theDAfocus

Spring 2025

My Journey to the GSB by Claudette B. 2

2024-2025 General Service Board (GSB) Mid-Year Committee Reports 3

2024-2025 GSB Communications and Technology Committee Mid-Year Report 3
2024-2025 GSB Conference Support Committee Mid-Year Report 4
2024-2025 GSB Finance Committee Mid-Year Report 4
2024-2025 GSB Global / Public Information Committee Mid-Year Report 5
2024-2025 GSB Legal Affairs Mid-Year Report 6
2024-2025 GSB Literature Publications / Literature Translation and Licensing Committee (LitPub/LTL) Mid-Year Report 7
2024-2025 GSB Nominations and Procedures Committee (NomPro) Mid-Year Report 9
2024-2025 GSB Office Audit Committee Mid-Year Report 10

2024-2025 World Service Conference (WSC) Mid-Year Committee Reports 11

2024-2025 WSC Business Debtors Anonymous Committee Mid-Year Report 11
2024-2025 WSC Conference Committee Mid-Year Report 12
2024-2025 WSC Fellowship Communications Committee Mid-Year 15
2024-2025 WSC HIP Committee Mid-Year Report 17
2024-2025 WSC Global Committee Mid-Year Report 18
2024-2025 WSC Intergroup Caucus Mid-Year Report 20
2024-2025 WSC Literature Committee Mid-Year Report 21
2024-2025 WSC Public Information Committee Mid-Year Report 22
2024-2025 WSC Resource Development Committee Mid-Year Report 23
2024-2025 WSC Spiritually Sustainable Earning Caucus Mid-Year Report 24
2024-2025 WSC Technology Committee Mid-Year Report 25
2024-2025 WSC Underserved and Under-Represented Outreach Committee Mid-Year Report 27

My Journey to the GSB by Claudette B.

Hi, my name is Claudette B. and I am a debtor in recovery. I am deeply grateful for the Debtors Anonymous (D.A.) program. It has profoundly transformed my life. By adhering to the 12-step principles, I have experienced significant personal growth, taking it one day at a time. I was already part of another 12-step program when I realized I needed to address my financial mismanagement. My debt from credit cards and over-extended lines of credit had become overwhelming. Month after month, year after year, I faced the same financial stress. Money would come in and be spent almost immediately. I struggled to cover the minimum payments on my credit cards, leaving little for essentials like groceries, self-care, and clothing.

I hit rock bottom and questioned my sobriety. Why was I feeling such shame and despair? I was overwhelmed and discouraged.

Years ago, I had heard about Debtors Anonymous from a representative during a bankruptcy filing. The thought of joining filled me with embarrassment and humiliation but, after years of self-sabotage, I decided it was now or never. It was time to join D.A.

I attended a Debtors Anonymous meeting in Montreal, QC, Canada, where I live. The room was welcoming, and I felt a positive energy that reassured me I had made the right decision. Achieving solvency took time, but once I became willing to listen and follow suggestions, miracles began to happen. My solvency date is July 14, 2020, and I became debt-free on August 5, 2024. What kind of miracles? Despite having little cash, I received a substantial check from a civil suit I had forgotten about. Another time, I received funds from an unexpected inheritance. These material miracles were significant, but the spiritual, emotional, and mental gifts were even more valuable. I found peace of mind, true serenity, and a deep sense of well-being. My Higher Power guided me to focus on my achievements rather than my failures, to let go of the past, and to move forward with a lifted heart and greater freedom to love and be compassionate. I felt truly at home.

Debtors Anonymous has given me more than I could have ever imagined. Today, I am growing into the person I am meant to be, true to myself and others. I am living my visions and have a life beyond compare, filled with gratitude and awe for all that this program has given and continues to give me. I believe strongly in service. And being of service in D.A. is an honor and a privilege. Debtors Anonymous has given me a life beyond compare- The tools of the program, the promises, the fellowship have helped me become who I am meant to be. Layers of fear, stress, false identity have been removed.

I have served as group secretary, GSR attending World service conferences (WSC) meeting people from around the world - I have chaired committee meetings, participated in Host committee activities and am now serving as a Class A trustee with the General Service Board (GSB).

I believe I am here to serve. I have received so much there is no way I can ever fully repay this wonderful program , but as said, I serve and it is an honor.

2024-2025 General Service Board (GSB)
Mid-Year Committee Reports

2024-2025 GSB Communications and Technology Committee

Mid-Year Report

Introduction:
CommTech Members: Chris R. (Chair and Liaison to WSC Tech and WSC FCC), Rob B. (Secretary), Piper N. , Sherri H. (ACM), Jeffrey F. (Webmaster), Phil W. (PC)

Mission:
The Communications and Technology Committee (CommTech) of the GSB supervises the creation (by WSC FCC) and online publication of our recovery magazine, *Ways & Means*®, and creates the service newsletter, the *DA Focus*. It designs and distributes eNews announcements to the D.A. mailing list (members may sign up at debtorsanonymous.org/eNews), as requested by GSB and WSC Committees and Caucuses, including about upcoming Fellowship-wide calls. CommTech maintains the D.A. website calendar of events, and makes the recordings of speaker shares from events available as free podcasts. It also manages the content of the D.A. website.

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

2024/2025 Activities
This conference year we focused on:

- Creating and improving automated and technical processes to increase the efficiency of the GSB and WSC Committees and Caucuses
- Continuing to strengthen security for GSB activities and help ensure legal compliance
- Supporting the webmaster in website improvements
- Supervising the production of *Ways and Means*, which WSC FCC produces
- Producing the *DA Focus*, Mid-Year Reports edition
- Sending e-news announcements about Fellowship-wide calls, and other news relevant to D.A. members
- Preparing registration processes for the upcoming 2025 Conference
- Assisting with prep for official D.A. social media channels
- Supervising the planning for official D.A. social media presence
- Managing Fellowship-wide Calls and video meetings and webinars

Also:

- We had a joint meeting at the beginning of the Conference year with WSC Tech Committee to develop a joint agenda for the year
- Our PC has greatly increased the effectiveness of non-profit advertising grant

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2024-2025 GSB Conference Support Committee Mid-Year Report

The board members on this committee this year are Karma K.Chair and liaison to the 2025 Host Committee, Roger H. DA Chair, Chris R. Tech committee Chair, Gill B. Finance Committee member and Liaison to the WSC Conference Service Committee, and Claudette B. who just joined us. We are tasked with working with local host committees to bring the DA fellowship to the World Service Conference.

Other than Karma and Roger, the 3 other members are all new to the committee and each member brings their experience, strength, and hope to provide a successful conference.Since September we have been at work, first accessing the survey from the 2024 conference, and using what we learned as best practices for the 2025 WSC. The Committee has created and continues to add to a spreadsheet all the tasks and their dates necessary for the conference. An outside worker has been creating and compiling the 2024 World Service Report so that we can post it on the DA website.

The CSC has been guiding a very well-organized San Francisco Bay Area host committee and fielding questions from the WSC-CC through their Liaison, Gill. It has also provided the RDC with answers to their questions regarding historical and logistical John H. information.

We have had preliminary meetings with the Hotel about menu planning and AV and have scheduled a walk-through during our F2F in March. The goal of the GSB-CSC is to have the Registration Packet out by mid-March and to that end, it has been updated along with the John H. application form and awaits final approval for registration fees by the full GSB once we have compiled all the information we need.

