



September
2022

Intergroup Renewal Workshop

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WHY OUR IG RENEWAL TRAINING WORKSHOP CREATOR STEPPED UP: GRATITUDE, LOVE, AND SERVICE

*“Because many years ago in a hallway at an OA convention, a woman with strong recovery whose name I don't remember reamed my *** for complaining about OA when I had the ability to step up and try to help and was doing nothing. I joined my intergroup the following week.”*

~Don C.

THE BIG PICTURE

- OA seems to be in trouble; what can be done?
- Intergroups (IGs) can reinvent themselves into training organizations to supplement sponsorship
- Everything in OA begins with personal recovery
- IGs can provide opportunities for members to strengthen their personal recovery
- In the process of the transformation, IG begins to attract people who want to help
- If you build it, they will come

THIS WORKSHOP

- Provides basic training for new or future IG officers *and* members who have a desire to revitalize their intergroup and their personal recovery
- Explains how to lead the above Intergroup (IG) transformation

REQUIREMENTS

Recovery + Passion + Process = Renewal

EXCERPT FROM A RELEVANT POLICY

OA'S POLICY MANUAL (CONTINUING EFFECT MOTIONS)

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

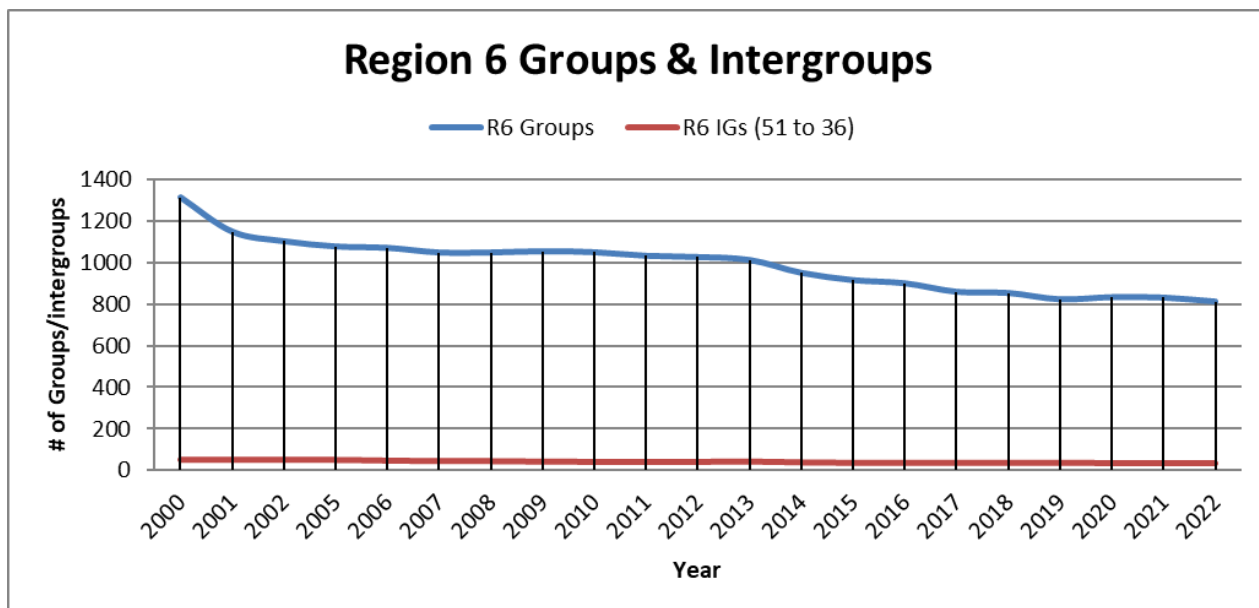
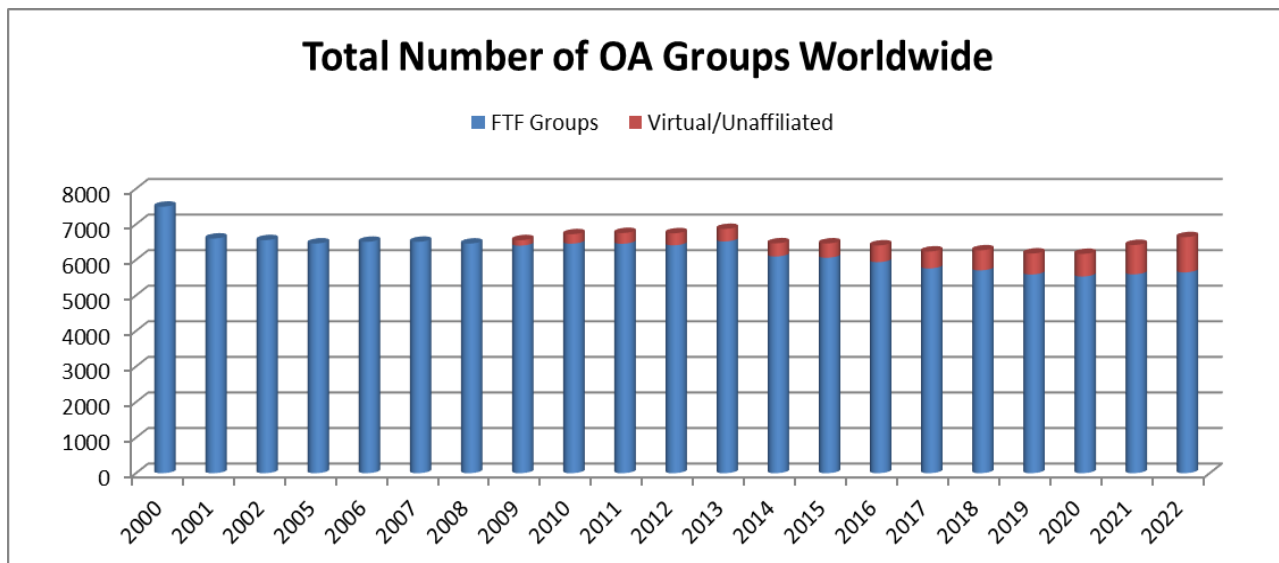
2008c It was adopted to: Create an Overeaters Anonymous public relations policy. We fulfill this primary purpose most effectively by attraction and cooperation—not promotion or affiliation.

2008d It was adopted to: Create an Overeaters Anonymous public service announcements policy. To raise public awareness, Overeaters Anonymous and associated service bodies may make use of public service announcements in appropriate newspapers, magazines, television, radio, websites, billboards, and other means of public media.

2008e It was adopted to: Create an Overeaters Anonymous paid ads policy. To raise public awareness, Overeaters Anonymous and associated service bodies may purchase ads in appropriate newspapers, magazines, television, radio, websites, billboards, and other public media.

*Business Conference Policy Manual
Page 10 Overeaters Anonymous Inc.
Revised May 2016*

OA'S GROUP MEMBERSHIP



Some OA Breakaway Groups

- Gray Sheeters Anonymous
- Food Addicts Anonymous (FAA)
- Food Addicts in Recovery Anonymous (FA)
- Recovery from Food Addiction (RFA)
- Compulsive Eaters Anonymous (CEA-HOW)
- Food Compulsions Anonymous
- Anorexic and Bulimics Anonymous
- Overcomers Outreach

Today's Differences of Opinions

- OA HOW2
- OA 90 Day
- OA Big Book Step Study (OABBSS)
- OA Big Book Solution Group (OABBSSG)
- OA Primary Purpose (OAPP)
- Primary Purpose Group of OA (PPGOA)
- A Vision 4 You

HEALTH OF OA

AN UNOFFICIAL ONE-QUESTION WSBC DELEGATE SURVEY

Question: *Do you consider OA strong & thriving in your area?*

Response Options: Yes or No

Response Rate: 231 of 366 WSBC delegates who received email (62%)

Results: Yes: 67%, No: 33%

▶ 23% of these 155 wrote in "Yes, but..."

Excerpts from Write-Ins

... *Yes, but* our meetings are smaller...

... *Yes, but* abstinence levels are not what they used to be ...

... *Yes, but* in the old days we heard recovery, recovery, recovery from speakers; nowadays we hear a lot of the problem and not a lot of the solution...

... *Yes, but* many members have found more rigorous non-OA meetings to be more helpful and have left the fellowship...

... *Yes, 'regular' OA is doing ok, but* the 90-day format meetings are doing better... larger, have lots of abstinence and lots of weight loss, definitely more than the 'regular' OA meetings...

... *Yes, but* service positions are going unfilled, and many people are going to phone and online meetings ...

... *Yes, but there are two groups of meetings.* The ones that are thriving are the ones who focus on working the Steps and have abstinence requirements for leading or speaking. The ones not doing well are meetings where abstinence and recovery are not emphasized as much as our shared problem, (the disease...)

... *Yes, newcomers come, but not many stay...*

• **Action Meetings**

Focus on taking the actions leading to recovery. The group norm is that people have a food plan, have a sponsor and are a sponsor, make their calls, attend meetings, work the steps, and support the meeting and OA with money and service (7th Tradition).

• **Fellowship Meetings**

Focus on understanding, encouragement, support, discussion of problems, not so much emphasis on studying the 12&12 or Big Book, working the steps, abstaining no-matter-what, celebrating abstinence, connecting with Intergroup.

"Predominately-action" meetings attract, prosper, and grow.

"Predominately-fellowship" meetings stagnate and get smaller.

A SURVEY OF 15 R7 IG CHAIRS

Health of OA in your area

- 40% Strong and thriving
- 20% So-So
- 40% Struggling

Health of your Intergroup

- 26% Strong and thriving
- 21% So-So
- 53% Struggling

What could Region do to help?

Majority said "not much"; "don't know"

Some suggestions:

- Communicate to IGs what other IGs have found successful
- Exchange ideas at Assembly or in other ways
- Increase info and sources of info on Region website
- Model workshops for IGs
- Promote Steps and BB and a positive structured approach to working the program
- Speaker List

SURVEY OF 33 R6 IG CHAIRS

Health of OA in your area

64% Average to Excellent
36% Mediocre to Struggling

Health of your Intergroup

15% Strong
58% Average
27% Struggling

Growth of OA in your area

9% Growing
58% Flat
33% Losing

SOME RESULTS FROM OA'S 2013 WORLDWIDE SURVEY

Low Response Rate (3% - 2,471)

Possible Factors:

- Our inverted pyramid structure is not built for mass communication, i.e., many people had no awareness of the survey
- Member apathy?
- Other?

