting & Legal			7,450.70	7,080.00	10,857.62	11,340.00	19,400.00	28,300.00
Total Bookkeeping, Accounting & Legal	\$ 3,406.92	\$ 4,260.00	\$ 15,933.15	\$ 19,221.04	\$ 27,661.64	\$ 41,914.40	\$ 86,950.00	\$ 187,000.00
Total Payroll	\$ 11,728.49	\$ 22,693.36	\$ 20,789.03	\$ 23,749.40	\$ 39,183.85	\$ 51,541.26	\$ 19,500.00	\$ 221,200.00
Total Office Related Expenses	\$ 18,394.82	\$ 27,791.86	\$ 34,558.24	\$ 34,733.91	\$ 61,582.01	\$ 82,573.81	\$ 171,825.00	\$ 403,900.00
Total Expenses	\$ 27,023.77	\$ 47,839.90	\$ 39,089.11	\$ 20,443.22	\$ 62,045.88	\$ 4,748.83		
Net Operating Income	\$ 22,956.77	\$ (15,694.39)	\$ 39,196.05	\$ 21,793.19	\$ 67,472.93	\$ 2,856.75		
Net Income	\$ 28,276.88	\$ (18,936.44)	\$ 29,554.99	\$ (6,371.99)	\$ 28,276.88	\$ (18,936.44)		

GSB Communications and Technology Committee Report (CommTech)

The 2020-2021 GSB Communications and Technology committee consists of Matthew E. (chair) Bill D., Tom B., and Rob B. (secretary),

Contributors are Sherri H. (ACM, manuals), Jeff F. (PC, website), and Stacy L (PC, publication layout).

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

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

Having implemented the digitization of D.A. books and pamphlets for e-books, the committee has been asked to create an app for mobile devices that will provide access to all DA literature including pamphlets.

The GSB recently registered for and received a Google for NonProfits account. CommTech is currently looking into using this account to buy Google Ads that will drive traffic to the Debtors Anonymous site based on Google searches. Should someone google a term like “student loan debt,” “compulsive shopping,” or “credit card debt,” the Debtors Anonymous site will come up in the search results as an option. The GSB feels that “advertising” like this qualifies as attraction rather than promotion since the ads are aimed directly at the

eyes of people who might need help from the D.A. fellowship and are provided free to us as part of the Google for NonProfits program.

The committee has continued publishing both the Ways & Means magazine and the DA Focus newsletter on a quarterly basis; the magazine has featured several issues curated by WSC Committees and Caucuses. Both the DA Focus and the Ways and Means have a new look thanks to redesigns by Matthew E. and Stacy L., respectively.

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

— Yours in Service,
CommTech

GSB Literature Publications (Lit Pub)

The GSB Literature Publications Committee is responsible for the creation, publication, revision, and reprinting of D.A. literature, including books, pamphlets and other items such as bookmarks and newcomer packets. 2020-2021 LitPub members are Tom B. (chair and WSC Literature Committee liaison), Josie P. (secretary and WSC BDA Committee liaison), and Sharon S. There are also two ACMs, Janet and Rachel, who serve with Tom, Josie, and Sharon on GSB Literature Services, a subcommittee of LitPub. Members interested in reviewing literature at the board level are welcome to apply for an ACM position at www.debtorsanonymous.org/service.

Here are the projects with LitPub:

D.A. and BDA Step Study Guides—the two guides were approved at the 2020 WSC. The decision has been made to publish them in a single volume in 2021 with plans to publish separately in 2022. To make them available in as many as countries as possible, the guides will be published via Print on Demand on Amazon. They will also be available for purchase through the D.A. General Service Office. LitPub

negotiated contracts with two paid special workers to function as Copy Editing/Proofreader and Layout Editor. The Step Study Guides are currently in the layout stage. We hope to publish in April 2021.

GSB Literature Publications Committee is also reviewing recent outlines for the following Conference-approved literature concepts: Action Plan, Dealing with Prosperity, Earning, Relapse and Recovery, Retirement, and What is Solvency? After review, the next step will be to revise the outline or send to GSB Literature Services—a subcommittee of LitPub.

Here are the projects with LitServ:

D.A. Basic Text—a second writer has been contracted to write the Basic Text of Debtors Anonymous from an outline provided by WSC Literature Committee and GSB Literature Services Subcommittee. As of this writing a preliminary draft of the Preface and the first three chapters have been submitted to make sure the writing is on the right track. The entire LitServ subcommittee enthusiastically agrees that the D.A. Basic Text project is on the right track!

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GSB Literature Publications (Lit Pub)

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D.A. Basic Text Stories—an announcement has been published multiple times seeking personal recovery stories from D.A. members to include at the end of our Basic Text. The announcement can be found at www.debtorsanonymous.org/announcements. We ask any member who has submitted a story before 2021 to please re-submit their story with an Assignment of Rights to basictextstories@debtorsanonymous.org. New story submissions are also welcome.

Meditation Book/Daily Reader project—Last year, LitServ convened a Task Force to review writing submitted by D.A. members to format into daily meditations. The Task Force is chaired by Amy O. and volunteer members include Anna, Jill, John, Leslie, and Peter. The Task Force is also coordinating work with members of the WSC Literature Committee Meditation Book subcommittee chaired by Mary Jane. The first draft is almost halfway complete at present. Members are still welcome and encouraged to submit original meditation writing; more information is available at www.debtorsanonymous.org/meditations.

Health Issues pamphlet—LitServ is in the process of convening a Task Force to develop the Health Issues pamphlet in a proposed D.A. Voices series, which will feature excerpts of D.A. recovery shares by members on how they have managed with not incurring new unsecured debt despite health challenges.

GSB Literature Services—The Subcommittee is also reviewing outlines or drafts of the following literature projects: Diversity pamphlet, Couples and D.A. pamphlet, Newcomer Meeting Format, Anonymity pamphlet revision, and Compulsive Spending pamphlet revision. After review, the next step will be to hire a paid special worker to function as a Writer, to assign the project to a Volunteer Writer, or to convene a Task Force.