2024-2025 GSB Finance Committee Mid-Year Report

As always, Finance has had a busy first six months. The committee is made up of four trustees. Matthew E. is chair and treasurer, Gill B. is assistant treasurer, Roger H. as Board Chair and Christine S, our ACM and secretary. The committee meets monthly remotely with additional conversations as needed.

This is the first fiscal year that the Annual Spending Plan has been based on actual income from the previous year rather than projected income. We have also separated Conference spending from Board and fellowship spending in order to increase clarity .

The treasurer gives monthly reports to the Board as part of our monthly board meeting. The treasurer and assistant treasurer meet weekly to discuss the tracking of spending for the fiscal year. The new presentation of the spending plan is proving to be beneficial in tracking income and expenses more accurately.

Debtors Anonymous underwent an independent financial review, confirming that its financial statements are accurate and compliant with Generally Accepted Accounting Principles (GAAP). The review was performed by Ryan D. Baldwin of the firm Bailey, Carr CPAs. According to this review, the fellowship maintains a healthy balance sheet with significant reserves and minimal liabilities. Ryan was particularly impressed with the fact that we had absolutely no debt. That's not something he sees normally among his other clients.

The numbers:

For the first half of the fiscal year, total income (including surplus brought forward) was $116,071.59 , which was **11% below** the plan. However, costs remained lower than expected, with **Cost of Goods Sold (COGS) at $3,420.05**, which was **66% below** the spending plan. As a result, net income after COGS was **$112,651.54**, which is **7% below** projections. Total expenses came in at **$102,220.37**, which was **16% under plan**, leading to a **net surplus of $13,851.22**.

Literature sales performed well, bringing in **$38,438.77**, slightly exceeding the projected **$37,003.43**. Notably, **pamphlet sales outperformed expectations**, and **audio-visual sales far exceeded projections**. However, **member contributions totaled $57,411.02**, falling short of the **$73,638.49** goal. While **group contributions via mail were lower than expected**, **individual donations through PayPal outperformed expectations**.

Overall, **careful expense management helped offset lower-than-expected income**, with **payroll, legal, and COGS costs all coming in under spending plan**. One area of concern remains **bank fees and transaction costs**, particularly with **PayPal and First Data charges**, which continue to add to expenses. Despite the income shortfall, the **organization remains financially stable**, with a **positive net surplus** and **manageable spending levels**.

2024-2025 GSB Global / Public Information Committee Mid-Year Report

The GSB Global PI Committee consists of Piper N (Chair), Matthew E (Co-Secretary) and Karma K (Co-Secretary). We have a PC – Laura L.

The GSB Global PI Committee works closely with the WSC Global Committee, WSC Public Information Committee, HIP and the UUOC.

The Public Information/International GSB Committee has changed its name to Global/Public

Information to be in tune with the WSC Global Committee as well as to reflect the ever increasing expansion of our fellowship.

We submitted our updated CSP to NomPro.

The HIP Committee has been very active with outreach, setting up meetings and obtaining literature to bring into jails and institutions. A training for doing jail panels also took place in February 2025.

This year we have supported the WSC PI Committee to attend the National Conference of Bankruptcy Judges in Austin, Texas.

We held regular media contact trainings for the DA fellowship facilitated by our PC Laura L.

We have been coordinating literature for a booth as well as a spending plan for involvement in the 2025 Alcoholics Anonymous International Convention in Vancouver. We are hoping to have a presence at this event. We planned to be there in 2020 but were sidetracked by Covid. If it comes together, this will be a first for our fellowship.

Having created a social media policy, this committee is available as a resource for guidance in the use of social media for public information.

We are also going through the PI section of the DAMS and plan to do updates regarding current language regarding technology.

2024-2025 GSB Legal Affairs Mid-Year Report

This service year, the GSB Legal Affairs Committee was reestablished as a separate committee. Last year, it was bundled with GSB Finance.

The Chair of Legal Affairs is Roger H (also Chair of the GSB). The balance of the committee is composed of Gill B and our newest trustee, Claudette B.

The fall of 2024 was busy with researching compliance with the United States Department of the Treasury requirement for their Financial Crimes Enforcement Network and Beneficial Ownership Information required by all US corporations, including non-profits. This legislation pertains to individuals who directly or indirectly own or control a company to combat money laundering operations and other opaque ownership structures. D.A. is in full compliance with their request.

Considerable time was also spent researching our insurance needs as a non-profit corporation with Trustees and employees, liability insurance, property insurance and other risk factors affecting us as a small, but global, fellowship. Our current insurance broker let us know in late 2024 that they recommended we seek alternative insurance coverage as they are regionally

based and suggested we needed more coverage than they could provide, including cyber terrorism. We checked with other 12-step fellowships to inquire about their insurance providers and the larger not-for-profit sector. We reached out to possible providers and are receiving quotations and recommendations which will be presented at the GSB Face-to-Face meeting in March 2025. As Debtors Anonymous grows globally and as the world situation changes, having adequate insurance coverage is part of our fiduciary responsibility to the fellowship.

Other topics we addressed so far this service year include:

- discussions with a third-party book distributor to help us move book inventory in our Needham, MA office so we can reduce our storage space needs.Further discussion will resume once the GSB finalizes hiring a special worker to fulfill the role of Literature Publications Manager.
- research into our existing copyrights and trademarks to ensure they are globally accepted and not just in the USA
- research if new copyrights are required for translated materials
- management of several purchased ISBNs for upcoming literature publications and translations
- verification regarding new and translated publications (books) and which languages need to be registered with the United States Library of Congress
- an investigation into other National Library systems' requirements for book publishing in other countries, such as Brazil, France and Spain
- communication with the Office of Foreign Assets Control in Washington, DC regarding the correct procedures in working with D.A. fellowships in the US-sanctioned countries for literature translations.

2024-2025 GSB Literature Publications / Literature Translation and Licensing Committee (LitPub/LTL) Mid-Year Report

LitPub Members: Rob B. (Chair), Bliss (Secretary), Chris R., Roger H., Piper N., Dora P. (ACM), Beatriz R. (ACM), Rody D. (PC), Ana A. (PC)

Literature Translation and Licensing Subcommittee (LTL) Members: Rob B. (Chair), Piper N, Roger H., Claudette B., Dora P. (ACM), Beatriz R. (ACM), Rody D. (PC), Ana A. (PC)

The Literature Services Subcommittee (LitServ) Members: Bliss (Chair), Rob B., Helen O. (PC), Ann M. (PC)

The GSB Literature Publications Committee (LitPub) and the Literature Translation and Licensing Committee (LTL) are currently combined as one committee. The Committee has two sub-committees - the Literature Services Subcommittee (who do the editorial work) and the Literature Translation and Licensing Subcommittee. GSB Lit Pub Committee and LTL

Subcommittee deal with the publication of D.A. Conference Approved Literature (CAL), the first in English the latter in translation.

We are working on a form to simplify the collection of submissions for all of our literature, and collecting the associated Assignment of Rights forms.

For more information on our literature publications development and approval process, please read pages 96-99 in the 2024 DAMS. For more information on our translation process, click here.