Overall rating of OA

- 10% Excellent
- 66% Average to Good
- 25% Fair to Poor

Four Concerns Mentioned Repeatedly (per final WSBC Report)

1. The need for more sponsors
2. The need for more abstinence and physical recovery
3. The need for more public information and awareness
4. The need for outreach within the fellowship/12th Step Within (SWI)
 - 61% think IG should focus more on 12 SWI
 - 49% think IG could hold more workshops
 - One member asked in a write-in:
"Is OA dying? I've heard that movements die after 3 generation's generations (60 years). The first generation is on fire. The second generation lives off of the first enthusiasm and the third generation becomes indifferent."

Intergroups are on the front line for all these concerns.

It's up to us to step up and do what we can.

2022 WORKSHOP PARTICIPANT SURVEY

1. Overall health of OA in your area*

_____ Strong

_____ Average/okay

_____ Mediocre to struggling

2. Overall Growth of OA in your area

_____ Growing

_____ Flat

_____ Declining

3. Overall health of your Intergroup

_____ Strong

_____ Average

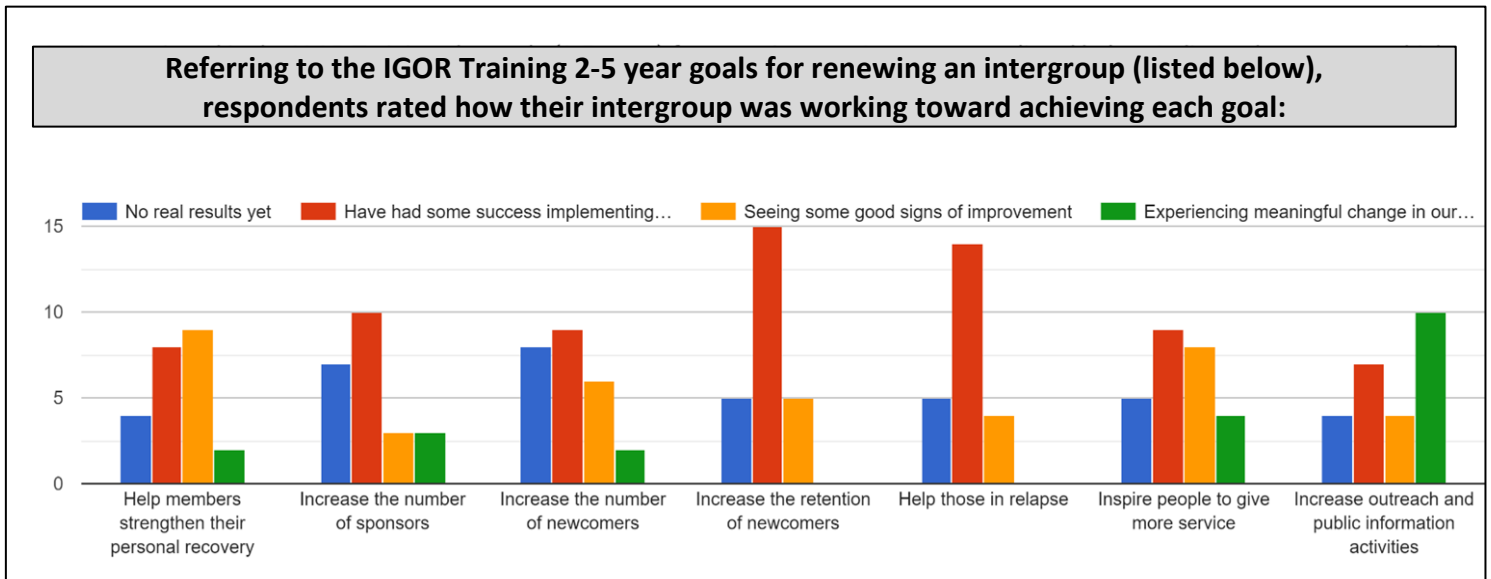
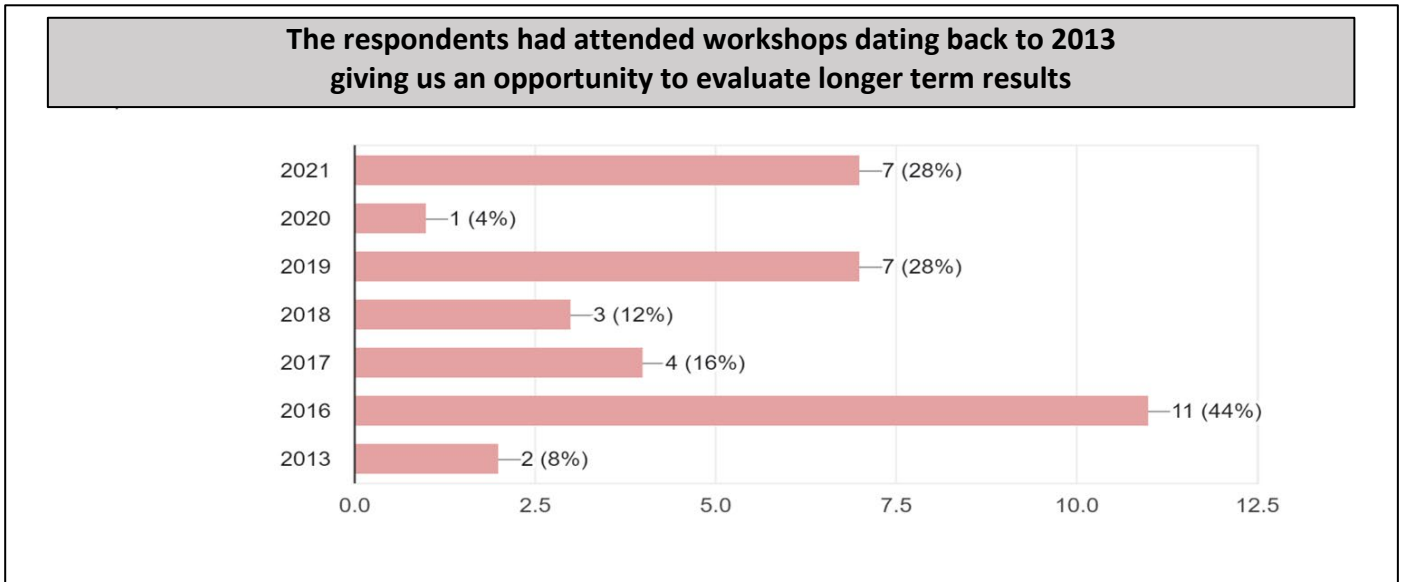
_____ Struggling

* **Note:** Yes, of course, there are some strong meetings and some not, some meetings with lots of recovery and some with little recovery. Look at the composite picture, e.g., more meetings/members are struggling than thriving or vice-versa.

Is Intergroup Renewal Work Effective?

In the spring of 2022, we surveyed 249 former attendees of prior intergroup renewal workshops over the past 9 years to evaluate the results of the lessons learned at those workshops. We received 25 responses to our survey—a formidable response rate. Based on the answers we received, this process works.

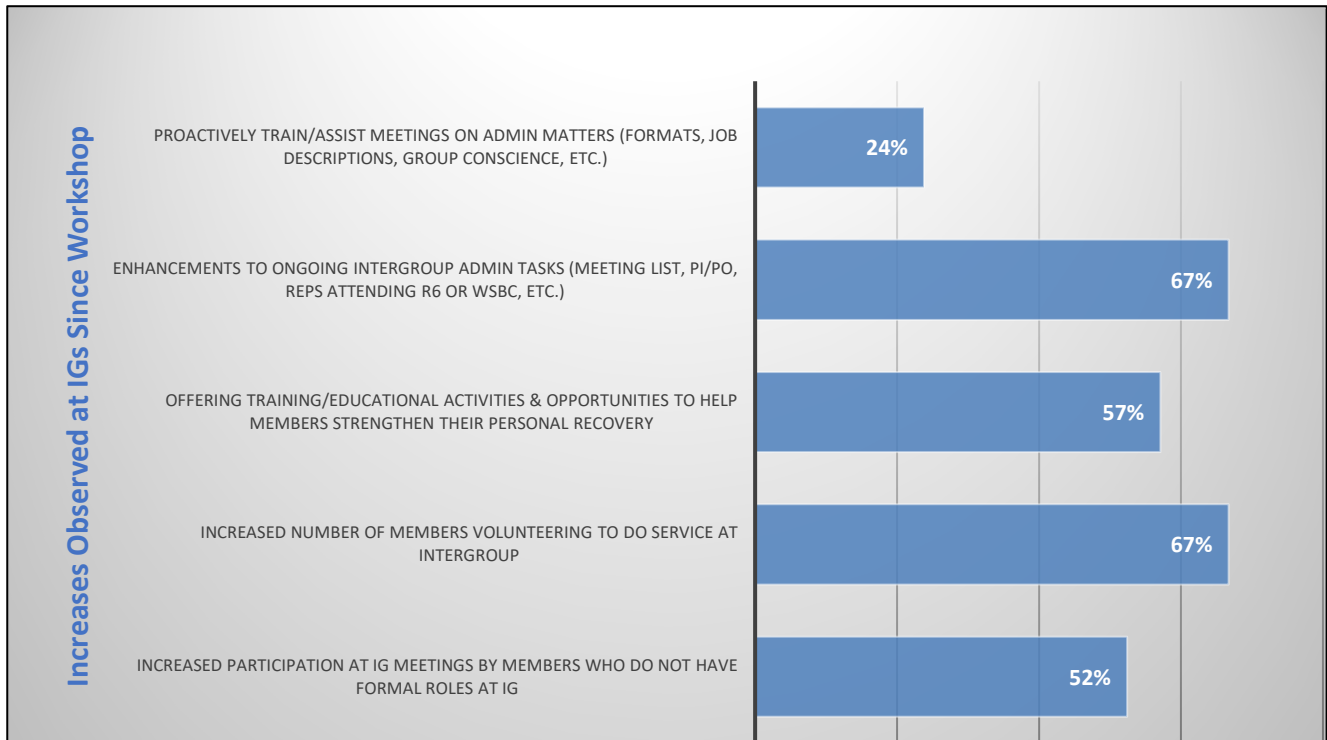
Here is a summary of the results of the survey:



The passion and change can come from one person or a group of people who attended as evidenced by some of the write-in responses when respondents were asked what role the intergroup Board played in supporting renewal:

- I was the only officer who attended—but I got juiced up enough that I got the entire IG excited. Immediately, we got 3+ volunteers to develop a strong PIPO committee. Two other officers worked to establish a monthly Newcomer orientation. We have also worked as a group to jazz up our website.
- We brought back ideas; funded expanded MailChimp tool; funded R6 Facebook ad for our counties; funded enhancements to our website; promoted a zoom security training session
- We were going to fold as an intergroup...have since sent a delegate to the WSBC

Is Intergroup Renewal Work Effective?