— In Service
Lit Pub

GSB Literature Translation and Licensing (LTL) and International Committee

The GSB Literature Translation and Licensing (LTL)/International Committees (Int) are still merged for the time being. They have separate briefs in that the LTL does what it says on the label whereas the International Committee supports the structure of the Fellowship worldwide where it can and liaises with the WSC International Committee. LTL works in with the GSB Legal Committee and the with GSB Lit Pub.

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

This year the combined committees have responded to a request from the Spanish-speaking fellowship to translate the World Service Conference materials and to have simultaneous translation at the conference for delegates from Spain and Latin American Spanish-

speaking countries. We obtained a quote to look at the costs and unfortunately they are currently prohibitive for us at approximately US\$30,000 for materials and two translators working alongside approx 5 delegates at different committees. LTL has therefore asked GSB Finance to put the figure in the GSB's ideal spending plan. More will be revealed.

Otherwise we motor on at a steady pace, working with non-US members who serve by translating DA Literature. We are always happy to hear from translators or people thinking of translating literature at translations@debtorsanonymous.org

— Josie O P
Chair LTL/International

GSB Long-Range Planning/Audit/Legal Committee (LRPC)

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

The focus for the Long-Range Planning section of the Committee since the World Service Conference in August has been planning a survey intended to ascertain how the GSB can better attract members from the lower than 40 years old demographic. Bob

R. has authored a list of questions which he believes will help to determine how younger members find out about D.A. and access its information as well as how future members may use the Fellowship's resources. The Committee plans to send the questions through eNews resources and personal referrals.

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

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GSB Long-Range Planning/Audit/Legal Committee (LRPC)

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the physical archives in Needham.

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

The Legal Committee investigated whether the Fellowship has the right to use recordings from Glenn K Audio, which for many years recorded the speakers and panels during the World Service Conferences. The company did not appear to be in business anymore, but recently we discovered that it is. Therefore, they still own the copyrights.

In addition, Legal guards D.A.s copyrights, three of

which are coming due for renewal this year. The GSO has also asked it to determine for what period of time it must retain literature orders in the office. D.A.’s attorneys advise that the Office keep the orders for the standard seven years.

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

— **Bill D**
Chair LRPC/Audit & Legal

GSB Nomination Committee (Nom Com)

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

Among the activities worked on by the Nominations and Procedures Committee:

- Potential candidates for Trustee were notified to determine interest in general service at the Board, ACM, or PC levels.
- “Watch list” indicating interest in GSB, ACM, or PC service was updated. Contact was established with all members who had expressed interest at some point, as well as potential Class B trustee applicants.
- We continue recording applicant interviews so the full GSB has access to interviews.
- We have implemented and continue to use the

GSB Class A trustee and ACM applicant credit card questionnaire.

- Composition, Scope, and Practice document will be updated to include “procedures” process.
 - Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has two Class A and two Class B trustee openings. The GSB application process now includes a submit form.
 - The URL for GSB applications is <https://debtorsanonymous.org/gsbapply>
 - Continues to develop the new service opportunity of “Project Contributor” and welcomed members in that role on several GSB Committees.
 - Nom Pro Committee members prepared a Board Development Topic for the GSB Face-to-Face Meeting in February 2021.
- **Respectfully submitted,**
2020-2021 GSB Nominations
and Procedures Committee

GSB Office Committee

Members: Paul M, Chair and Liaison to the WSC Internal Operations Committee (IOC), Roger H, Recording Secretary, Bob D, General Service Office Liaison, Karma K, Sharon S

As set forth in the 2020 edition of the Debtors Anonymous Manual for Service (DAMS): *The GSB Office Committee, acting in both a managerial and*

advisory capacity, provides a channel for the concerns of the Office Manager to the full Board for action, sets standards for office operations, makes personnel decisions, provides support to the Office, and in general oversees the smooth workings of the GSO.

Office Staff & Operation —We have two part time office staff. Teresa H. is the office manager, and Patty

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GSB Office Committee

B. is the literature fulfillment clerk. They both work approximately 25 hours per week. Thanks to Karma K. we now have a signed offer of employment letter from both employees. We have developed a new time sheet system to include meal breaks, paid holidays, paid vacation days, and paid sick time. We are in full compliance with state of Massachusetts labor laws.

Office Operations Manual—Karma is working with Teresa to create Policy and Procedures Manual for the General Service Office.

Literature Inventory—GSO liaison, Bob D, is working with the office staff and members of the Office Committee to complete an inventory of DA literature items.

Relocation of GSO / Ad Hoc Committee—The members of this committee are Paul M (chair), Sharon S, Tom B, Matthew E, Roger H, and Bob D. This committee is exploring a possible relocation of the General Service Office. The current lease in Needham, MA, expires in October 2022. The building owner has

agreed to allow us to extend the lease one year at a time if necessary. The primary motivation to relocate the GSO is better service for the DA fellowship.

IOC Liaison—Paul M. attends the monthly IOC meetings. The IOC currently has the following subcommittees: GSO Relocation, Literature Inventory, Office Policy & Procedure Manual, and Telephone. Thank you to Mark I. (chair) and all the IOC members for the great work they are doing. Office Committee members Paul M. and Sharon S. have been attending the IOC GSO Relocation subcommittee meetings. Office Committee members Bob D. and Sharon S. attended the last meeting of the Literature Inventory subcommittee.

I want to thank the members of the Office Committee and the staff for the excellent progress we have made since the WSC to improve the “smooth workings of the GSO.”

— **Paul M.,**
Office Committee Chair

WSC Business Debtors Anonymous Committee (BDA)

The BDA (Business Debtors Anonymous) Committee’s purpose is to carry the message to the still suffering debtor and help them apply the Steps and Traditions to all their affairs and not debt one day at a time.

The BDA Committee focuses on issues specific to the needs of D.A. members who own or operate businesses, are self-employed or have a desire to own or operate businesses, or to be self-employed. The BDA Committee is open to all GSRs and ISRs, not just those who represent BDA groups.