Literature and Translations Status Report:

1. *The Daily Reader* book
    a. Print layout in progress
2. *D.A. Basic Text* book (working title)
    a. Stories under review by LitServ
3. *BDA Stories* book
    a. WSC BDA to submit stories to LitCom
4. *Action Plan* pamphlet
    a. Under review by LitServ
5. *Relapse and Recovery* pamphlet
    a. Under review by LitServ
6. *Couples and D.A.* pamphlet
    a. Looking for writer(s)
7. *BDA Numbers* booklet
    a. WSC BDA to submit updated text to LitCom
8. *BDA Annual Business Plan* pamphlet
    a. WSC BDA to submit updated text to LitCom
9. *BDA Detaching from Difficult Personalities* pamphlet
    a. rescinded.
10. Translations:
    a. French
        i. BDA Pamphlet under review
        ii. 12x12x12 published in France
        iii. License signed for 10 pamphlets
    b. Spanish
        i. 12x12x12 - in pre-production
        ii. *Just For This Day* bookmark under review
        iii. *DA Step Study Guide* - in translation
        iv. DAMS - in translation
    c. Portuguese
        i. 12x12x12 published in Brazil
        ii. *DA Step Study Guide* - in translation
        iii. *A Currency of Hope* - in translation
        iv. *Just For This Day* bookmark under review
        v. Multiple pamphlets under review
    d. Farsi
        i. 32 items under review
        ii. 2 pamphlets - in translation
    e. Russian
        i. 5 pamphlets - in pre-production

f. German
    i. 10 service literature pieces - available for download on German Intergroup website
    ii. *Just For This Day* bookmark - in pre-production
g. Japanese
    i. Recently established connection with Japanese translation group

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2024-2025 GSB Nominations and Procedures Committee (NomPro) Mid-Year Report

NomPro Members: Rob B., Matthew E., Bliss T., Roger H. (rotating Chair/Secretary)
Strategic Planning Subcommittee Members: Rob B., Bliss T., Angela J. (PC)

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

This year we created a new subcommittee: The Strategic Planning Subcommittee. This subcommittee facilitates the GSB's long-term efforts to carry the message of recovery to suffering compulsive debtors around the world and to support compulsive debtors in recovery. It develops strategies and action plans to help D.A. remain an effective Fellowship so that D.A. can fulfill its primary purpose. It works through the GSB to help all levels of D.A.—the GSB, the GSO, the World Service Conference, and the Fellowship—plan and work to establish a strong foundation for the future of D.A.

NomPro encourages service by members who may be interested in service opportunities at the world service level. This includes members interested in becoming involved in service as a GSB Trustee, an Appointed Committee Member (ACM), or a Project Contributor (PC). Potential candidates are contacted on an ongoing basis to determine interest in world service. A concerted effort has been made to identify and contact a diverse cross-section of our membership to encourage service at all levels within D.A.

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

The GSB added one Class A trustee in 2024 and another in January 2025 for a total of 8 Class A trustees and 1 Class B trustee. We continue recording applicant interviews, so the full GSB has access to interviews, and continue to use the GSB Class A trustee and ACM applicant credit card questionnaire.

Committee interviews candidates for Class A and Class B Trustees upon receipt of their application and background information. The GSB currently has up to 4 Class A (debtor) and up to 4 Class B (non-debtor) trustee openings. We anticipate additional Class A and Class B trustee vacancies at the conclusion of this Conference year. The GSB application process now includes a submit form. The URL for GSB applications is https://debtorsanonymous.org/gsbapply

We continue to look for members willing to do world service as either a "Project Contributor" (PC) Project Contributor 2023.pdf or an "Appointed Committee Member" (ACM) Appointed Committee Member 2023.pdf. Here are the links to apply:
Project Contributor Application / Appointed Committee Member Application

Please listen to our podcast "World Service Opportunities – Beyond G.S.R." here:
https://debtorsanonymous.org/2022-23-fellowship-wide-calls/

2024-2025 GSB Office Audit Committee Mid-Year Report

Committee members include Bliss and Karma K.

"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 General Service Office (GSO).

The Audit committee engages an independent accounting firm to conduct a review of the General Service Board's annual financial statements and meets with that firm to receive and discuss their report. The committee will confirm and assure the independence of the independent accounting firm. It will discuss any weaknesses in internal controls, whether there were any adjustments not recorded on the books, whether the Corporation is following the most appropriate and best accounting principles and whether or not management conducts itself with the highest level of integrity."

This year the Office/Audit committee voted to make Audit Committee a sub-committee of Office in order to better serve both committees. We edited the Composition, Scope, and Procedures (CSP) document for the two committees to keep them updated and relevant. We also developed a new Whistle Blower policy for use by employees, volunteers, and Trustees.

The GSO's part time Office Assistant left the position in late 2024. We are now looking to fill that position of 24 hours per week to help out the Office Manager in fulfilling literature orders, tracking donations, and other basic office tasks. The current Office Manager has been holding down the GSO and successfully completing the tasks of one and half employees for the past

few months very successfully and the GSB is grateful for her dedication to D.A. business and the debtor who still suffers.

The Office Committee Chair, Liaison, and Office Manager are meeting twice a month to create a D.A. Employee Handbook, review and update GSO standard operating procedures, and design a phone line after-hours system and phone volunteer training program.

2024-2025 World Service Conference (WSC) Mid-Year Committee Reports

2024-2025 WSC Business Debtors Anonymous Committee Mid-Year Report

The Committee composed of Chair: Michelle L.; Tech Support: Victoria V.; Treasurer: George M.; Secretary: Greg K

In November, Vice Chair: Mary T. stepped down from being involved in the committee.
GSB Liaison: Rob. B

Here is our update of actions taken thus far:

Goals for the Year:

1. To develop a BDA spiritually-inspired numbers tracking system, based on the previously approved "DA Numbers One Approach" template. This tracking sheet aligns with the BDA tools and would be accessible on the DA website.

> ACTIONS taken by the committee:
> BDA Committee has individually tested a numbers tracking system for Business Owners (provided by Secretary Greg.K). We passed the numbers sheet to GSB committee and waiting for feedback. We are considering the creation of a tutorial video on using the proposed numbers tracking system on Google Sheets.

2. To develop the concept of a fellowship-wide webinar that supports BDA members on creating a one-page spiritual business plan.

> ACTIONS taken by the committee: George M. has supplied literature to the group on creating a one-page spiritual business plan. We are awaiting approval of this plan by the committee in order to move forward.

3. To create a quarterly series of fellowship-wide calls offering experience, strength, and hope through a BDA speaker series. We will invite people through an e-blast. A podcast series can be created from these recordings.

ACTIONS taken by the committee: This goal is the one we have focused most of our energy. We started recruiting speakers through an e-blast flyer and then through word of mouth through the committee and also through announcements at meetings.

The speaker series is set to take place as a fellowship wide call with 3 speakers sharing their experience, strength and hope as they realize their vision as solvency business owner. A series of 4 events will take place: February 22nd, March 23rd, April 26th, May 24th, all 1 pm EST.

We have discussed with the Tech Committee of turning the recordings of these speakers' stories into podcasts so they can be available on the DA website.