In previous workshops, we had not suggested re-surveying the membership periodically after the initial member survey which begins the renewal process.

MEMBERS IN RECOVERY

However, five (5) percent of our respondents did measure, by survey or other means, the number of members identifying as “being in recovery” since they began the renewal process and they **measured an increase of 11-15% as “being in recovery”**. An additional 30% of the respondents were able to *estimate an increase of the number of members in recovery* with the following distribution:

- 0-5% ↑ members in recovery (17%)
- 6-10% (33%)
- 11-15% (33%)
- 16-20% (17%)

Half of these respondents (50%) saw these results in 12-18 months; 25% saw results in 3-6 months, 13% saw results in 18-24 months, and 12% saw results in 0-3 months.

SPONSORS

Nine (9) percent of our respondents did measure, by survey or other means, the number of new sponsors since they began the renewal process and they **measured an increase in the number of sponsors**:

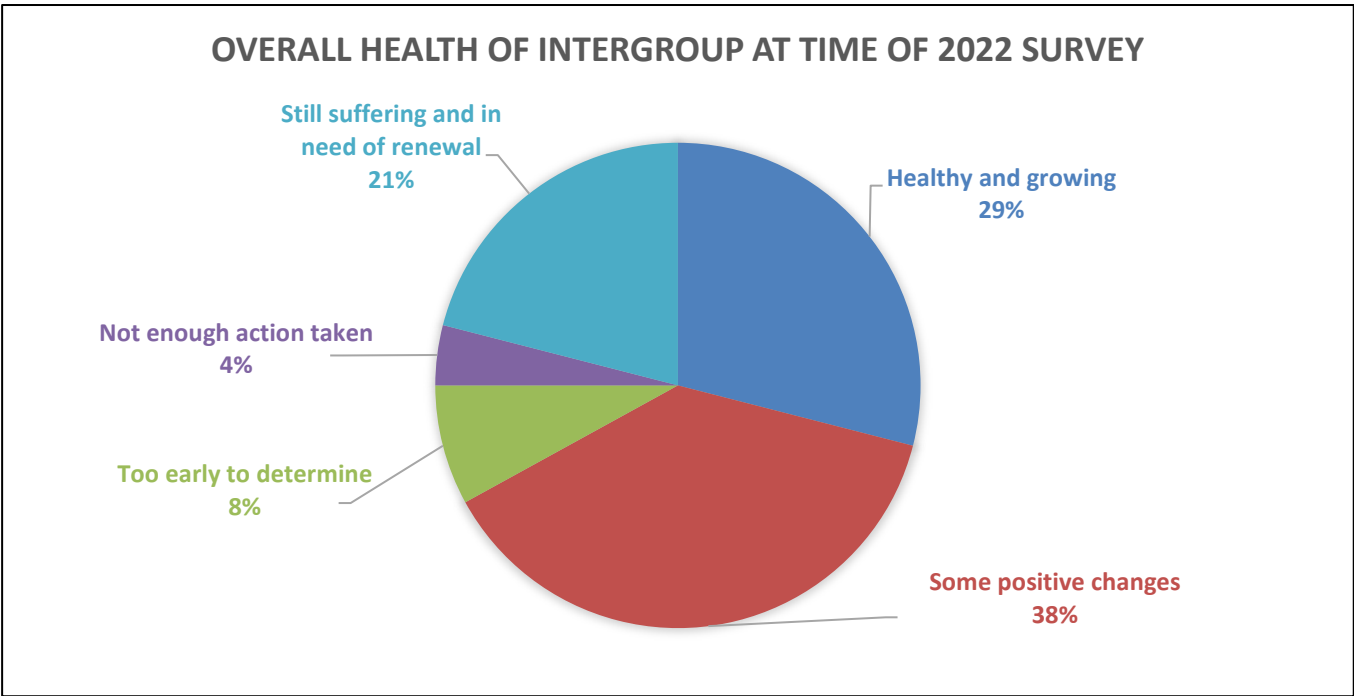
- 6-10% more sponsors (50%)
- More than 40% more sponsors (50%)

An additional 25% of the respondents were able to *estimate an increase of the number of sponsors* with the following distribution:

- 0-5% more sponsors (33%)
- 6-10% (50%)
- 16-20% (17%)

Half of these respondents (50%) saw these results in 12-18 months; 17% saw results in 0-3 months and 33% saw these results in more than two years.

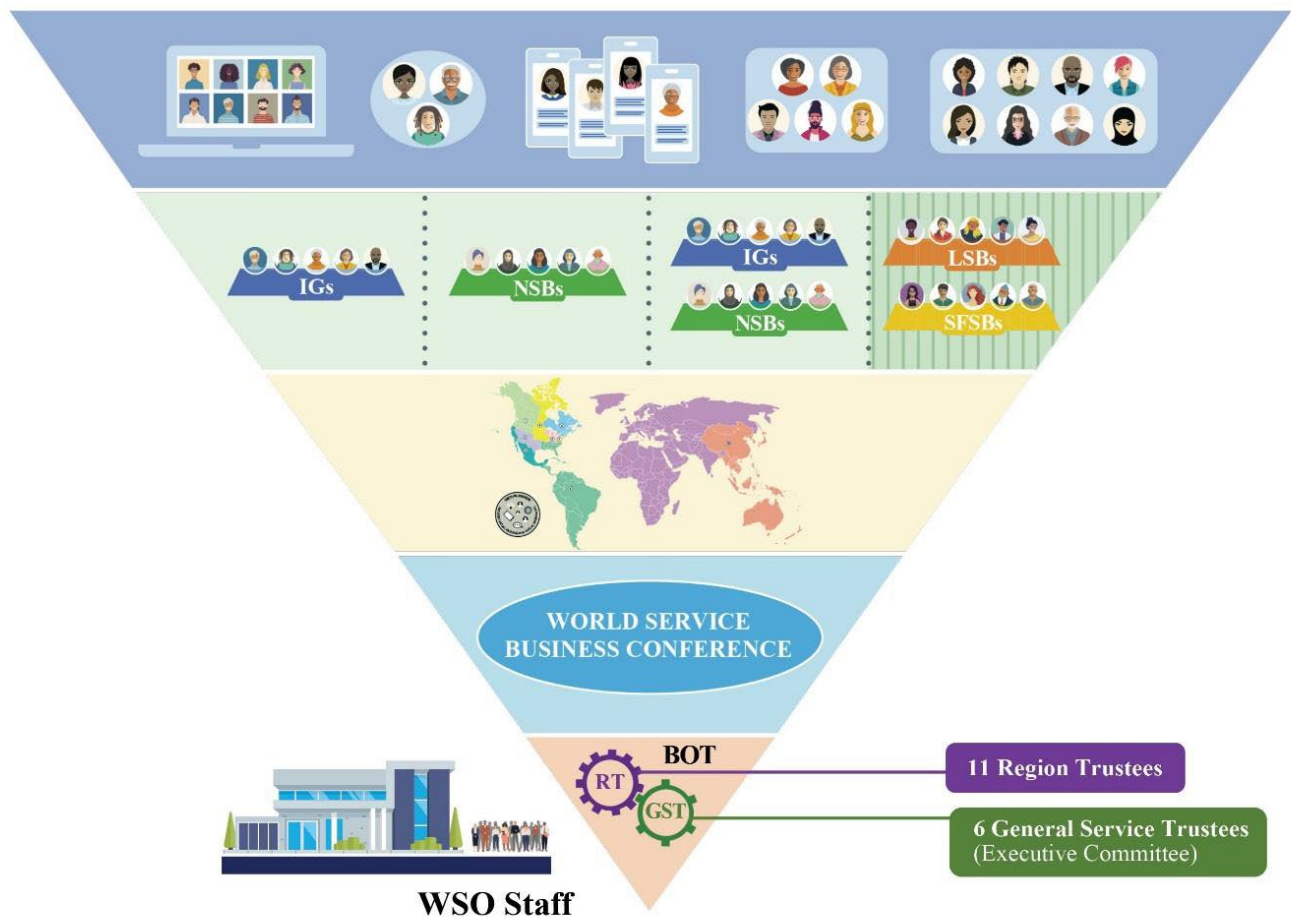
Is Intergroup Renewal Work Effective?



CHANGE IS NEEDED

- Only those who dare move things ahead.
- Whether by design or evolution, the natural propensity of people and organizations is to stay the same.
- The problem is that unless they change, people and organizations struggle...and fail.
- Organizations that are not "learning" organizations, fail.
- Bylaws, policies, rules perpetuate the status quo.
- Breaking out or changing is very difficult.
- Keep an open mind.
- If it's not working...

OVERALL SERVICE STRUCTURE



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Intergroups are the only part of our structure that can quickly provide opportunities for grassroots change.

We are they, and they are us.

We are members, and members are us.

Regions and World Service are invisible to the average member.

Service is not Optional...
There is no freedom without
it.
It's Step 12!!