Underserved and Underrepresented Sub Committee

Committee Members: Nicole, Beatriz, Sandy and Ingrid

On December 10th, 2020, the UU subcommittee submitted a proposal for an online video workshop series focusing on the BDA Tools. The idea was to present a series of speakers via Zoom with translation into Spanish. (Please find the proposal here.) The members of this subcommittee include a fellow from Madrid, Spain, and we all wish to provide greater BDA resources to the Spanish-speaking community. We were also hoping to expand this series into other languages in time.

In early January of 2021, we were informed that the GSB did not approve our proposal as written. They suggested we consider a one-time pilot of our idea, with modifications, before planning a full series. Our subcommittee has a meeting planned for Thursday, January 21st, to determine the group conscience regarding next steps. Thank you.

The other committees were not available to submit a report.

The other committees are Ways and Means, Fellowship Wide Calls, Abundance Committee and the Literature Committee. These reports will be included in the end of the year report.

— **Darleana M.,**
2020-21 Chair

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WSC Conference Committee

Held annually for more than three decades, the D.A. World Service Conference functions as the group conscience of Debtors Anonymous as a whole. Your Conference Committee ensures that this process happens within D.A. Steps, Traditions, and Concepts by looking at the overall functions, the Charter, the relationship with the General Service Board (GSB), issues of format and location; and through assistance to the host committees. For the first half of this term, served by a dedicated and diverse team—in terms of geography and WSC experience—your Conference Committee has focused on making the format and participation as rewarding and accessible as possible. Members: Tracey O. (chair), Lolly A. (vice chair), June D. (secretary), Deb G., Gillian W., Kathryn G., Paul W., Starr H. (timekeeper), Tom F., and Karma K. (GSB liaison).

As you may know, we hosted our first Virtual WSC in 2020 due to the exigencies of the COVID-19 pandemic. This format put a spotlight on opportunities to make our WSC more inclusive, productive, and welcoming. To that end, we have a subcommittee looking at establishing a mentor/mentee program to match up experienced WSC participants with new conference members—much like a service sponsor or conference “buddy”—who can help navigate the WSC agenda, which is often bewildering at first. At our in-person conferences, we note that there are more opportunities to swap ideas and experience in hotel hallways, hot tubs, and over shared meals.

While we do not yet know if the 2021 WSC will be virtual or in person in New York City, the U.K. Intergroup is moving forward as host for our first non-U.S. conference in London in 2022.

As we continue to receive Issues & Concerns from the DA fellowship on ways to make the WSC more transparent and affordable, the Conference Committee will be curating the 2nd Quarter Ways & Means in 2021 on “The Joys of DA World Service.” We are actively

soliciting experience, strength, and hope through stories, artwork, images, etc. to illustrate themes that may include:

- Why attend?
- What happens at WSC?
- How world service changed my life
- Using the D.A. Manual for Service (DAMS)
- Taking care of yourself during the WSC
- The first virtual WSC
- The privilege and responsibility of doing service
- A yearlong committee/caucus commitment
- How does a group fund their representative?
- The John H. Scholarship Fund
- The joys of attendance
- Benefits of WSC to the D.A. fellowship
- Service as a Trustee of D.A.
- Roadmap for Issues & Concerns to WSC action
- WSC mentor/mentee program

We are currently discussing ways for potential WSC motions to be presented early enough to get feedback and discussion from groups and intergroups ahead of our annual meeting so that delegates can make better-informed decisions during the WSC. We will also be considering alternating years of virtual and in-person WSC conferences to spread out costs and increase participation.

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

WSC Fellowship Communications Committee (FCC)

The Fellowship Communications Committee members are: Anne M. (Chair), Zeborah T. (Vice Chair), Tamala S. (Secretary), Kate E. (Treasurer), Deborah O., Deniese R., Joe F., Julia B., Karen S., Marilyn Sue P., Rody D., Sandra A., Tammy, M., Vivian B. Our Board Liaison is Bill D.

We met at WSC on Zoom and went through a collaborative and creative process to identify our main projects for the year, formulate our recommendations, and to create our theme for the year: Serving to Connect Voices of Fellowship Around the Globe

The recommendations that we proposed and were retained are:

- GSR Mentorship Program to be developed to support new GSR's at WSC
- Weekly GSR announcements be incorporated into meeting format described in the DAMS
- Development and implementation of a D.A. podcast to be launched on platforms such as Apple and Spotify
- Include a Zoom platform for Fellowship Wide Calls

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WSC Fellowship Communications Committee (FCC)

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- Development of a digital document to record numbers
- Create a solvency day counter to be embedded on the website
- A Sponsorship hub for members: a system for connecting potential sponsors and sponsees

Our Committee has three Subcommittees focusing on our three main projects:

1. Connecting GSRs: Efforts are being made to keep GSRs informed and connected and to include Intergroups as an additional way to connect internationally.
2. Sponsor-A-Group (SAG)/ Sponsorship Hub: Requests for support are being monitored and responded to as promptly as possible. Exploring ways to improve the communication process to facilitate any requests for support. Please note there is a Sponsor-a-Group Starter kit available on the website.
3. Promise 6 Day: Save the Date! April 24th, 2021. A flyer will be distributed early in January announcing details.

There will be a resource package provided so that groups will be inspired to plan fun activities to break out of isolation. Promise 6: Isolation will give way to fellowship; faith will replace fear.

We chair quarterly calls with D.A.'s Committee and Caucus Chairs, an opportunity to connect across the Fellowship and to collaborate with each other. We also responded to Issues & Concerns that were brought to our attention.

FCC has grown from six to fourteen members and we are all excited to serve the Fellowship, enhancing communication within this wonderful Worldwide Fellowship.

— **Anne M.**
FCC Chair

WSC Hospitals, Institutions, & Prisons Committee (HIP)

HIP is working with a small and dedicated committee this year, and I am proud to serve as chairperson after having served two previous years on the same committee. This year we will be reaching out to health care and rehabilitation institutions. Basically during COVID many other institutions and facilities are not easily getting our information. We had made some inroads to local jails and prisons when COVID hit and we were not allowed to go in. So we have had to shift gears and re-imagine our mission.