4. To create a podcast on "BDA Tools for Success" focusing on taxes, contracts, marketing, and hiring.

Actions taken by Committee: None so far. But some of the speaker recordings might be able to be turned into podcasts if some of them focus on the BDA tools of success and focus on one of these topics.

5. To review the three outlines for pamphlets being returned by the Literature Committee and assess how those documents support our current initiatives and then decide how to amend and proceed.

Actions taken by Committee: We have not looked at these outlines but have looked at the BDA stories that have been submitted online and considered if we wanted to turn any of those into recordings for a podcast.

6. To consider the 2024 WSC Conference Issues and Concerns as pertains to BDA.

Actions taken by Committee: None so far.

7. To consider the visibility of BDA the DA website, with a focus on the structure, content, and organization.

Actions taken by Committee: The BDA committee has had a couple meetings with the Tech Committee to discuss these aspects in December as well as January. We agreed to taking pre-approved BDA literature and incorporating it into the already existing "What is Business Debtor's Anonymous?" page. This strategy is an easy solution with not much structural change to the already existing website. We will supply the suggested language to the Tech committee in the coming months.

2024-2025 WSC Conference Committee Mid-Year Report

COMMITTEE OFFICERS

- Chair: Sarah B, Secretary: Robin S, Technology Liaison: Wendie L

COMMITTEE MEMBERS

- Graham O, McCready B, Melek M, Michael H, Trudy F
- Gill (Board Liaison)

ACTIVE COMMITTEES

1. Voting Procedure Review Subcommittee (Graham + Robin + Wendie)
2. Mentoring Subcommittee (Sarah + Melek)

DRAFT MOTIONS

**note these are in process and have not been passed by the Committee at this time*

DRAFT MOTION 1: Update to the DAMS Current Voting Procedures

What is the Problem: In fellowship-wide votes, ***there is no clarity*** about the non-voting groups. We don't even know if at the time of the vote, that these groups are still meeting. The non-voting groups are considered part of the quorum and currently significantly affect the outcome of the results.

Our proposed solution: Add a third category to fellowship wide votes that allows a group to actively participate in the voting without voting yes or no. All groups that do not vote, would not be included in the quorum for that vote. To alleviate concerns that changes could be passed with a low percentage of groups voting in favour, we propose that 3/4 of all registered groups must vote in order for a motion to be considered.

BACKGROUND

Results of last fellowship-wide vote to change God from "he" to gender neutral "God" in the 12 twelve steps:

For: 400 (72.99% of groups)

Against: 47 (8.58% of groups)

Non-voting: 101 (18.43% of groups)

81% of all registered groups voted and 89.48 % of groups that voted were in favor of the change, but because of the large number of non-voting groups, the motion was unable to pass.

For fellowship-wide votes, extensive time and publicity are given to allow every registered group to discuss as they see fit, along with additional resources including fellowship wide calls to explain the vote and background. Given the time and resources put into fellowship wide votes, a strikingly large number of groups still did not participate in voting. ***And there is no clarity*** about whether the groups that did not vote care about participating in the vote but had reasons to not submit a vote (such as a lack of substantial unanimity in their group), whether they didn't want to participate in the vote, or even if they are still an active group at the time of the vote.

We believe it is ***essential to have clarity*** on fellowship-wide votes as to which groups are engaged in the fellowship and want to participate or if they are not interested in participating in the voting. Our motion is to rectify that situation.

We propose to introduce a third voting option for any future fellowship wide votes to allow any group that does not wish to vote yes or no, to register a vote that they are participating, but abstaining. This would ensure that the fellowship knows precisely which registered groups are

actively engaged in fellowship-wide votes and which are not engaged and should not be part of the quorum. Voting would now include a new third option:

For the motion // Against the motion // Decided not to vote (or abstention)

Groups choosing to not vote for one of these three options would not be included in the voting quorum for determination of passage of the motion. We further propose a minimum number of registered groups must take part in the vote for any proposed changes to article 10 of the Charter or any changes to the 12 steps and 12 traditions to be set at 75%.

The Conference Committee moves to update The Conference Charter Section 3 (DAMS pg 84) to add a third voting option in addition to "for" and "against" for groups that want to actively participate in the voting by inserting the words "that have voted" to become:

No change in Article Ten (10) of the Charter or in the Twelve Traditions of Debtors Anonymous or in the Twelve Steps of Debtors Anonymous may be made with less than: a) the written consent of three-quarters (3/4) of the Debtors Anonymous groups *that have voted, and b) a minimum of three-quarters (3/4) of the total of registered groups have voted*. All fellowship wide votes will include the option for an abstention/decided not to vote.

DRAFT MOTION 2: Update to DAMS re: Virtual Conferences

- MOTION OPT ONE: The Conference Committee moves to update the current Section 6 of the WSC Charter to allow for the possible consideration of a virtual World Service Conference by inserting the following after the first sentence: "The location may be in-person or virtual."

- MOTION OPT TWO: The Conference Committee moves to update the current Section 6 of the WSC Charter to allow for the possible consideration of a virtual World Service Conference by inserting the following after the first sentence: "The location may be in-person or virtual." The Conference Committee further moves to add wording addressing the frequency of a virtual option by adding: "The frequency of holding a virtual conference may not exceed the frequency with which in-person conferences are held."

DRAFT MOTION 3: Meeting Delisting Procedure

The WSC Conference Committee moves that the following language is added to the DAMS:

Process for Removal of a Group's Meeting Information.
"Each group is autonomous except in matters affecting other groups or D.A. as a whole". (D.A. Fourth Tradition). The General Service Board (GSB) takes seriously the rare occasion in which a group's listing may need to be removed. The following is a list of reasons that would initiate an investigation into a group and may result in their listing being removed from the DA database:

- Complaints that a group is violating one or more of the DA Traditions, which affect DA as a whole
- Notifications that no one is present at a meeting's location
- The group requires payment to attend a meeting or to participate in a workshop.

- A group has been listed in error.
- A D.A. Group/Meeting is also registered with another Twelve-Step fellowship.
- A group has been listed in error.

No group will ever be removed without a thorough investigation by a sub-committee of the GSB first taking place, including discussion with the group in question. Additionally, a group has the right to appeal any decisions made regarding their removal and, or to have their meeting relisted upon addressing the concerns for which the meeting was removed.

ISSUE AND CONCERNS

We provided responses to the following Issues and Concerns this year:

RESPONSE TO ISSUE AND CONCERN 2405:

The Conference Committee did put a motion forward at the WSC 2023 to allow the fellowship to consider a Virtual Conference which was not approved by the required conference majority. The conference committee at WSC2024 have agreed to work on a revised motion to allow Conference to consider different forms of WSC taking into account feedback received in 2023 that would allow a virtual conference to be considered. This does necessitate a change to the charter but this can be achieved by bringing an early motion (submitted by end of April 2025).

RESPONSE TO ISSUE AND CONCERN 2407

The WSC implemented the use of "Early Motions" during this past conference year in order to address this concern. Three motions were sent out to GSR's and ISR's to bring to their groups in advance of the 2024 Conference. In addition, the WSC Conference Committee made the following Recommendation at the 2024 Conference: "The WSC Conference Committee recommends that all WSC Committee's prioritize submission of significant Motions as Early Motions." It is also a requirement of our Charter that any motions involving a change to the Charter must be submitted at least 90 days in advance of the Conference.