"Each group has but one primary purpose
- to carry its message
to the compulsive overeater who still suffers."
--Overeaters Anonymous, Tradition 5

"Helping others is the foundation stone of your recovery.
A kindly act once-in-a-while isn't enough."
--Alcoholics Anonymous, p .97

"...strenuous work, one alcoholic with another,
was vital to permanent recovery."
--Alcoholics Anonymous, p.xvii

"Practical experience shows that nothing
will so much insure immunity from drinking
as intensive work with other alcoholics."
--Alcoholics Anonymous, p.89

"...when all other measures failed,
work with another alcoholic would save the day."
--Alcoholics Anonymous, p.15

"Our very lives as ex-problem drinkers depends on
our constant thought of others
and how we may help meet their needs."
--Alcoholics Anonymous, p .20

"You cannot hold a torch to brighten another's path

POWER LEADING THROUGH SERVICE

- Intergroups can lead through service and information.
- Intergroups by their nature are in the best position to inform, educate, organize, suggest, energize, and provide opportunities for OA members to strengthen their personal program and OA and carry the message to the still-suffering.
- We create opportunities for members to help themselves.
- We plan plans and take actions. The results are up to members and God.
- Miracles happen when people put themselves in a position to receive them. We can help them do that.
- There is no they, only us.
- Everyone is a part of intergroup, whether they attend IG meetings or not.
- If not me, who?

Intergroup's Greatest Service

Show people **HOW** to strengthen their **PERSONAL RECOVERY**

Show people **HOW** to work the **PROGRAM**

More recovery...

Means more sponsors and more service...

Means more attracting & retaining newcomers...

Means OA growth...

Means carrying the message to more suffering compulsive eaters—*Our Primary Purpose*

LEADERSHIP

TRUSTED SERVANTS lead through example

Service

Organizing

Energizing

Informing

Training

Asking Questions

LEADERSHIP IN A.A.

"No society can function well without able leadership at all its levels, and A.A. can be no exception. But we A.A's sometimes cherish the thought that we can do without much personal leadership at all. We are apt to warp the traditional idea of 'principles before personalities' around to such a point that there would be no 'personality' in leadership whatever. This would imply rather faceless robots trying to please everybody.

"A leader in A.A. service is a man (or woman) who can personally put principles, plans, and policies into such dedicated and effective action that the rest of us naturally want to back him up and help him with his job. When a leader power-drives us badly, we rebel; but when he too meekly becomes an order-taker and he exercises no judgment of his own - well, he really isn't a leader at all."

AA Twelve Concepts, pp.38-39

From: *As Bill Sees It - The A.A. Way of Life*, p.224. AA World Services, Inc. copyright 1967.

LEADING THE CHANGE

We are changing the image of intergroup.

Our main product is ***usefulness***. We provide opportunities. Willingness is up to each member.

First comes *our own recovery* – OA is a program of attraction

Inventory *our assets and liabilities* as they pertain to leading a group of disparate compulsive eaters.

Do we have:

- Any issues with a thin skin that need to be addressed prior to beginning this process?
- Some problems with self-centeredness?
- Challenges with control or intolerance?
- Other personal traits we need to work on before embarking on this renewal?
- Any new skills (including administrative) that we need to cultivate?

GOOD LEADERS

- Can motivate people by creating a compelling vision
- Gather quality people
- Lead, rather than simply facilitate discussion
- Don't micromanage
- Are always available
- Take no credit; it's always the group
- Are always wearing their recruiting hat
- Build well-functioning teams
- Bring people together rather than apart
- Use common sense and fairness more often than Robert's Rules
- Don't do things a certain way because it's always been done that way
- Communicate honestly without fear
- Give people the opportunity to volunteer to do things they love
- Ensure there is a high ROI for attendance at IG meetings by keeping the focus on IG's purpose of helping members and groups
- Remember that enthusiasm breeds enthusiasm
- Spread hope because hope is contagious!

INTERGROUP TRANSFORMATION

PARADIGM SHIFT

Everything in OA stems from personal recovery.

Therefore, the objective is to transform Intergroup into a proactive Tradition Five organization whose highest priority is providing opportunities for members to strengthen their personal recovery.

Intergroup becomes a training organization to supplement sponsorship.

Resources?

Find and mobilize the grateful recovering. We have been adding to the resource pool for 55+ years. Every member is a member of intergroup whether they realize it or not.

LEADERSHIP AND RECOVERY

Strong recovery is the first requirement of leadership. A leader needs to be an example of physical, emotional, and spiritual recovery. We need to be before we can *do*.

"Those of us who live this program don't simply carry the message; we are the message. Each day that we live well, we *are* well, and we embody the joy of recovery which attracts others who want what we've found in OA." [Overeaters Anonymous 12&12, 2nd Ed., p. 86-87]

This message of attraction applies doubly to Intergroup Officers. If we are not the message, we have no hope of leading.

Someone in recovery is filled with gratitude. This gratitude "shines out to others as a candle of hope and possibility."

<p>Recovery (you) + Passion (you) + Leadership (you) + Process (we'll show you) = Intergroup Renewal and OA Revitalization</p>

IF YOU BUILD IT, THEY WILL COME

OA is a program of attraction.

That certainly applies to Intergroup.

Make it really useful and people in recovery get involved.

We have seen it happen in our intergroups.

How to become useful?

Create opportunities for members
to strengthen their personal recovery.

Simple.

MISSION

EXCERPTS FROM OA BYLAWS

Bylaws Subpart B, Article VI – Service Bodies *(Revised May 2022)*

Service bodies are formed to support the groups in matters the group cannot accomplish on their own.

There shall be five types of service bodies beyond the group level. Service bodies provide support and representation of the groups and intergroups from which they are formed and act as guardian of the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.

Service Bodies

- a. Intergroups
- b. National Service Boards
- c. Language Service Boards
- d. Special Focus Service Boards
- e. Regions

Section 1 – Composition

- a) Intergroups are composed of two or more groups that have formed a service body for the purpose of supporting and representing these groups that are affiliated with it. Each state/province/country may have at least one service body (intergroup or national service board). In a state/province/country having only one group, that group may function as an intergroup.
- b) National service boards are composed of groups and intergroups who share a common purpose; to deal with issues that require a combination of membership and financial resources of intergroups and groups established within a single country.
- c) Language service boards are composed of groups, intergroups, and national service boards to serve the common needs of a language group, regardless of geographic proximity.
- d) Special focus service boards are composed of two or more groups or intergroups to serve the common needs of groups/intergroups with the same special focus, regardless of geographic proximity.
- e) There shall be eleven regions: one virtual region and ten geographic regions each composed of intergroups, groups, and service boards that fall within its region. Subject to regional and BOT approval, language service boards that span more than one region may choose to affiliate with any single region or choose not to be affiliated with a region.
(...the eleven regions are defined...)

Should states/provinces/territories/countries within a region, or intergroups/national/ language service boards within a state/province/territory/country wish to transfer to a region that is more convenient, the body notifies its current region, the region it would like to join, and the Board of

Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VI, Section 1e of the bylaws.

Section 2 – Registration

- a) Each service body shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:
 - 1) a completed registration form;
 - 2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those having problems with compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed; and
 - 3) complete registration information on:
 - i) intergroups – each affiliated group;
 - ii) national service boards – each affiliated intergroup and group;
 - iii) language service boards – each participating group, intergroup, and/or national service board; and
 - iv) special focus boards – each participating group.
- b) Each service body shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever either is updated or revised.
- c) Each service body shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that their bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by electronic transmission to the registered contact for each service body. Any updated bylaws shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VI, Section 2a) 2 above.

Section 3 – Affiliation and Participation

Purpose of Affiliation: to facilitate the count of the groups and service bodies of the Fellowship and to encourage the flow of support and information to all.

Purpose of Participation: To facilitate the support and the flow of information within groups and service bodies that have a common need.

For the purpose of registration and WSBC representation:

- a) An intergroup may affiliate with one national service board if it exists, shall be affiliated with one region, and may participate in one or more language service boards.
- b) A national service board is affiliated with the region where their nation exists and may participate in one or more language service boards.
- c) A language service board may affiliate with one region. When the language service board spans

more than one region, it may choose which region to affiliate with. Should a language service board choose to not affiliate with a region, the BOT chair shall assign a trustee to serve as liaison to that language service board. The service bodies, and groups acting as service bodies, that participate in a language service board retain their original affiliation.

- d) A special focus service board may affiliate with one region. When the special focus service board spans more than one region, it may choose which region to affiliate with. Should a special focus service board choose to not affiliate with a region, the BOT chair shall assign a trustee to serve as liaison to that special focus service board. The groups that participate in a special focus service board retain their original affiliation.

A group may choose to affiliate with an intergroup. The group shall be affiliated with the intergroup's region.

Should a group choose not to affiliate with an intergroup, but affiliates with a national service board, that group shall be affiliated with that national service board's region.

Groups that choose not to affiliate with an intergroup or a national service board shall be affiliated with the region where the group exists, either the geographic region or the Virtual Region.

Any group or service body may participate in the activities (including voting) of another intergroup, national service board, language service board, and/or special focus service board, and region with their permission.

Section 4 – Functioning and WSBC Representation

- a) Service bodies may conduct their business by any method they choose.
- b) Minimal requirement for registered service bodies to maintain their registration at the WSO:
 - 1) Intergroups shall convene at least once a year, after prior notice has been given to all affiliated member groups, and for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
 - 2) National service boards shall convene at least once a year, after prior notice has been given to all affiliated member groups and intergroups for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
 - 3) Language service boards shall convene at least once a year, after prior notice has been given to all member groups, intergroups, and national service boards for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.
 - 4) Special focus service boards shall convene at least once a year, after prior notice has been given to all member groups for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.

- 5) Region assemblies whose members shall be called “region representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all service bodies, and unaffiliated registered groups, for the election of officers and/or the selection of nominees for trustee(s) for that region and any sitting trustee from outside of that region who is currently serving as their trustee liaison.
- c) To send delegates to the WSBC a service body must be formally registered, along with its delegate information, thirty days prior to Conference opening. (See Article VIII, Section 3(c) for qualifications and selection of delegates.)
- d) In order to deregister, a service body must submit a written request to the World Service Office, region chair, and region trustee; or in the case of a language or special focus service board that is not affiliated with a region, the World Service Office and the trustee liaison.