We are also reaching out through various churches and hospitals. We are sending literature and have requested about \$500 from the board for literature that our members can send out. Since we live in different parts of the country it is often confusing and difficult to order from the service office and distribute the literature around the country and figure the postage costs. However literature is the main communication for these institutions that we are not allowed to visit.

After the conference we had about 12 members. Now we are down to 4 along with our board liaison, the famous and talented Bob D. I think this is due to the fleeting nature of the virtual conference. Possibly the COVID as well and the tremendous stress people are under. I wonder if other committees have experienced the same thing?

We are looking forward to our fellowship wide zoom call on March 6, at 2:00pm Pacific—sharing our experience strength and hope and we have a dynamite speaker who served on the HIP committee years ago, and then went on to serve as a board member. We are also going to promote our HIP Awareness day, which is in July and asks members to reach out and do some HIP communications somewhere.

— **Roger D, Chairperson**
HIP Committee

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WSC Internal Office Committee (IOC)

The primary responsibility of the Internal Operations Committee is to support the General Service Office (GSO) of Debtors Anonymous. The committee focuses on the overall office operations of the General Service Office and interacts with the Board Office Liaison and the Office Manager of the General Service Office to support its ongoing work.

The following are members of the IOC: Chair: Mark I., Vice Chair: Kim G., Treasurer: Kathleen I., Secretary: Ronna J., Voting Members: Bert C., Melody P., Patricia E., Peter A., Piper N., Robert E., Non-voting members: GSB Liaison Paul M. and GSO Office Manager Teresa H.

The overall vision this year for the Internal Operations Committee is enhancing the physical, mental, and spiritual environment of the General Service Office while working to upgrade our physical facilities and provide additional support to the members of Debtors Anonymous in the coming years. Our committee has formed the following subcommittees to work towards this vision: Office Policy and Procedure Manual Subcommittee, Telephone Subcommittee, General Service Office Relocation Subcommittee, and the Literature Inventory Subcommittee.

On a general level, Internal Operations Committee members Kathleen I. and Teresa H. are working with a volunteer to create a design and do moderate decorating of the current General Service Office in Needham, MA to create a more comfortable office until the relocation efforts are realized.

The following is an overview of what each Subcommittee is working on:

Office Policy and Procedure Manual Subcommittee:

Subcommittee members Kim G., Bob E., and Teresa

H. are working with Karma, a member of the General Service Board, to develop and implement a policy and procedure manual for the General Service Office employees as part of the initiative to clarify the day-to-day tasks of the Office Manager and part time employee.

Telephone Subcommittee:

Subcommittee members Kathleen I. and Piper N. are working to establish the framework of a rotating schedule of volunteers to answer the GSO phone lines, developing a script for volunteers to reference, volunteer requirements, and investigating the effort and commitment involved in establishing an International phone line for the GSO.

GSO Relocation Subcommittee:

Subcommittee members Kim G., Peter A., Melody P., and Kathleen I. are working with the General Service Board Office Committee on creating a vision for a new General Service Office, reviewing physical space needs and desires for the present and future of D.A., researching locations with ample access to qualified employee talent and international travel access, and developing timelines and spending plans for implementation.

Literature Inventory Subcommittee:

Subcommittee members Bert C., Kathleen I., and Piper N. are working to create inventory control procedures for the physical literature inventory maintained at the General Service Office and shipped to members throughout the World.

WSC International Committee

The International Committee is comprised of 8 members with Roger H. as our brilliant liaison.

This half year, we spent a lot of time sorting through what we wanted to accomplish and to date we worked on a major project for the last three months which was the Global 24 hour New Year's Day marathon. This was a wildly successful event that attracted a global audience. We had the good fortune of having up to +171 people per meeting at some meetings. In addition to this big event, we have the following ideas which we are prioritizing and working through to better understand where we want to put our focus. While these topics are not fully baked or decided on, below

are some ideas we are exploring:

1. Host two listening calls with members outside of the US to better understand how we can best support our non-US based members
2. Host a New Year's Day Marathon (for Newcomers) of D.A. Recovery covering all time zones
3. Host two International Fundraising events to support Debtors in countries in need
4. Create a virtual Monthly International Meeting covering all time zones
5. Visit virtual international meetings and identify ourselves as service holders at the International Committee and see what support they may need.

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WSC International Committee

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6. Check to see if D.A. is active in India and other developing countries
7. Look at additional literature distribution platforms to make literature easily accessible to countries or regions where access is limited.
8. Work with the WSC PI committee and GSB PI to create relevant radio/TV opportunities to carry the message to countries where the internet is less accessible, with backup information and access to D.A.
9. Create a list of D.A. members who are willing to sponsor internationally and include if they are fluent in any language other than English.
10. The purpose is to capture details for debtors in underserved areas and in countries/area where there are no meetings and link them up to a group to support them in starting a meeting

Update and expand D.A.'s Awareness pamphlet to include information on the sorts of mobile financial debiting systems prevalent in Africa, Asia, and other parts of the world. The purpose of this is to bring more clarity and awareness to debtors in other countries, whose avenues to incurring debt might be quite different from those in North America or Europe. The pamphlet would include common pitfalls debtors face regularly in red flag nations where the banking and economic systems present different challenges and therefore, different red flags

— **Amina Z., Chairperson
International Committee**

WSC Literature Committee (LitCom)

Despite the many challenges placed on our fellowship during the current crisis, I am proud to add that the Literature committee has risen to the task. We were tasked with five ongoing projects and three new approved motions to become pamphlets and one re-committed motion to be worked on and be re-submitted at the 2021 conference. I will address an overview of the major highlights in this report.

I am happy to report that the long awaited BDA and DA step study guides are nearing publication and soon will be available for the readership.