UPCOMING DISCUSSION/NEW BUSINESS

1. Electronic Voting at Conferences (in coordination with Tech Comm)

2024-2025 WSC Fellowship Communications Committee Mid-Year

The members of the FCC until the end of Jan 2025:
Chairperson Claudette B, Vice-chair Geraldine Mc, Secretary Katie Mc, Tech Support Ken H, Alfa, Marianne B, Monty P treasurer.
Our GSB liaison is Chris R
As of Feb 1st, 2025, Geraldine Mc is FCC's new chairperson as Claudette moves on to join the GSB.

The mission statement of the FCC has changed this year with the addition of the project "Debtors Anonymous Founder's Day" and is as follows:

> "The Fellowship Communications Committee (FCC) facilitates communication and promotes collaboration among the debtor who still suffers, the Debtor's Anonymous membership, the World Service Conference committees and caucuses, and the General Service Board. It oversees Debtor's Anonymous Founder's Day, Promise 6 day, as well as the curation and editing of the Ways and Means."

The projects being worked on are:

1. **Ways and Means (WAM) (curate and edit):** Team Katie Mc (Chairperson), Alfa, Marianne B, Monty P.

Ways & Means is the D.A. recovery magazine filled with stories by D.A. members about their personal recovery in the program of Debtors Anonymous.

The FCC acquired this project in the year 2023-24 and a very enthusiastic team took on the significant task of curating and editing this online magazine. The WAM sub-committee meets monthly to discuss and formulate a plan to execute such a publication. WAM creates a newsletter from scratch. Roles are devised for each sub-committee member, the content is created, members' stories are sought out and announcements are made at home groups to contribute to the Ways and Means publication.

WAM attempts to get all submissions into the upcoming publications. WAM is now working on adding a "Letters to the Editor" section for future issues.

The Subcommittee is presently working on its 2nd and 3rd online publication of 2025.

The WAM sub-committee would love to have your story in our newsletter! Please consider submitting stories of recovery of 200-1000 words to: waysandmeans@debtorsanonymous.org

2. **Debtors Anonymous Founder's Day and Promise 6-day - Ken H**

2.1 Debtors Anonymous Founders Day

D.A. Founder's Day is an annual event that will take place in April- The official date of the founding of D.A. is **April 15, 1976**. All members are encouraged to recognize and celebrate the founding of our wonderful organization. Debtors Anonymous Founder's Day is an integral part of the legacy our founder Johh H. has left for us.

2.2 Promise 6-day

Promise 6 states "Isolation will give way to fellowship- faith will replace fear" This is an annual event, approved by the 2019 World Service Conference, that will, starting this year, take place in the 2nd week of June. On this day members are encouraged to participate in fellowship and to break out of isolation which can be a big part of the disease of debting.

3. Other Activities: FCC Chairperson

3.1 Chairing of WSC chairs meeting: The chair of the FCC also chairs quarterly Zoom meetings for all the WSC committees and caucus chairs. The purpose of these meetings is to provide an opportunity for connection and collaboration across the committees.

3.2 Instagram: Geraldine Mc
FCC is part of the Joint Instagram sub-committee: (UUOC), Tech Committee and (FCC)
Instagram is a free photo and video-sharing app. Debtor Anonymous Instagram will be up and running shortly.

The purpose of using Instagram is to:

- Reach a wider audience, mainly to reach and welcome the debtor who still suffers.
- Share the wealth of existing D.A. literature.

The FCC is a great committee to be part of because of Its diversity of projects and unity as an enthusiastic and positive-thinking team.

2024-2025 WSC HIP Committee Mid-Year Report

1. Our committee meets on the 2nd Wednesday of each month
2. Our committee continues to research how to get literature into institutions
3. Our committee has read and reviewed the HIP Starter Kit for familiarization.
4. Our committee is working on “Best Practices” for outreach to hospitals, financial institutions, counseling and therapists etc. and we’ve developed a text to use as a pitch via email or phone.
5. Our committee plans to liaison with UUOC at our meeting in February
6. HIP goals for 2024-25:
    - Getting DA into jails
    - Each member will make outreach to 5 institutions

The committee, led by Helen O., prepared a pitch to use via email or phone in our outreach efforts Northern California, Area 31, AA H&I contact information obtained for outreach to hospitals and institutions where AA goes. Our hope is to establish DA meetings in these institutions Continue outreach to Bridgewater State Hospital, Bridgewater MA

Begin Debtors Anonymous meetings at Cook County Jail in 2025

Our committee met with the Directors of Programming on Dec.4, 2024

We’ve obtained from the DA Office a list of damaged or outdated literature. From this list we chose books and flyers to be vetted for submission to the Jail.

We have a team in place in Chicago, headed by Pam D from the HIP Committee and local DA members willing to take in HIP meetings to the Jail. Training for these meetings will be held in February 2025.

2024-2025 WSC Global Committee Mid-Year Report

The Global Committee's Mission
The Global Committee (GloCom) connects D.A. members worldwide by supporting emerging fellowships and meetings, including those conducted in languages other than English.
Our mission is to develop global initiatives and facilitate the exchange of information across countries and cultures. By better understanding the diverse ways in which people incur unsecured debt, the barriers to help, and the consequences they face, we aim to extend the hand of D.A. to suffering debtors anywhere in the world.

Committee Composition and Meetings
The Global Committee has 10 members from Australia, Germany, South Africa, Costa Rica, Iceland, and several regions of the United States (East Coast, Midwest, and Southwest). Piper, our General Service Board (GSB) liaison plays a crucial communication role in our group.
We meet monthly to discuss ongoing projects and initiatives. As part of each meeting, we read and discuss a paragraph from the service section of the D.A. Manual for Service (DAMS) to deepen our collective understanding of service principles.

Current Subcommittees and Projects
The Global Committee focuses on three primary subcommittees or projects:

1. Global Contact List
- Objective: Expand D.A. fellowship into new and emerging countries by facilitating literature translations, PRGs, sponsorship, and step/tradition studies.
- Progress:
    - o We are developing a template for individuals to register for the Global Contact List.
    - o Subcommittee has created a flyer and process for securely submitting member contact information, accessible only to the Global Committee.
    - o Goal: Represent all languages to support global inclusion.

2. Step Study Workshop
- Objective: Develop a workshop to support emerging areas in accessing the D.A. Twelve Steps and recovery resources.
- Progress:
    - o Reviewed various step study formats to determine whether to offer an overview of the steps or a deeper dive.
    - o Pilot programs planned for Germany, Iceland, Italy, South Africa, Kenya, Japan, and India.
    - o Launch scheduled for 2025, addressing connectivity needs for rollout.

3. Tools Challenge and Recovery Resources

● Objective: Promote worldwide engagement with D.A.'s recovery tools through interactive games and workshops.
● Progress:
    o The Recovery Games Around the Globe Workshop was developed in collaboration with the Northern California Intergroup (NCDA) to explore playful and lighthearted approaches to the often challenging process of recovery. The workshop featured representation from emerging regions, including Australia, South Africa, Costa Rica, and the Middle East. The Global Committee provided support with timekeeping, technical hosting, and logistical assistance.
    o A game developed by the Europe, Middle East, and Africa Intergroup (EMEA), the 28-Day Tools Challenge, which utilizes conference-approved literature, has been submitted to the GSB for guidance on obtaining conference approval. The Iranian D.A. Fellowship has translated the challenge into Farsi, and several groups have expressed interest in playing across different time zones worldwide.
    o Additionally, a subcommittee meets outside of the predominant US/UK time zones as part of an effort to expand D.A. WSC's global reach.