Bylaws Subpart B, Article V – OA Groups (Revised May 2022)

Section 1 – Definition

These points shall define an OA group:

- 1) As a group, they meet to practice the 12 Steps and 12 Traditions of OA, guided by the 12 Concepts of OA Service.
- 2) All who have the desire to stop eating compulsively are welcome in the group.
- 3) No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
- 4) As a group they have no affiliation other than OA.
- 5) It has affiliated as an OA group by registering with the WSO.

Section 2 – Composition

- a) A group may be formed, as set forth in Article V, Section 1, by two or more persons together, either:
 - 1) in the same physical location (land-based);
 - 2) through some form of electronic device (virtual); or
 - 3) both (hybrid).
- b) Groups compose the intergroups and service boards set forth in Article VI hereof.
- c) Affiliation/Participation:
 - 1) A group may affiliate with only one intergroup or national service board through the registration process.
 - 2) Unaffiliated groups that are not ready to form a service body or new groups without any intergroup or national service board in their language may affiliate with an intergroup or national service board that supports groups in their language including translation of OA literature.
 - 3) Groups may also participate in the activities (including voting) of another service body (intergroup, national service board, language service board, special focus board, and/or region) with their permission.

EXCERPTS FROM THE OA HANDBOOK

(Quoting pp.33-38; emphasis and underlining by workshop creator)

1. How do intergroups/service boards start?

When several groups exist in a geographic area, they eventually realize there are functions they can perform better together than separately. Typically, IGs/SBs form simply because they are the easiest, most efficient way of getting certain OA jobs done. They provide needed services with a minimum of organization. These IG/SBs, composed of representatives from interested meetings, are directly responsible to those they serve.

IGs/SBs may manage administrative functions, such as meeting lists, hotlines, and websites, but their primary purpose remains the same as every other group or service body in OA – to carry its message to the compulsive overeater who still suffers (Tradition Five). This includes those still suffering both inside and outside of OA. IGs are in a unique position to help those still suffering within OA. A few representatives working together on an IG/SB committee can organize recovery events, such as Unity Day, IDEA Day, retreats, and conventions, which may benefit large numbers of members.”

2. What functions do Intergroups/service boards have?

Intergroups/service boards often handle such responsibilities as:

- 1) Acting as guardians of the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service as specified in the Bylaws of OA, Inc.
- 2) Creating and maintaining IG/SB websites. A majority of people coming to OA now find their way to a meeting through oa.org or a local intergroup website.
- 3) Maintaining OA listings in local telephone books and handling telephone and mail inquiries.
- 4) Sponsoring and arranging workshops, marathons, and other special events aimed at educating, informing, and helping members strengthen their personal recovery, since everything in OA begins with personal recovery.
- 5) Publishing regular newsletters or bulletins to keep groups informed about each other and about coming OA events, distributing up-to-date directories of all nearby meetings and providing other necessary information.
- 6) Handling public-information requests from local news media, arranging radio or TV public service announcements or programs about OA, and furnishing OA speakers for outside organizations.
- 7) Maintaining contact with health care professionals in fields related to OA.
- 8) Arranging a system for groups to obtain abstaining OA speakers.
- 9) Helping to find sponsors for new members.
- 10) Maintaining a stock of OA literature and OA-approved AA literature for sale. Some groups and individuals also purchase literature for themselves directly from bookstore.oa.org
- 11) Sending representatives to regional assemblies and delegates to the World Service Business Conference, OA’s annual business meeting.
- 12) Maintaining an office, if there is a need and local groups can support it financially.”

3. How do intergroups/service boards work? (see Handbook)

4. What are Service Boards (see Handbook)

5. What is the value of bylaws, policies, and procedures? (see Handbook)

6. What can groups and members do for intergroups/service boards?

Groups and members can:

- 1) Ideally, send an abstinent representative from the group to intergroup/service board meetings.
- 2) Get involved in helping the intergroup/service board. (Think, "How can I be of service?")
- 3) Serve on an intergroup/service board committee.
- 4) Invite sponsees to join you at intergroup/service board meetings or events.
- 5) Make time in meetings to hear an intergroup/service board report from the group's representative.
- 6) Put your name on the intergroup/service board mailing or email list if there is one.
- 7) Volunteer to take hotline calls.
- 8) Put your name on the intergroup/service board speakers' list if there is one.
- 9) Put your name on the intergroup/service board sponsors' list if there is one.
- 10) Attend intergroup/service board meetings even if you're not an official rep.
- 11) Make sure the group sends Seventh Tradition contributions to its intergroup/service board.

INTERGROUP RENEWAL PROCESS

Basic requirement for getting started: a dedicated leader or core of leaders living in recovery; people who walk the walk and talk the talk, and attract through their physical, emotional, and spiritual recovery.

The Process

Recovery + Passion + Process = Renewal
If you build it, they will come

- 1) Intergroup inventory
- 2) Membership survey
- 3) Create the “cause” based on results of inventory and membership survey; for example, OA decline, lack of recovery, no sponsors, meetings failing, etc.
- 4) Recruit. Go out and talk to other members in physical, emotional and spiritual recovery to get them to buy into the cause; one-on-one conversations with people in recovery from as many different meetings as possible.
- 5) Kickoff meetings to talk about what to do about the cause. As many members as possible. Everyone has a voice. Common cause.
- 6) Establish a clear vision (based on inventory, member survey, other info).
- 7) Establish a clear set of goals/priorities to work toward vision.
- 8) Set a clear set of activities to accomplish the goals.
- 9) Set responsibilities, commitments, accountability – with a budget for each.
- 10) Through this process a “team” has been created.
- 11) Individuals have “ownership” because they have been involved.
- 12) Individuals have a high stake in carrying out their commitments as well as the team meeting its overall objectives.
- 13) Distribute information (newsletter/email) to ALL members and meetings explaining group-conscience-determined vision, goals and activities planned, appealing for everyone’s involvement. Possible theme: Freedom isn't free.
- 14) Set a clear beginning and clear ending of the plan, for example the calendar year.
- 15) Review progress at each IG meeting / articles in newsletter/other channels.
- 16) Celebrate achievements – have fun.

INTERGROUP INVENTORY

1. The IG inventory is the beginning of the renewal process.
2. It raises awareness that the IG isn't really doing much to help the suffering.
3. It shows that IG, as currently operating, is of minimal value to the membership or, at best, isn't doing as much as it could to help members and thus OA as a whole.
4. The results of the inventory lead to the question, "What can we do about this?" This opens minds at IG to rethinking structure and mission.
5. IG inventories followed by member surveys are the most critical part of:
 - a. Raising consciousness and awareness
 - b. Arousing interest in doing something
 - c. Building a cause with which people can identify and eventually take ownership of
 - d. A conversion of attitudes to a "we" and "our" mindset.
6. IG work on inventories and member surveys touches every member and raises awareness of IG in a positive way.
7. When the results of the IG inventory are published to the membership, in conjunction with the member survey asking them what IG could do to help them strengthen their personal recovery, the renewal process takes hold.
8. Use the Intergroup Inventory on oa.org.

OA Intergroup or Service Board Inventory

It is suggested that a neutral, experienced OA member facilitate an inventory for a group or service body. Region boards can assist with finding members who can provide this type of support.

This inventory is divided into three parts:

- A. A look at the function of the intergroup or service board
- B. Twelfth Step work within the Fellowship
- C. Carrying the message to the still-suffering compulsive overeater

When you have completed the inventory, you will probably discover that your intergroup or service board has more strengths than you realized. After all, it takes commitment to be willing to do an inventory in the first place. You may also find some weaknesses. Just as in your personal recovery, appreciate your strengths. As for your weaknesses, remember that help is available to you from your region, your region trustee, and the World Service Office.

The following sets of questions are suggestions only. Their purpose is to evaluate the intergroup's/service board's present performance and to share some ideas about service from other intergroups/service boards.

Take a deep breath, and good luck!

Preliminary Questions

1. Are we satisfied with the function of our intergroup/service board? If not, why not?
2. Have we ever taken an intergroup/service board inventory? If not, why not? If so, what were the results?

A. The Function of the Intergroup/Service Board

1. What is the purpose of our intergroup/service board?
2. Do we have a statement of purpose or bylaws?
3. Do we use *Robert's Rules of Order* and our bylaws during our business meetings?
4. Do the Twelve Traditions take precedence over Robert's Rules in our intergroup's/service board's bylaws?
5. Do intergroup/service board bylaws and policies protect and/or extend the tenure of certain "trusted servants"?
6. Does our intergroup/service board "dictate" or "suggest"?
7. Are we incorporated? Do we have nonprofit tax status?
8. Do we set realistic short- and long-term goals?
9. Does our intergroup/service board have a need for regular steering committee meetings or board meetings?
10. Are there frequent steering committee meetings for discussions and decisions beyond the purview of the entire group conscience?
11. Does a select group make most of our intergroup's/service board's "important" decisions?
12. Is ours an exclusive club or an inclusive intergroup/service board?
13. Are all our intergroup's/service board's activities open to the scrutiny of each member of the Fellowship?

14. How can we keep the WSO group registrations up to date?
15. Are committee meetings open to all members?
16. Are committees' recommendations presented to the entire intergroup/service board for consideration and deliberation?
17. Do we choose our service people with care and consideration, placing principles before personalities?
18. Is anonymity honored within our intergroup/service board?
19. Is an opportunity given to each member to participate in the intergroup's/service board's activities?
20. Do we have a budget that includes a prudent reserve and contributions to region and the WSO?
21. Have we done all we can to provide an attractive and convenient meeting place?
22. Are we committed to participating in the region and world service structure?
23. Do we make every effort to fund our representatives to region assemblies and the World Service Business Conference?
24. How often do our "trusted servants" say, "Trust me, I know what's best"?
25. Is there a frequent need for quick decisions?
26. Is there a place on our intergroup's/service board's agenda for open sharing and expressing group concerns?
27. Who decides how our intergroup/service board spends money?
28. Do we see complete monthly financial reports, or just the general fund's beginning and ending balance?
29. Does our intergroup/service board have special savings accounts?
30. Are funds readily available, or are they invested?
31. Is the prudent reserve truly prudent, or is it a hedge against a worldwide recession?
32. Are the requests for intergroup/service board contributions consistent with expenditures shown on the financial reports?
33. How long has the treasurer been in control of the books?
34. Are there multiple signatories on all accounts?
35. Does someone other than the treasurer reconcile bank accounts?
36. Have the books been audited lately?