The Basic Text subcommittee has unfortunately suffered a setback. The original submissions have disappeared so a new flyer has been issued requesting re-submissions for the project. The flyer also asks for new submissions as well.

The Basic Text will become the DA Big Book. I encourage the membership to please assist in bringing this project to life. All interested parties please send your stories and let your voices be heard and shared. A Big Book to call our own I believe will enhance our fellowship greatly.

The Race and Debt subcommittee is hard at work addressing the re-committed motion of the same name from last year due to procedural considerations and a lack of time. The aim of the subcommittee is to provide a reasoned case why this motion needs to reach the floor of the conference to be heard and voted on by the fellowship.

The Literature Committee is also currently responding to one of the 2021 Conference Issues and Concerns

that was allocated to our committee.

This concludes the overview of the current state of the major highlights of the Literature committee.

— **Ruby S., Chair
LitCom**

WSC Public Information Committee (PI)

The purpose of the PI Committee

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

Helping Professionals Sub-Committee

Committee Members: Sean, Charlotte, David and Laura

We are continuing to write to Helping Professionals, including therapists, medical providers, service listings, and places of worship, introducing the various helping professionals to D.A. We have revised the standard letter to Helping Professionals in the D.A. PI Manual and hope that the board will approve the change in the coming months. We also hope to reach out to Health Fairs and similar events when they return post Covid-19.

Media Outreach Sub-Committee

Committee Members: Sean

As there is only one member serving on this sub-committee, work has not yet begun, but it is hoped that TV stations and newspapers will be contacted

with information on D.A. as many of them have listings of various support groups

Sub Committee for PI rep training

Committee Members: Karen, Sabina and Charlotte

A private Facebook page has been set up as an information hub for PI people in D.A. meetings around the world. This will be rolled out, hopefully over the next few months and will also provide a place for PI officers to ask questions that are not covered in the PI Manual.

Fellowship Wide Calls Sub Committee

Committee Members: Juhli, Jill

Upcoming fellowship wide call include “Celebrating Newcomers to D.A.”, 15-minute speaker shares on: What helped you as a Newcomer? – and – What is making recovery a challenge? This will take place on Saturday Jan. 16, 2021 @ 3pm EST

The second upcoming FWC is media contact training, which is an annual event hosted by the PI Committee

Newcomers Support Sub Committee

Committee Members: Ellen

There are special newcomer meetings being held in New York on zoom. It is hoped that a fellowship wide call will be organized where newcomers who have recently reached 90 days of solvency can share their Experience, Strength, and Hope with brand new members. Members are also being encouraged to write their bottom stories. There is also a beginner’s step study group and a D.A. and A.A. tradition study.

— **PI Committee Report**
Sean T, Chair

WSC Resource Development Committee (RDC)

1. MEMBERSHIP: Diana B., Chair; Celia M., Vice Chair; Eric CP., Treasurer; Jeff N., Secretary. Additional Committee Members: Michael L., Diana D., Edward K., Maia W., Phil M., Sarah F., and Sharon S. (GSB committee liaison)
2. Recap of Purpose & Fiscal 2020-21 Goal: The mission of the Debtors Anonymous Resource Development Committee is to create revenue for D.A. including:
 - a. Increasing Seventh Tradition contributions and clarifying the use of Seventh Tradition funds,
 - b. Encouraging member participation in service at all levels, and
 - c. Increasing awareness within the D.A. fellowship about the importance of self-support in D.A. at the level of group, Intergroup and World Service. Total contributions, 2019-2020: \$126,480.74.
- d. Financial Goals of RDC for the July 1, 2020-June 30, 2021 fiscal year is a 21% increase over net 2019-2020 contributions or \$153,041.
3. Status of 2020-21 WSC, Group, Individual, Online Contributions YTD and compared with prior fiscal year. DA Fellowship contributions through 1/31/2021.

Fiscal Year to Date through January 2021 Fellowship Contribution Summary (excludes literature sales, investment income, John H. contributions.)

July 2020	July 2019	Change
14,538.16	6479.95	8058.21 or +124%

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WSC Resource Development Committee (RDC)

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August 2020	August 2019	Change
21,305.15	5866.55	15,438.60 or +263%
Sept 2020	Sept 2019	Change
11,060.25	8,749.70	2310.55 or +26%
Oct. 2020	Oct. 2019	Change
9509.06	7722.79	1786.27 or +23%
Nov. 2020	Nov. 2019	Change
27,525.44	10,405.87	+17,119.57 or +165%
Dec. 2020	Dec. 2019	Change
28,208.91	22,548.28	+5660.63 or 25%
Jan. 2021	Jan. 2020	Change
14,830.06	11,137.62	+3692.44 or +33%

RDC Observation: Covid19 windfall based on groups not meeting in person or paying rent resulted in substantial increase in contributions over last fiscal. Seeking feedback from GSB re reasonable spending plan for “windfall.”

4. Status of RDC Subcommittees

A. RDC FELLOWSHIP COMMUNICATIONS Subcommittee

- a. MEMBERS: Celia, Jeff N., Diana B.
- b. PROJECTS: RDC Sponsored Fliers/Announcements for year end/tax announcement, John H. scholarship, April Appeal, and our new 777 flier for 7th Tradition inspired automatic contributions of \$7 per month on the 7th of each month. All completed and scheduled for distribution.