Proposal for Returning GSR Participation
One of our International Committee members from 2023–2024 was unable to attend the 2024 World Service Conference (WSC) due to financial constraints. Recognizing her valuable contributions, we recommended her as a Project Contributor for the Global Committee. However, the process for appointing past GSRs as Project Contributors is lengthy. To address this, we proposed a change in Recommendation 1 at the WSC to expedite the process. This adjustment would allow returning GSRs to continue participating without unnecessary delays caused by the current application and recommendation requirements. By maintaining the momentum of our members, especially those from new and emerging areas, we can ensure DA's support and presence remain consistent and accessible to everyone globally.
This recommendation was submitted to the WSC to address the participation of returning GSRs.

We urge the General Service Board (GSB) to consider this recommendation as soon as possible.

Recommendation 1
The WSC International Committee, along with the UUOC, recommends that the GSB amend Chapter Five, Section F of the D.A. Manual for Service (DAMS) regarding attendance at WSC Committee Meetings effective immediately as follows:

When a returning General Service Representative (GSR) or Intergroup Service Representative (ISR) is unable to attend the WSC in person due to reasonable grounds such as visa constraints, health issues, disabilities, or insufficient funds, the delegate may continue to participate remotely as a voting member of the WSC committee they actively served in the previous conference year.

This service may continue for the remainder of their three-year term, provided the following requirements are met:
    1. A record of active participation throughout the previous conference year.
    2. Documentation of efforts made to attend the WSC in person (e.g., spending plans, fundraising reports, John H. Fund applications, or visa application updates).
    The outgoing WSC committee shall review and approve these requirements before the

end of the conference year, submitting a recommendation to the incoming committee. The incoming committee must achieve unanimous consent for the delegate to resume their service. Remote service begins at the first business meeting after the conference.

2024-2025 WSC Intergroup Caucus Mid-Year Report

Members: Gill B, GSB Liaison; Ellen E, Co-chair; Judy B, Co-chair; Diana W, Domingo R, Graham O, Helen O, Kate N, Katie P, Kim H, Megan P

Statement of Purpose: The Intergroup Caucus is composed primarily of Intergroup Service Representatives (ISRs) but also includes General Service Representatives (GSRs) and General Service Board (GSB) Trustees who have experience with their local Intergroups. The main function of this caucus is to create tools, resources, and a better understanding of the role of an Intergroup in the overall organizational structure of D.A. The Intergroup Caucus helps support both new and existing Intergroups.

The Intergroup Caucus also contributes to the efforts to regionalize D.A. As of the latest count, there are 23 registered intergroups representing meetings in 27 countries and every time zone. There are 14 intergroups in North America, 4 in Europe, 2 in South America, 1 in Asia Pacific, 1 in Eurasia, and 1 intergroup supporting D.A. groups across Europe, the Middle East, and Africa.

In addition, D.A. has 3 registered Regional Area Groups (RAGs) supporting GSRs in Southern California, Northern California, and Greater New York. RAGs are like an intergroup for General Service Representatives (GSR).

Most Intergroups are regional, but there is also an Intergroup for phone and video meetings (DATIG).

Since the Covid pandemic, many meetings have moved from being in-person to meeting online. This has brought up the question of the role of Intergroups in this new setting, and, among the four Issues and Concerns we responded to, this was one. The Caucus hopes to revisit the definition based on feedback that we will receive when Intergroups complete a survey questionnaire that is in progress.

We have begun to collect contact information for Intergroups which will be used to send out the survey and facilitate cross-communication between Intergroups.

At our first meeting in August, we voted to support the recommendations of the UUOC that GSRs and ISRs encourage their groups to add the Inclusivity Statement to their meeting formats and that they review the Safety Guidelines.

Another effort this year is by members of the Caucus who are also on Tech Comm. They are creating an Intergroup webpage on the DA website. The content of the webpage will be the responsibility of the Caucus and initially will include the role of and contact information for

Intergroups, as well as the meeting information for each Intergroup.

We plan to have a table on Fellowship Day at the World Service Conference. Members of the caucus will be available to provide information and answer questions. The survey questionnaire will also be at the table as either a draft for feedback or in its final form. This will also be a place for discussion of how

Intergroups are changing and evolving in all corners of the world.

2024-2025 WSC Literature Committee Mid-Year Report

Our 2024 Lit Comm. Purpose:
Our purpose for the year is to facilitate the publication of literature that serves the fellowship as a whole. Anything we work on for the year must ladder up to that purpose, and to that end, we decided we will work on the Traditions and Concepts Study Guide as a group, with a focus on including a plurality of voices, experiences, and expressions.

In addition to that work, we formed three official subcommittees that will meet over the next year:

1. SSEC Sub-Committee: to finish the work on the SSEC Suggestions Outline.
2. Visibility and Vulnerability Sub-Committee: to finish the work of streamlining that existing outline.
3. Voices Sub-Committee: to review stories as they come in for our various Voices pamphlets: Black Voices, Retirement Voices, Young People's Voices, and potentially Gender Identity Voices.

Unfortunately, 2/8 members have backed out, so we're down to a group of 6. There have also been at least 2-3 meetings where myself and Bliss were the only attending members. Therefore our work has been slow. However, despite these curveballs, we have still been able to get some work done.

So far:

- We've produced a call for submissions flier for stories of Young People in recovery in Debtors Anonymous. We are currently waiting on Tech Com to make the submissions email, and we can then distribute to meetings and post on DA.org.
- We've approved two early motions submitted to us; both from the UUOC.
- We're currently on Tradition 2 of the Traditions and Concepts Study Guide Outline. While we will not be able to complete this work this year, I sincerely hope next year's Lit Com will pick it up.
- Last year's Lit Com identified stories of recovery in retirement for the Retirement Voices pamphlet, and we will be submitting them to Lit Serv to review.

- We have received an example text of Chapter 12 for SSEC's tools pamphlet. I have instructed them to move forward with a shorter format, and once their pamphlet is in, we will review and decide if it's ready to submit to Lit Serv.

Moving forward for the rest of the year, our goal is to keep doing a Tradition a month on the study guide outline and begin collecting stories of recovery from young people in D.A.

2024-2025 WSC Public Information Committee Mid-Year Report

Committee Members

Dale B – UUOC Liaison, Debbie M, Diana W - Tech, Kris W, Loreen M - Chair, Matthew E - Liaison, Tanya H, Sindai - Brazil

We followed up on actions with the Veterans Administration. We had been trying to get a national headquarters contact. We were assured that all of the Debtors Anonymous information that was forwarded to VA forwarded was passed along to the National office for distribution to the VA population, but unfortunately no contact information was availed..

We attended the National Conference of Bankruptcy Judges gathering in Seattle. We were funded by the GSB. Thank You! It was an amazing service opportunity. Please click the link for the full report. National Conference of Bankruptcy Judges

We are focussing on Northern Ontario - Eastern/Central Canada.

Further, DA will have a presence at AA World Service Convention in Vancouver. Two board members will attend.