B. The Twelfth Step Within

1. Do all the groups in our geographic area know about our intergroup/service board and the services we provide?
2. Are all the groups in the area affiliated with an intergroup/service board?
3. Do we keep in touch with groups who don't send representatives or contributions to the intergroup/service board?
4. Do we let all groups know how they can support the intergroup/service board through service and financial contributions?
5. Do we encourage the Seventh Tradition's 60/30/10 (or another) contribution formula, making sure our area groups know about it?
6. Do we inform all members and groups of the structure of OA?
7. Do we sponsor OA workshops and marathons for OA members in our area?
8. Do we keep our meeting list current?
9. Do we publish a newsletter for the groups in our area?

10. Do we maintain a stock of OA-approved literature for sale?
11. Do we help new members find sponsors?
12. Do we arrange a system for groups to obtain abstinent OA speakers?
13. How do we help floundering groups?
14. Do we assist unaffiliated groups in nearby areas to form their own intergroups/service boards?
15. Do we address the special needs of our members, e.g., young people or the physically challenged, and try to find ways to meet their needs without isolating them?

C. Carrying the Message

1. Do we have a permanent address and phone number that is answered twenty-four hours a day? Can we be reached:
 - a. by mail and email
 - b. by phone
 - c. by internet
 - d. by social media?
2. Is our intergroup/service board contact information listed in local directories?
3. Are we reaching compulsive overeaters in our community through:
 - a. meeting listings in local newspapers/directories
 - b. radio and TV public service announcements (PSAs)
 - c. calendar notices
 - d. newspaper, magazine, and online articles
 - e. news releases about special OA events
 - f. bulletin board notices
 - g. OA literature in libraries
 - h. special newcomer meetings
 - i. speakers list for various community organizations
 - j. social media ads
 - k. blogging
 - l. podcasts
 - m. other _____?
4. What have we done to bring the OA message to the attention of the professional community, such as:
 - a. medical professionals
 - b. physicians
 - c. nurses
 - d. dietitians
 - e. nutritionists
 - f. medical technicians
 - g. psychiatrists
 - h. psychologists
 - i. counselors
 - j. teachers
 - k. social workers
 - l. clergy

- m. military
- n. employee assistance counselors
- o. other _____?

5. What are we doing to carry the message into institutions, such as:
- a. schools
 - b. prisons and detention centers
 - c. hospitals
 - d. training facilities
 - e. nursing homes and retirement communities
 - f. other _____?

Final Question

Are there other alternatives to the present intergroup/service board structure that might be more useful in meeting the area's needs? If so, what?

We all know, of course, how to identify dysfunction. So, it isn't so much an issue of not knowing there's a problem as it is about doing something. Being long on *wisdom*, do we opt for *serenity* or *courage*? Do we accept it or change it? Intervention or avoidance? If not you, who?

OA Responsibility Pledge

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

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Addendum for Discussion in IG Inventory

The following is quoted from
OA Handbook for Members, Groups, and Service Bodies: Recovery Opportunities,
Pages 33-34

Underlining, numbering and emphasis is workshop creator's

1. How do intergroups/service boards start?

When several groups exist in a geographic area, they eventually realize there are functions they can perform better together than separately. Typically, intergroups/service boards form simply because they are the easiest, most efficient way of getting certain OA jobs done. They provide needed services with a minimum of organization. These intergroups/service boards, composed of representatives from interested meetings, are directly responsible to those they serve.

Intergroups/service boards may manage administrative functions, such as meeting lists, hotlines, and websites, but their primary purpose remains the same as every other group or service body in OA – to carry its message to the compulsive overeater who still suffers (Tradition Five). This includes those still suffering both inside and outside of OA. Intergroups are in a unique position to help those still suffering within OA. A few representatives working together on an intergroup/service board committee can organize recovery events, such as Unity, IDEA Day, retreats, and conventions, which may benefit large numbers of members.

2. What functions do intergroups/service board have?

Intergroups/service boards often handle such responsibilities as:

1. **12+12+12**: Acting as guardians of the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service as specified in the Bylaws of Overeaters Anonymous, Inc.
2. **Website**: Creating and maintaining intergroup/service board websites. A majority of people coming to OA now find their way to a meeting through oa.org or a local intergroups website.
3. **Hot Line**: Maintaining OA listings in local telephone directories and handling telephone and mail inquiries.
4. **Training to supplement sponsorship**: Sponsoring and arranging workshops, marathons, and other special events aimed at educating, informing, and helping members strengthen their personal recovery, since everything in OA begins with personal recovery.
5. **Informing**: Publishing regular newsletters or bulletins to keep groups informed about each other and about upcoming OA events, distributing up-to-date directories of all nearby meetings, and providing other necessary information.

6. **PI:** Handling public information requests from local news media, arranging radio or TV public-service announcements or programs about OA, and furnishing OA speakers for outside organizations.
7. **HCP:** Maintaining contact with health care professionals in fields related to OA.
8. **Speaker Bank:** Arranging a system for groups to obtain abstaining OA speakers.
9. **Sponsor Bank:** Helping to find sponsors for new members.
10. **Literature:** Maintaining a stock of OA literature and OA-approved AA literature for sale. Some groups and individuals also purchase literature for themselves directly from bookstore.oa.org.
11. **To R6 and WSBC:** Sending representatives to regional assemblies and delegates to the world **Service** Business Conference, OA's annual business meetings.
12. **Office:** Maintaining an office, if there is a need and local groups can support it financially.

MEMBER SURVEYS

- Establish communication with membership and groups
- Help build community with a “to and from” flow
- Generate interest
- Stimulate service/inspire action
- Focus IG efforts on the highest priority needs of groups and members
- Become the basis for
 - Strategic Plans: long range objectives
 - Operating Plans: current year’s priorities and budgets

Actual intro to a member survey:

“Your Intergroup recently completed a self-assessment (the IG Inventory which was published in our newsletter). One of the strong conclusions was that Intergroup would like to increase its level of service to members and groups, if possible. As a first step in doing this it needs to know what each of you think.

Following is a 25-question member survey designed to provide several things:

- Information about the overall health of OA in the area;
- Your ideas on things that might strengthen your individual recovery;
- Your ideas on things that might help carry the message to more people;
- Information that could help OA stay vital and growing in our area.”

MEMBER SURVEY RESULTS EXAMPLE

SAMPLE

Summary of Results (Sent to Membership)

- 1) We have a large percentage of members who are personally struggling.
- 2) What attracts and keeps struggling members coming back is seeing personal recovery in the rooms (physical, emotional, spiritual)
- 3) Forty percent of members do not have sponsors to show them HOW to work the program. Half of these members have less than 90 days abstinence.
- 4) Seventy-five percent of our members have relapsed, many of them multiple times.
- 5) More than three-fourths of our members say they need to work the steps and make more use of the tools in order to strengthen their personal recovery. They know the answer, but many need help in taking action.
- 6) Members see personal recovery, particularly long-term recovery, as a meeting's key strength, with lack of personal recovery and low attendance as a key weakness. Seeing and hearing personal recovery shows newcomers that the program works. The result is that higher percentages return after their initial visit.
- 7) What would our members like IG to do?
 - a. Increase the numbers of speakers and sponsors;
 - b. Conduct workshops on the steps, relapse, and sponsoring;
 - c. Organize marathons and retreats;
 - d. Communicate more information to them.

This intergroup then formulated its operating plans. At the top of the list was a series of workshops designed to actually show people HOW to work the program and strengthen their personal recovery. Next was a speaker bank and a sponsor bank. And, of course, a retreat!

SAMPLE

SAMPLE MEMBER SURVEY

Intergroup's #1 objective is to be useful to our membership. Our current strategic goals are:

1. Help members strengthen their personal recovery
2. Increase the number of sponsors
3. Increase the number of newcomers
4. Increase the retention of newcomers
5. Help those in relapse
6. Inspire people to give more service

As we prepare next year's plans, we want to know more about what you think we should do. Following is a 25-question member survey that we hope everyone will complete. It will give us 1) Your ideas on things that Intergroup might do to help you in your individual recovery; 2) Your ideas on things that might help Intergroup carry the message to more people; 3) Information about the overall health of OA in the area.

This is an **anonymous** survey. The more people who participate, the greater the value of the information gained. Every person's opinion counts, no matter how long he or she has been in OA. A summary will be published in our newsletter or online.

1. How did you find OA?

- OA member
- Friend
- Family/relative
- Other 12-step program
- Health care professional
- Internet/social networking
- Newspaper
- Other
- Don't recall

2. How long have you been a member of OA?

- Less than 1 year
- 1 to 5 years
- 6 to 10 years
- More than 10 years

3. What is your length of abstinence?

- Less than 90 days
- 3 to 12 months
- 1 to 5 years
- 6 to 10 years
- More than 11 years

4. Do you work with a sponsor?

- Yes
- No

5. If you do not work with a sponsor, what is the reason (s):

- Can't find a sponsor
- Haven't looked for a sponsor
- Bad prior experience with a sponsor
- Simply in-between sponsors
- Other _____

6. What brought you to OA?

- Out of control eating
- Overweight/to lose weight
- Purging
- Anorexia/restricting

7. What keeps you coming back? Check all that apply.

- Fellowship; love; support; acceptance
- Hope; people who have what I want
- OA works if I work it
- Found new way of living (sanity, peace)
- 12 Steps as a way of life
- Nowhere else to go
- Fear of relapse
- Opportunity to be useful
- Higher Power
- Other: _____

8. Have you ever left OA for a reason OTHER THAN RELAPSE?

- Yes
- No

9. If you left OA for a reason OTHER THAN RELAPSE, what were the reasons:

- Not ready/not willing
- Do it on my own
- Lack of recovery in the meetings
- Personalities in the meetings
- Meeting closed
- Health issues
- Family issues, including pregnancy
- Scheduling problem/busy schedule
- Other _____