B. GROUP/MEETING Subcommittee

- a. MEMBERS: Phil, Chair, Maia, Jane, Ed
 - b. Information collected by Committee from groups regarding their needs/wishes from RDC through use of informal questionnaire—complete. Further detail of subcommittee programs designed to help groups grow and manage their 7th tradition contributions and inspire service in progress.
 - C. SERVICE/ SPONSORSHIP Subcommittee
 - a. MEMBERS: Mike L., Celia, Di, Sara.
 - b. New language description of Service Sponsor service position for DAMS drafted and under review.
 - D. WW Fellowship Call Subcommittee: Produce RDC WW Fellowship Calls.
 - a. MEMBERS: Di S., Chair, Celia M., and Diana B.
 - b. Two calls scheduled for fiscal year. First call scheduled for 3/21 on treasury.
 - E. DEBTORS ANONYMOUS MANUAL FOR SERVICE (DAMS) Subcommittee - Review and update content pertaining to the role of Treasurer, 7th Tradition Contributions, and the mission of the Resource Development Committee as expressed in the DAMS.
 - a. MEMBERS: Eric CP. Chair, Phil, and Sara
 - F. WAYS & MEANS Subcommittee – June deadline confirmed and committee volunteers defined.
 - a. Diana B, Celia M., Maya, Sara, Jeff
- **In Service, Diana B., RDC Chair**

WSC Technology Committee

The WSC Technology Committee is composed of delegates who have experience with and/or interest in leveraging technology to grow the fellowship of D.A. The Tech Committee focuses on harnessing technology to improve access to D.A.’s resources, facilitate communication within D.A., and reach out to the debtor who still suffers. The committee advises the Conference and the GSB, as well as providing hands-on technical expertise where applicable. (rev. 8/13)

Two subcommittees were formed to tackle ongoing website improvement, WSC

recommendations, new initiatives, and to respond directly to GSB requests for support.

The Website Subcommittee picked up on the work from last year. And while the D.A. website got a much needed facelift and upgrade to a new platform last year, it was not redesigned. Our Project Contributor from last year did a wonderful job and continues to act as our webmaster; however, we need to begin reaching out for another person to share a support/development role.

- The top priority is to perform a thorough website

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WSC Technology Committee

audit, which is underway. Specific phases of the audit include data collection to identify which areas of the website need improvement:

- Content and pages
- Design
- User Interface
- Security, back-up and maintenance
- Data collection methods may include:
 - interviews with the GSB, past WSC and Tech Comm members, Committee and Caucus Chairs, and other stakeholders
 - Focus groups will be formed with D.A. members recruited from meetings
 - Comparison to other recovery websites
 - Surveys on eNews to the D.A. Fellowship
 - Creation of a form that will collect and parse suggestions from the D.A. Fellowship
- Analysis of the collected data will be used to identify key requirements and practices so that a summary findings report can be presented to the entire Tech Committee. Finally, the Tech Committee will present recommendations to the GSB for approval, funding, and implementation.
- Aside from the audit of the website, ‘quick’ fixes to the existing website will be recommended to the GSB for implementation. However, with a complete website redesign on the near horizon, significant changes to the current website doesn’t seem like a good use of resources.

The New Initiatives Subcommittee is handling all things not website specific; however there are items of overlap with the Website Subcommittee. Some of the main projects include:

- Create a process to implement translations of the D.A. website into non-English languages for D.A. worldwide, in collaboration with other D.A.

WSC committees, caucuses, and the GSB. We have translation functionality on the website platform and we have done various translations; our role would be to formalize the process/ procedures for new translations.

- Developing a D.A. conference approved digital document for recording numbers
- Develop “One Approach” suggestions for transitioning from virtual to face-to-face meetings and hybrid meetings. Evaluate multiple platforms without endorsing or mandating any one in particular (Zoom, Google Meet, Free Conference Call, Microsoft Teams, Skype, WebEx etc.)
- Determine “standards” for digital communication, data sharing, storage, and technology use. Make recommendations to establish a new digital archive system—a way to archive important documents automatically onto our G-Suite Drive into the appropriate folders, etc.
- Investigate an app/program that allows donation by text, both inside the continental US and worldwide.
- Research a “Virtual Logistics” website/ application that would manage tasks for a Virtual WSC in the future.

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

WSC Spiritually Sustainable Earning Caucus (SSEC)

Members 2020-2021: Board Liaison Bill D., Chair Ed K., Vice Chair Jeanine C., Secretary Helena K., Treasurer Kelly L., Ceilia M., Darby W., David J., Grant F., Jacquelyn J., James F., Jeff N., Joan N., Julia B., Maia W., Roger S., Sindai A., and William M.

The SSEC has a robust agenda for the 2020-2021 Calendar. We have established 3 focused Sub

Committees.

- **Fellowship Wide Call Sub-committee** (Chair- Maia W.) Three Fellowship-wide calls. We have had one already on November 1st, 2020, and have two more scheduled: one on February 7th, 2021 and another on April 11th 2021.
- **Literature Sub-committee** (Co-Chairs- Jeanine C. and Ceilia M.). We have been chosen to

WSC Spiritually Sustainable Earning Caucus (SSEC)

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curate the 4th Quarter Ways and Means,, have submitted 9 stories. / Continuing to collect stories for the “Big Book” with a focus on Spiritually Sustainable Earning. / Continuing to collect submissions for our “Daily Meditation” reader (with a focus on Spiritually Sustainable Earning)

- **SSEC Meeting Format sub-committee** (Co-Chairs: David J. and Roger S.) The committee is working on a “meeting format” with a targeted focus on “Spiritually Sustainable Earning”
- The members of the Caucus continue to the new concept of Spiritually Sustainable Earning. The definition of SSEC is wide and varied. It is very empowering to see members of our Fellowship unpack and weave Spiritually Sustainable Earning into their recovery programs’.
- **SSEC Mission Statement:** “The Spiritually Sustainable Earning Caucus (SSEC) serves to

support the D.A. Fellowship in gaining clarity around issues of earning in the D.A. program. Our vision is to broaden the fellowship-wide understanding of how spiritually sustainable earning fits into D.A. recovery, encouraging a comprehensive and spiritual approach by working the 12 Steps and using the Tools of Debtors Anonymous.”

- Yours in Service,
Ed K. / Chair SSEC embrace

WSC Underserved and Underrepresented Outreach Caucus (UUOC)

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

The Anti-racism subcommittee:

We submitted a Fellowship-wide call on Feb 21st, titled Race: An Inside Issue. A Celebration Of Black History Month. The title was rejected by the GSB and we were not communicated with. There was no dialogue or conversation with UUOC.