We followed up with a journalist in India who would like to interview fellows from India and the UAE. We gave her permission to do so and sent her an article on the History of DA and also media guidelines and a Release Form. She will obtain permission from each fellow to use their material within DA guidelines.

She has previously written an article for Forbes on Workaholics Anonymous.

In the UK, we are finalising the date to record the "Cost of Living crisis" podcast . https://www.bbc.co.uk/newsround/68370090 This will be offered to companies to share with their employees.

DA Intergroup are arranging a UK in person conference for October 4, 2025. Working with the organisers and promoting the event in the north of the UK.

https://debtorsanonymous.org.uk/intergroup/

The PI Committee voted unanimously to invite Sindai, our Brazilian rep, to be a special member of the PI Committee and attend meetings.

2024-2025 WSC Resource Development Committee Mid-Year Report

MEMBERS:
Matthew (GSB Liaison), Kate N (Chair) Shana (Secretary), Rebecca (Vice Chair), Lisa (Tech Support) Geraldine (Treasurer) as well as Domingo, Judy, Katy, Kerstin, Odilia & Susan

MISSION: Revenue for D.A. is the focus of the Resource Development Committee, including:
• Increasing Seventh Tradition contributions and clarifying the use of Seventh Tradition funds
• Encouraging member participation in service at all levels
• Increasing awareness within the D.A. Fellowship about the importance of self-support (rev. 8/13)

SUBCOMMITTEES:
- Workshops (Odilia, Chair)
- 7th Tradition (Open, Chair)
- Inventory (Geraldine, Chair)

2024/2025 ACTIVITIES:

- Reinvigorating this Committee, as it did not form for the 23-24 WSC year.
- Ensuring that our work can be replicated by future RDC Committees if desired.
- Responding to Issues and Concerns as requested
- The following Resources have been Developed:
    - Flyer – December'24 - Year End ***Contributions to GSO*** (7th Tradition Subcom.)
    - Workshop - January '25 – "Steps 1, 2 & 3" ***Contributions to John H*** (Workshops SubCom.)
    - FWC - November'24 – "Celebrating the Wealth of our Shared DA Resources"(Inventory SubCom.) Was recorded & will be available as a podcast on the DA website. 52 Live attendees.
- The following Resources are In Development:
    - Flyer – "John H Scholarship" related ***Contributions to John H*** (7th Tradition Subcom.)
    - FWC - Spring – "Demystifying the John H Scholarship"(Inventory SubCom.) Will be recorded & available as a podcast on the DA website.
    - TBC Project - Registered meeting data analysis

2024-2025 WSC Spiritually Sustainable Earning Caucus Mid-Year Report

The 2024-2025 WSC Spiritually Sustainable Earning Caucus consisted of the following members at inception: Kerstin H, Chair, Ragna F, Vice Chair, Julie B, Recording Secretary, Mark M, Tech Liaison, Angela J, Dale B, Greg K, Melek M, Trudie F, Shana KS and Stefanie S.

Membership as of Jan 2025: Kerstin H, Chair, Julie B, Recording Secretary, Angela J, Dale B, Greg K, Melek M, Shana KS and Stefanie S.

Our Board Liaison is Piper N.

The caucus' work is inspired by three meetings in the US, a BDA focused SSE mtg in Sydney, Australia, and a SSE meeting in South Africa. These five SSE meetings, which this caucus helped create since 2021, are now thriving with enthusiastic attendance.

SSEC Statement of Purpose: 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 Twelve Steps and using the Tools of DebtorsAnonymous.

In addition to our work attempting to fulfill that mission during this conference year, we supported each other in our continued recovery at our monthly caucus and sub-committee meetings and through the bond created in doing service together.

To support the awareness of Spiritually Sustainable Earning within the DA Fellowship the SSE Caucus created four subcommittees:

1. **Fellowship Wide Calls** (Dale, Ragna, Shana, Stefanie)
    (a) Our Fellowship-Wide-Call is scheduled for April 5th 2025, where three speakers will share on How Spiritually Sustainable Earning supports their recovery in D.A.
1. **Becoming a Committee** (Trudie, Kerstin)
    (a) This Sub Committee disbanded at the end of 2024. A future SSE Caucus can take up the goal of becoming a committee when desired.
2. **Literature: SSE Tools Pamphlet** (Angela, Julie, Mark, Melek, Kerstin)
    (a) This Sub Committee is developing the second piece of SSE literature: **The Tools of Spiritually Sustainable Earning**, to foster the SSE 'movement' within the DA fellowship to support D.A. and B.D.A. members in their growth towards earning in alignment with their Higher Power's will. We have made significant progress towards developing the 12 tools of SSE and are hopeful to be able to pass on this piece of literature to Lit Com in time to present it at the DA 2025 WSC in San Francisco.
    (b) We are not currently liaising with LitCom, as they are under staffed, but they are aware of our efforts and are awaiting our work in late spring.

3. **Development of an "Elevator Speech"** (Greg, Mark, Kerstin)

    (a) This Development of an "elevator speech" describing SSE meetings to the DA fellowship at large. This sub-committee is also working on developing a meeting scrips that DA and BDA meetings with a rotating meeting formats can use as focus for one of their monthly meetings.

2024-2025 WSC Technology Committee Mid-Year Report

Members: Megan P (Co-Chair), Mark M (Co-chair), Katie P (Treasurer), Phil W (WSC Committee Liaison), Chris R (GSB Liaison), Peter C, *Lisa S (Secretary)* - resigned Dec/24*

Lisa S (Secretary) needed to withdraw from the committee this year due to health reasons. We wish Lisa a speedy recovery.

Introduction: This is a wonderful year for the Technology Committee.

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

To move that mission forward this year, we created **two** subcommittees: Tools, Training & Support, and Website,

We formed **one** joint subcommittee with BDA to work on podcasts.

We formed **one** joint subcommittee with Fellowship to work on Instagram.

Subcommittee Updates:

Tools & Training:
The Numbers, One Approach spreadsheet (N1A) was released in Google Sheets and Microsoft Excel versions. Training and additional help for using the spreadsheet is currently being planned.

The tech and tools group held a **Google Workplace training session** on Oct 27, 2024 for all committee/caucus tech liaisons. Format was a slideshow (in Google Drive), along with example walkthroughs and questions. Tech Com continues to encourage all WSC attendees to use the Google platform and Drive for archiving and committee/caucus accessibility, and are considering another training about a month before the next Conference. There were a significant number of attendees at the in-person at the last conference and we received feedback that it was very useful. So we're planning to have that same type of in-person

training at the beginning of the next Conference. In addition, we're planning to have drop-in support hours each day during the next conference.

We have been monitoring the email line wsc.techcom@debtorsanonymous.org for any questions/suggestions re: downloading or function of N1A, and have fixed a couple small errors based on member suggestions.

Website:

- Vanessa (Special PC, member TechCom 2023/24)'s analysis and report on the user experience with the existing web site was presented to the GSB. We're working on a list of specific relatively easy changes to make some improvements to the user experience, primarily around navigation.
- Submitted recommendations for a new landing page to the GSB.
- Pete is working with Katie and Megan on a new suggested site map: https://gitmind.com/app/docs/mpx82d1q
- Pete is investigating technical feasibility for adding a chat feature to the website and/or WhatsApp chat plugin available from the website.
- Up next: Creating a website change request list based on Vanessa's user experience analysis.