10. If you left, what brought you back?
- Relapse: physical, emotional, spiritual
 - Needed the OA Fellowship
 - Nothing else works
 - Maturity/willingness
 - Personalities changed
 - Other _____
11. Have you ever relapsed? How many times?
- Yes
 - No
 - Number _____
12. Are you in relapse now?
- Yes
 - No
13. What do you think is the most important thing you personally need to do to strengthen your recovery, whether you're abstinent or in relapse?
- Accept I truly have a disease
 - Work/complete/redo the steps
 - Increase use of tools
 - Surrender to program suggestions
 - Increase spirituality
 - Work with a sponsor
 - Tighten plan of eating
 - More service/pass it on
 - Reach out to others/don't isolate
 - Self-acceptance
 - All the above
 - Other _____
14. How many people attend your home meeting on average?
- 2 to 10
 - 11 to 20
 - More than 20
15. What do you see as your home meeting's strengths?
- Strong attendance
 - People in recovery
 - Focus on steps and traditions
 - Committed members
 - People willing to do service
 - Good format
 - Atmosphere: friendly, accepting, supportive
 - Intimate
 - Anonymity practiced

- Sponsors available
- Opportunity to share
- Other _____

16. What do you see as your home meeting's weaknesses?

- Low attendance
- Lack of recovery
- Lack of sponsors
- Don't focus on steps and traditions
- Sharing not focused on recovery
- Don't reach out to newcomers
- Disorganized
- Cliquishness
- Don't stick to format
- Gossip
- Controllers
- Cross talk
- Don't get to share as much as I would like

17. Does your home meeting get newcomers?

- yes
- no

18. Approximately what percent of newcomers return?

- 75%
- 50%
- 25%
- Almost none

19. If newcomers don't usually stick around, what do you think is the reason?

- Not ready
- Lack of member attention at first meetings
- No explanation of how program works
- No follow-up calls
- OA not for them
- Time/location/day not right
- Lack of sponsors
- Other _____

20. Rate the following possible Intergroup services in terms of their importance:

High (H), Medium (M), Low (L)

- 1. Assisting your meeting in publicizing itself
- 2. Assisting your meeting with an inventory
- 3. Organizing Step Studies
- 4. Organizing or promoting more OA traditional marathons throughout the year
- 5. Organizing weekend retreats
- 6. Training workshops, as Intergroup has been doing the past 3 years

- 7. Create "training" videos to supplement sponsorship
- 8. Sponsor Bank
- 9. Sponsor Training
- 10. Speaker Bank
- 11. Newsletter
- 12. Other _____

21. Which of the following "Working and Living the Steps (training) Workshops" would you consider the most important subjects to be covered? Rate each (H) high, (M) medium, or (L) low priority.

- 1. Plans of Eating
- 2. Using the Tools
- 3. Being Sponsored and Becoming a Sponsor
- 4. Working Steps 1-3
- 5. Working Steps 4-7
- 6. Working Steps 8-9
- 7. Working Steps 10-12
- 8. Big Book Study
- 9. Relapse Recovery and Prevention
- 10. Attracting and Retaining Newcomers
- 11. Member Retention
- 12. Twelve Traditions
- 13. The Value of Slogans
- 14. Quick Steps studies
- 15. 4th Step workshops
- 16. Body Image
- 17. Other suggested topics _____

22. Rate the following High (H), Medium (M) or Low (L), as possible topics for Intergroup newsletters or other publications:

- 1. Nurturing newcomers
- 2. Characteristics of a great sponsor
- 3. Characteristics of a great meeting
- 4. Anonymity: what it is, what it isn't
- 5. Getting started: first things first
- 6. Conducting group business meetings
- 7. Taking a group inventory
- 8. Meeting formats: OA recommendations
- 9. Group conscience: what it is
- 10. Fourth step options
- 11. What each of us can do to keep OA strong
- 12. Other ideas for articles or publications _____

23. What, if anything, could Intergroup do to help your meeting? These are suggestions; please add your own ideas.

- Don't know
- Provide training/explain responsibilities for service positions, such as treasurer, program chair, secretary, etc.
- Speaker's bureau
- Send people in recovery from Intergroup to speak
- Organize more IG activities
- Increase the number of sponsors, including temporary
- Help train sponsors
- Sponsor bank
- Special events aimed at newcomers
- Help us increase attendance
- More communications from Intergroup
- Newsletter publicity featuring individual meetings
- Other _____
- _____
- _____
- _____

24. Are you willing to do more service to help support Intergroup and OA? How?

- Yes
 - No
- _____
- _____
- _____

25. Any other comments/ideas/suggestions?

SAMPLE

SUMMARY OF RESULTS FROM ONE 25-QUESTION MEMBER SURVEY

Following is a summary of the 25-question member survey completed by one local intergroup some years ago. One hundred and six people completed the survey which is a good representation of our membership.

It tells us a lot about OA locally, especially what members see as their needs. This intergroup used these results to plan their activities for the following year (or two!) The results of the survey were summarized and sent out to the entire area membership.

If you use the generic survey, you can compare your results to these; they will undoubtedly be similar.

1. How did you hear about OA? Top Three:

- OA member
- Friend
- Healthcare professional

2. How long have you been a member?

- Less than 1 year 15%
- 1-5 years 29%
- 6-10 years 13%
- More than 10 years 42%

3. Length of abstinence?

- Less than 90 days 35%
- 3-12 months 15%
- 1-5 years 26%
- 6-10 years 13%
- 11+ years 10%

Comparing these two questions shows that while only 15% of our membership are newcomers, 50% (35+15) of our total membership has less than 1 year of abstinence.

4/5. Eighty-one percent of members have a sponsor. Of those who don't have a sponsor,

- 41% said they are "in between" sponsors;
- 25% said they couldn't find a sponsor.

6. Seven of every ten people came to OA because of

- out-of-control eating
- overweight
- need to lose weight.

7. What keeps you coming back? Top 5 reasons:
- Fellowship, love, support, acceptance
 - OA works if I work it
 - Found a new way of living, sanity, peace
 - Twelve steps as a way of life
 - Hope, people have what I want

8-9-10. About 30% of members left OA at some time for a reason other than relapse.

Top Reasons:

- Not ready
- Personalities at the meeting
- Thinking I could do it on my own.

What brought them back? Top reasons:

- Relapse
- Nothing else worked
- Needed the fellowship

11. Seven of every ten members have relapsed at some point. They were asked how many times? Of the 47 members who responded to this, the most frequent response ranged from 3-5 times to “too many to count.” Only three people said “one” time. Multiple relapses was more the norm than the exception.

12. Are you in relapse now? 86% said NO! However, we know from question three that 50% of the respondents have less than a year’s abstinence. This suggests a recurrent pattern of “in and out of relapse.” For whatever reason, many of us are not holding on to abstinence for any sustained period.

13. What do I need to do to strengthen my recovery? Top votes:

- Work, complete, redo the steps
- Increase spirituality
- “All the above”
- Tighten plan of eating

The “all the above” category included the choices listed above, plus:

- Accept I truly have a disease
- Increase use of tools
- Surrender to the program
- Work with a sponsor
- More service/pass it on
- Reach out to others/don’t isolate
- Self-acceptance.

14. How many people attend your home meeting?

- 2 - 10 27%
- 11 - 20 35%
- More than 20 37%

15. Home meeting strengths—Top 4:

- Atmosphere, friendly, accepting, supportive
- Committed members
- People in recovery
- Opportunity to share.

16-17. Home meeting weaknesses: There was a wide margin between the top and second answers here.

- Lack of sponsors 43%
- Low attendance 22%
- Cliquishness 22%

Not far behind these were lack of recovery, controllers, sharing not focused on recovery, don't get to share as much as I would like.

18-19-20. Newcomers: Nearly 90% of meetings they

- margin the top reason given was “not ready.”

get newcomers. How many come back?

- The highest response by far was that one in four newcomers return.

Why don't they stick around? By a very wide

Since we know from another question that only people come to OA in desperation because of their out-of-control eating, is it realistic to say that 3 of 4 don't come back simply because they're not ready? What effect do the members in the meeting have on the newcomer's decision? Newcomers return because of “hope.” What do they need to see and hear in a meeting to gain the hope that brings them back.

21. Most important potential Intergroup services: Top 5.

- Continue training workshops that Intergroup has been doing
- Organize step studies
- Sponsor training
- Sponsor bank
- Create training videos to supplement sponsorship.

22. Training Workshops most important subjects. By huge margins the most important were:

- Working Steps 10-12
- Big Book Study
- Working Steps 4-7
- Working Steps 1-3
- Working Steps 8-9
- Being Sponsored and Becoming a Sponsor.

23. Newsletter topics highest rated:
- What each of us can do to keep OA strong
 - Characteristics of a great sponsor
 - Characteristics of a great meeting
 - Nurturing newcomers
 - Getting started: first things first.

24. What could Intergroup do to help your meeting? Top rated:

- Help train sponsors
- Send people in recovery from Intergroup to speak
- Special events aimed at newcomers
- Speaker's bureau
- Sponsor bank

There were many individual write-ins which Intergroup will review.

25. Are you willing to do more service?

- Seventy percent of people said YES! How?
- There were 38 write-ins covering many, many different ways people could increase their service level a little or a lot. If you're one of those, please just do it. If not you, who?

26. Any other comments/ideas/suggestions? 28 widely varied write-ins. THANK YOU!

This summary was prepared by the Intergroup Chair. If someone wants to see the full survey or has questions about this summary, contact the workshop coordinator.

STRATEGIC PLANS (LONG-RANGE) & OPERATING PLANS (CURRENT YEAR)

STEERING THE SHIP AND INSPIRING ACTION

Vision: Broad, clear direction/intent of what we want to do.

Example: Carry our message of recovery to the still-suffering.

Creating a vision of where we want to go is part of the journey. People need to be able to visualize the desired outcome.

Strategic Plan (2-5 year goal)

Goals inspire action. Having no goals leads to drift and lethargy, a reactive organization rather than a proactive one. Goals define how we will seek to fulfill the vision. They propel us forward in right direction.