After approaching the Chair and Vice-Chair of the board, three weeks later and much insistence, we got a video call with them to explain their stance. We were informed that the Board took issue with the words ‘Race’, ‘Inside Issue’ and ‘Black History’, pretty much every word in our title. Our Caucus exists to reach out to underserved populations, and how does D.A. expect us to do that if we cannot identify the race and the different groups

we are approaching?

Race is a central issue, and we cannot have unity in D.A. if there is inequity. We are working to find a way forward for the thriving of all. When any group of people are excluded from recovery it affects all of us. Traditions are a living thing, and we need to evolve with the times and not be stuck in 1935. It is 2021. If D.A. does not evolve to include all races and peoples, D.A. may not survive.

Groups like Black In D.A. host meetings for Black people. These meetings are closed. If you are Black in D.A. and would like information, please reach out to me. BIPOC meetings in D.A. and BDA have also been started. If you are Black, Indigenous and are a Person of Colour, please reach out to me if you are interested in receiving information on BIPOC meetings in DA and 12-step recovery.

The Gender Neutral Language Sub-Committee:

The GNL sub-committee has put together a comprehensive list of D.A. literature to review for gendered language. Plan is to use next meeting as

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WSC Underserved and Underrepresented Outreach Caucus (UUOC)

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a work time meeting, spending that time together reviewing literature to make note of where gender neutral language may be needed.

Awareness & Outreach Subcommittee:

We are pursuing three threads of work:

- Pending UUOC approval, working on the approved Service Piece for the caucus
- Working on an inclusivity statement for the D.A. website and perhaps the D.A. preamble
- Conducting outreach/nurturing connections/ helping with any organizing for BIPOC meetings

Mapping sub-committee:

The Mapping subcommittee recommends discontinuing the use of GIS software and continuing the mapping project using the current meeting map on the Debtors Anonymous website to determine locations that are underrepresented and then targeting those areas to start meetings.

The UUOC will be meeting on Jan 10th, to discuss agenda and moving forward with our various projects.

Thank you.

— **Monisha R. Chair**

GSB Response to UUOC Anti-racism Subcommittee Report:

GSB Response to UUOC Anti-racism Subcommittee Report:

- The UUOC Chair sent an email on December 14, 2020 requesting a meeting with the GSB regarding UUOC’s proposed Fellowship-wide call. The GSB chair responded by email within one day that we were willing to meet to discuss the proposed title, which had yet to be approved by the full GSB.
- The GSB chair fast-tracked discussion of the proposed title as an agenda item on the next scheduled GSB meeting on January 3, 2021. By unanimous vote at that meeting, the GSB group conscience did not approve the proposed title for promotion at the world level on the D.A. website and in eNews for two reasons:
 - The GSB group conscience believes to declare anything an inside issue or an outside issue in a Fellowship-wide call title does not support D.A.

unity per Tradition One. In this particular case, a literature concept on “race and debt” was recommitted (tabled) as a motion at the 2020 World Service Conference amid a point of order brought by a delegate that it was an “outside issue.” As the Conference has yet to vote on the motion, the proposed title “Race is an inside issue” would suggest that D.A. at the World Service level has already approved the motion, but the Conference will not vote on this motion until the 2021 WSC.

- The GSB group conscience also discussed the subtitle in view of the fact that “Black History Month” is a designation established only in certain countries by outside organizations and governments, and therefore outside the purview of a 12 Step recovery program, as guided by Tradition Ten.
- By unanimous consensus, the GSB suggested that UUOC could have a Fellowship-wide call titled “Black Voices in

Debtors Anonymous,” as the “Black Voices in D.A.” pamphlet was approved as a literature concept at the 2019 WSC.

- A Zoom call was scheduled for January 7, 2021, at noon Eastern Time, four days after the GSB meeting. Three board members met with the UUOC chair, the Anti-racist subcommittee chair, and UUOC secretary to discuss the proposed title for the UUOC call. The call lasted for approximately one hour.
- On January 10, 2021, at the request of the UUOC chair, the GSB chair attended the UUOC committee meeting so that the entire UUOC could be apprised of the rationale surrounding the decision to decline to support the proposed title. That meeting lasted approximately 90 minutes. The UUOC chair thanked the GSB chair by email on January 10, 2021 for attending that meeting.
 - **2020-2021 General Service Board**

35th Annual Debtors Anonymous

Virtual World Service Conference

Registration Packet

Now Available



Debtors Anonymous

General Service Office
P.O. Box 920888
Needham, Massachusetts, USA
02492-0009

Toll Free: 800-421-2383 (US only)
Phone: 781-453-2743
FAX: 781-453-2745

- The World Service Conference (WSC) is the annual business meeting of Debtors Anonymous. It is where General Service Representatives (GSRs), Intergroup Service Representatives (ISRs), and the General Service Board (GSB) gather to review the state of the D.A. Fellowship, work on topics like new D.A. literature concepts and new outreach methods, and vote on important issues affecting D.A. as a whole.
- Every registered D.A. group, including Intergroups, may send one representative to the WSC.
- The 2021 virtual Conference will take place using Zoom videoconferencing technology. Delegates must have access to a computer, smartphone, or tablet with the latest version of Zoom installed.
- While only registered delegates will be able to attend the Conference, the 2021 Fellowship Day with workshops, keynote speakers, talent show, and a virtual dance on Saturday, August 14, is open to everyone.

2021 D.A. Virtual World Service Conference

“Sponsorship: Carrying the Message — Be One, Have One”

A Virtual Conference on Zoom

Please Join Us!

Friday, August 6, 2020
 Saturday, August 7, 2020
 Sunday, August 8, 2020

Saturday, August 14, 2020
 Sunday, August 15, 2020

2021 Virtual WSC Registration Packet: [Click Here to Download](#)
or visit www.debtorsanonymous.org/wsc2021

Online Registration Available: www.debtorsanonymous.org/wsc2021registration

Important Dates and Deadlines

April 1:	Issues & Concerns submission cutoff — debtorsanonymous.org/inc
April 15:	John H. Scholarship Fund donation deadline for 2021 WSC
May 16:	John H. Scholarship application deadline
June 13:	John H. Scholarship recipients notified
July 1:	2023-24 Host City bids due — debtorsanonymous.org/hostwsc
July 4:	Virtual Conference Early Registration Discount Deadline
July 25:	Virtual Conference Registration Final Deadline (with additional fees)

Please Share This Information At Your Meetings!