Other: We worked with CommTech to conclude that BigHeart was not a good idea for the fellowship at this time.

Joint Subcommittee Updates

Podcasts (with BDA):

- It was decided that only new content with separate release forms would be created moving forward. BDA would create a streamlined system for the podcast recordings
- Pete from TechCom is spearheading looking into post-production editing and release of the files; we have decided to bring up at Chair Committee Meeting on Feb 8/2025.

Instagram (with Fellowship):

- We have had **one** meeting (Jan 26, 2025) - we went through last year's minutes, content suggestions, and action steps, and it was decided to bring up at the Chair meeting on Feb 8, 2025: future service positions, and a streamlined process to put out content.

GSB:

- This year TechCom is more closely integrated with CommTech.

- Provided input to GSB on whether the Fellowship should purchase the domain name debtorsanonymous.com. Being held by a company that buys domain names and they want to sell it to us for $4500. The overall feedback was that the price too high and not a good use of fellowship funds.

- Provided input to GSB about possible members who could assist with a cyber security assessment on the DA website.

2024-2025 WSC Underserved and Under-Represented Outreach Committee Mid-Year Report

Membership
Members: Will M. (Chair), Darrell G. (Vice Chair), Kathy K (secretary), Suzanne M (treasurer), Ahava B, Camilla F, Charlotte L, Dale B, Ellen E, Kim H, Maggie F, Sandra Y, Sharon Y, Tenzin P, Yanira C, and GSB Liaison is Roger H.
Introduction
This is an exciting year for the Underserved and Under-Represented Outreach Committee (UUOC).

The mission of the UUOC is to support the Fellowship in carrying the message of Debtors Anonymous to the debtor in underserved and under-represented 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.

To deliver on that mission this year, we have established five subcommittees: Fellowship-wide Calls, Gender-Identity and Debt, Race and Debt, Uncomfortable Conversations and Unintended Consequences as well as Unhoused Recovery.

We are in the process of forming a joint subcommittee with the Conference and Global Committees: John H Scholarship Allocation.

We formed a joint subcommittee with the FCC and TechCom: Instagram.

Fellowship-wide Calls
This subcommittee supports and provides infrastructure to other UUOC subcommittees in proposing and delivering Fellowship-wide Calls.

In addition, this subcommittee conceived and proposed a Fellowship-wide Call, sponsored by the UUOC, on becoming a GSR or ISR and raising funds to get to the World Service Conference on February 23 at 1:00 pm - 2:30 pm EST: ”Grow your Recovery through World Service”. This FWC is listed on the D.A. event calendar at
https://debtorsanonymous.org/event/fellowship-wide-call-so-you-want-to-attend-the-world-service-conference-gsrs-isrs-and-fundraising/

Gender Identity and Debt
This subcommittee continues the work of the 2023-2024 subcommittee of the same name to work with the Literature Committee to submit an early motion to the 2025 World Service Conference for a pamphlet on Gender Identity and Debt: Voices of Gender-Expansive Debtors.

John H Scholarship Allocation
The 2023 World Service Conference approved the review and revision of the allocation process for the John H Scholarship which is undertaken by the Host Committee each year. The existing process allocates only the first scholarship to the group with the greatest need and then moves on to the group with the least need, the next least need, and so on.

This subcommittee hopes to work with the Conference Committee to revise the allocation of the John H Scholarship to create stronger representation of underserved and under-represented populations and locations at the World Service Conference each year.

Race and Debt
This subcommittee continues to develop the outline of the Race and Debt pamphlet which addresses the systemic connections between Race and Debt.
Uncomfortable Conversations and Unintended Consequences (inc Virtual Conference)
This subcommittee's agenda has been to openly and honestly talk about subjects that may have blocked our ability to feel like or be full participants in D.A.

To that end this subcommittee has discussed encouraging groups to include the crosstalk and inclusivity statements in their scripts.

Each group being autonomous, each group needs a group conscience to decide if they wish to do this. In the process of suggesting these statements at meetings, this subcommittee has heard and learned about the differing points of view in our fellowship.

The conversations in this subcommittee have been open, direct, heartfelt and difficult sometimes but, for many of us, illuminating and attitude changing. By trusting each other, this subcommittee has felt safe to talk about subjects often not discussed in the open. This subcommittee feels that the real benefit of these discussions is not only personal but to the whole of D.A. These uncomfortable conversations expand on the ideas of the 12 Steps, 12 Traditions and 12 Concepts of Service and our ability to apply these ideas to all areas of our life. Awareness of our own blindspots will help us to create a safe and welcoming space for newcomers and long-timers.

So far this year, the work of this subcommittee has been focused on getting the Safety Guidelines including the new section on race approved and posted to the D.A. website in full and then added to the updated Debtors Anonymous Manual of Service as soon as possible.

Once the document has been seen by all the eyes and Committees that need to review it, this subcommittee plans to promote the Safety Guidelines existence to the wider fellowship. Many don't even realize it exists.

The subcommittee will continue to review the rest of the Safety Guidelines document, including new sections on Gender Identity, LGBTQ+ as well as Disability and Chronic Health Issues.

Next Steps suggested to expand on our ability to have these frank and direct conversations with each other is:

- Complete a fourth step inventory of subcommittee members on questions of racial awareness and prejudices in general.
- Continue to collaborate with the Literature and Global Committees to create literature that reflects and supports a diverse fellowship.
- Maintain group unity, as stated in Tradition One, while protecting the minority opinion & addressing personal grievances by placing spiritual principles over personalities.
- Allow for every voice to be heard and supported so in actual practice our vision of common welfare excludes no one and serves everyone.

This subcommittee is also working with the Conference Committee on the submission of an early motion for the 2025 World Service Conference to allow virtual World Service Conferences. Virtual Conferences will allow larger, more diverse representation of meetings and intergroups at the World Service Conference each year.

Unhoused Recovery
The objective of the Unhoused Recovery Subcommittee is to explore the relationship between debting, underearning and homelessness. To initiate that exploration, the subcommittee put together a panel of DA members who have had or are currently experiencing housing insecurity in any of its many forms. That panel took place on a private Zoom meeting on Nov 13, 2024, and consisted of the three subcommittee members and six panelists.

A full report of findings was compiled and presented. This subcommittee found that homelessness, in all its variations, is a huge problem amongst the fellowship in D.A. This issue is not addressed in any piece of Conference-approved literature or openly discussed within the Fellowship. We learned that, for most of us, the biggest monthly expense people have is housing and yet it is often overlooked in covering other expenses.

The UUOC is sponsoring a Fellowship Wide Call on Experiences of Housing Insecurity which will take place on March 29, 2025, at 2pm EST. That FWC is listed on the D.A. event calendar at https://debtorsanonymous.org/event/fellowship-wide-call-experiences-of-housing-insecurity / and a flier has gone out via e-News announcements. .

This subcommittee is also endeavouring to work with the Literature Committee to submit an early motion for the 2025 Conference to develop an pamphlet on the subject of housing insecurity and debting.

After this, this subcommittee will also review the “Twelve Signs of Compulsive Debting” with the possibility of updating these signs to reference housing issues.