Debtors Anonymous Announcement:

WSC Committees or Caucuses can request an announcement for distribution by submitting a written request to their GSB Liaison. Announcements related to Debtors Anonymous World Service are approved by the GSB Communications and Technology Committee and reviewed by the General Service Board (GSB) before publication by email via eNews and at www.debtorsanonymous.org/announcements

[Visit our Website](#)



“Isolation will give way to fellowship; faith will replace fear.”
Promise 6 of the Twelve Promises of Debtors Anonymous

D.A.’S INTERNATIONAL PROMISE SIX DAY CELEBRATION SATURDAY, APRIL 24, 2021

D.A. Groups/Intergroups are encouraged to plan a fun event with your group to celebrate Promise Six Day. All members can connect to activities planned by the Fellowship Communications Committee (FCC) as well as various other D.A. group events. Make your plans to join in on the **FUN!**

There Will be Two Promise Six Day Opportunities:

1. Fellowship-Wide Call: **“What Has Promise Six Meant to Your Recovery?”**

Three speakers will share their experience, strength, and hope, followed by group sharing.
12:00 p.m.-1:30 p.m. ET 4:00 p.m-5:30 p.m. GMT

USA & CANADA CALL IN NUMBER: +1.605.472.5540 Access code: 617093
For international numbers and online access, visit www.debtorsanonymous.org/call-in-access

2. In Anticipation of the 2022 WSC: **“Creating a Perfect British Afternoon Tea at Home”**

Zoom cooking demo
2:00 p.m. ET 6:00 p.m. GMT

<https://us02web.zoom.us/j/81184372707?pwd=ZHdxUWs5Qi9mSkxqRmRwQnlSa3ZvUT09>
Meeting ID: 811 8437 2707 Passcode: P6Day

Please submit how your D.A. group is planning to celebrate the day and opportunities for other members to join in to:
communications@debtorsanonymous.org.

We will be updating an ongoing list of all Promise 6 Day events that have been submitted on the D.A. website in the Announcements.

D.A. is full of creative talent! Some examples from last year’s events include talent show, casual coffee conversation, multiplayer game day, costume party, poetry/spoken word, create a vision board, host a cooking event, comedy show, or simply connect with another fellow on this day.

Happy Promise 6 Day!
Feliz día de la Sexta Promesa!
Bonne Promesse Six Jours!

Feliz Promessa De Seis Dias!
Felice Promessa Sesto Giorno
счастлиное обещание шестой день

[Download Promise Six Day flyer.docx](#)
[Current List of Events](#)

Have you signed up for **eNews**? Has your group?

Get connected to D.A. worldwide.

Receive newsletters, announcements, event info, and more.

To subscribe, visit:
debtorsanonymous.org/enews

Share your personal story in **Ways & Means**, our meeting in print!

Have you been of service to a meeting by giving a **lead share**?

Write it down, send it in!

You can also email us your original photo, drawing, or poem that represents your recovery and/or vision in Debtors Anonymous.

Email your story/artwork to:

communications@debtorsanonymous.org



ANNOUNCEMENT CORNER

Here are possible announcements for members—especially General and Intergroup Service Representatives (GSRs & ISRs)—to make during D.A. meetings:

1. Consider serving at the World Level of D.A. as a General Service Board Trustee or recommend a member for service to one of the four (4) GSB positions currently open, as well as multiple Appointed Committee Member and Project Contributor positions. Visit debtorsanonymous.org/service
2. Fellowship-wide calls with live speaker shares use the U.S. call-in phone number: 1-605-472-5540, access code: 617093#. International phone numbers (and online access) are available at debtorsanonymous.org/call-in-access. The Online Meeting ID is darecovery1. Let members know to mark their calendars for these upcoming events:
 - Sunday, March 28, from 1 – 2 p.m. Eastern Time, “Ask-the-GSB: Literature and Literature Licensing and Translations Update,” presented by the GSB Long Range Planning Committee (LRPC)
 - Sunday, April 11, from 1 – 2:30 p.m. Eastern Time, “Retirement in Recovery, presented by the WSC Spiritually Sustainable Earning Caucus
 - Saturday, April 24, from 12:00 pm - 1:30 pm Eastern Time, “Promise 6 Day,” presented by the WSC Fellowship Communications Committee
 - Sunday, June 20, from 1 – 2:30 p.m. Eastern Time, Topic TBA, presented by the WSC Resource Development Committee
 - Sunday, July 25, from 1 – 2 p.m. Eastern Time, “Ask-the-GSB: D.A. Finances,” presented by the GSB Long Range Planning Committee (LRPC)
3. Seeking member recovery stories for the D.A. Basic Text. visit debtorsanonymous.org/announcements for more information
4. Seeking member written submissions for the D.A. Daily Reader Book. visit debtorsanonymous.org/announcements for more information.
5. Seeking member stories for the “D.A. Voices from the Black Community” pamphlet. Visit debtorsanonymous.org/announcements for more information.
6. The D.A. General Service Board of Trustees has released the following announcement regarding COVID-19 (Coronavirus) and the temporary reduced hours of onsite General Service Office operations: visit debtorsanonymous.org/announcements for more information.
7. Make temporary updates to your meeting listing on the world D.A. website. Temporary updates—teleconference or video conference numbers, meeting closures, meeting contact info—will appear in red on your meeting listing and will revert back to the original listing upon request after your meeting starts up in person: debtorsanonymous.org/temp-meeting-update
8. D.A. pamphlets are available — individually and bundled together — on Kindle! Visit debtorsanonymous.org/ebooks

For more announcements,
visit www.debtorsanonymous.org/announcements