Strategic Plan Example:

1. *Help members strengthen their personal recovery.*
2. *Increase the number of sponsors.*
3. *Increase the number of newcomers.*
4. *Increase the retention of newcomers.*
5. *Help those in relapse.*
6. *Inspire people to give more service.*
7. *Increase outreach activities, especially healthcare professionals.*

Operating Plan (current year action plan): A goal without an action plan is simply a wish. Action plans specifically define what projects or activities we will undertake to achieve the goals.

Priorities: Prioritizes among the dozens of action options we might use to work toward achieving a goal.

PLANS AND GOALS ARE WAYS WE KEEP OUR ATTENTION FOCUSED ON WHERE WE WANT TO GO.

GOALS "PULL" RATHER THAN "PUSH".

WHERE DO WE WANT TO GO?

→ **TO CREATE A STRONG AND THRIVING OA FELLOWSHIP THAT HELPS US RECOVER**

→ → **TO A FELLOWSHIP THAT SUPPORTS US IN RECOVERY**

→ → → **TO A FELLOWSHIP THAT ATTRACTS NEW PEOPLE WHO NEED OUR HELP**

THE NEW INTERGROUP

Vision

High-value Intergroup that:

1. Serves membership and attracts
2. Helps the still suffering
3. Strengthens OA as a whole

Structure

1. **First priority:** Create training/educational activities and opportunities to help members recover or strengthen their recovery. Supplements sponsorship. Helps close sponsor gap. From more personal recovery comes more sponsors, more attraction, more retention, stronger IG and OA.
2. **Second priority:** complete ongoing IG admin tasks, e.g., meeting lists, hotlines/answering service, PI/PO, reps to Region & WSBC, Unity Day, IDEA Day, other.
3. **Third priority:** Proactively train/teach/assist meetings on administrative matters, e.g., formats, organization (job descriptions), group conscience, job descriptions, treasury, inventories, etc. This will facilitate and increase member service at the meeting level, strengthen meetings, and facilitate ease of movement from group service to IG service.

Goals/Strategic Plan (2-5 years)

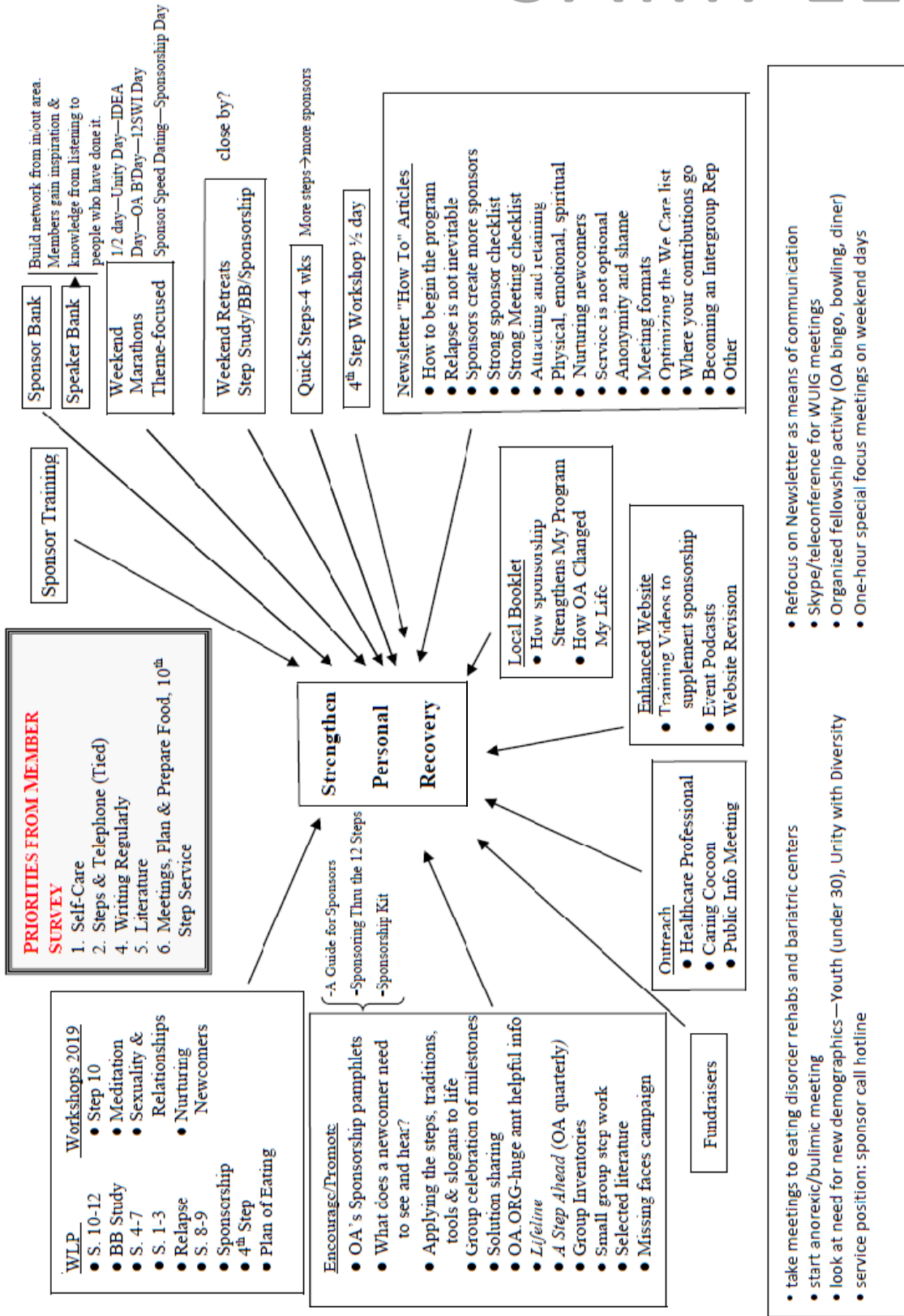
1. Help members strengthen their personal recovery
2. Increase the number of sponsors
3. Increase the number of newcomers
4. Increase the retention of newcomers
5. Help those in relapse
6. Inspire people to give more service
7. Increase outreach and public information activities

Action Plans to Achieve Goals

- | | | | |
|----|----|----|-----|
| 1. | 4. | 7. | 10. |
| 2. | 5. | 8. | 11. |
| 3. | 6. | 9. | 12. |

IG's value is measured by its usefulness to members and meetings.
Usefulness is our main product.

IG Activities to Help Members Strengthen Their Recovery



SAMPLE

POTENTIAL INITIATIVES (OPERATING PLAN) TO FULFILL STRATEGIC PLAN OBJECTIVES CTIG

Back-To-Basic Workshops

-
-
-
-

Quick Step Studies

15 Week Step Study

Sponsor Bank

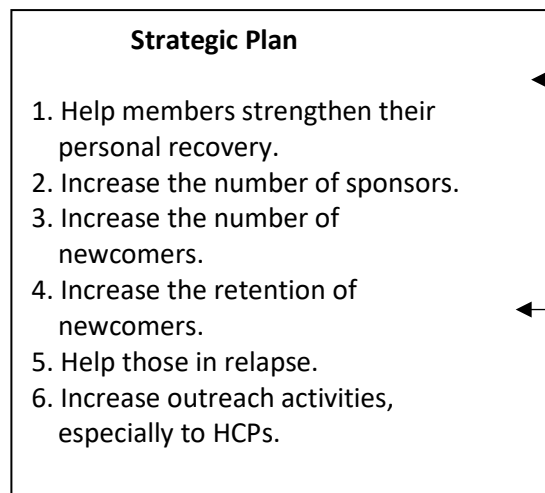
Speaker Bank

Marathons

- OA Birthday (Jan)
- Unity Day (Feb)
- Sponsorship Day (Aug)
- IDEA Day (Nov)
- 12SWI Day (Dec)

Encourage/Promote

- ID and celebrate abstinence at mtg
- ID all sponsors at mtg
- Newcomer process
- Speaker meetings



Member Survey

Newsletter (Educational Tool)

New Sponsor Training

Website (Educational Tool)

Public Information/ Professional Outreach

Other

-
-
-
-

BACK TO BASICS WORKSHOPS

Goal: Help people strengthen their individual recovery.

Underlying assumption: Recovery comes from 1) putting down the drug, 2) working the steps to keep it down. Willpower and the power of the group or a sponsor can help people put down the drug for some period, but if they don't undergo the transformation, spiritual awakening, psychic change brought about by the steps, they eventually lose the power and relapse. In a sense, there's a race going on between willpower and spiritual power. Some people stay in this self-defeating cycle forever. The 12 steps are the long-term recovery process, aided by the 9 tools that help us on an hourly or daily basis.

Tone of Workshops: Think "how to". Think "training." This is not an OA meeting or a marathon. The purpose is to explain the fundamentals: how to start, how to work the steps, how to keep going, how to get unstuck, how to restart, how to trust the process, etc.

Target audience: People who can't get started; people who need to restart, people who get stuck on 4-7 and eventually relapse; people who need to kick their program into a higher gear; people in relapse in and out of the rooms; people in a perpetual "half-measures" mode that "avails them nothing." Focusing only on the first 7 steps will be the most useful for this audience. Large numbers are stuck in 1-3; large numbers are stuck in 4-7. Workshops on 10-11-12 can come later after the fundamentals.

Speakers: Role models. People with sustained recovery. At least 1-2 years abstinence. Physically at a healthy body weight. Have worked the steps and are trying to follow the design for living outlined in the steps.

Speaker focus: Speakers need to stay narrowly focused on their topic. They are not qualifying. They are educating and training on a topic.

Number: Perhaps 5 workshops over 12 months depending on affordability, resources and response. If we can help strengthen individual recovery in our rooms during this year, there will be positive spillover in many ways, e.g., more sponsors, more recovery, more attraction, more service.

Dates: Coordinate with marathons, retreats, Region 6 convention, Christian and Jewish holidays, facility availability. Based on running these in different intergroups and different geographies, Sunday afternoons 2-5pm work much better than Saturdays.

Publicity: Massive internal campaign combined with "Missing Faces Campaign". An attractive, professional flyer that clearly spells out the educational, training, problem-solving and question-asking nature of the workshop versus a traditional OA event.

Facility Set up: See diagram. Main hall needs room for 2 speaker tables in the front, a podium, 75-100 chairs for audience with aisle in the middle and sides for easy access, 2 tables in the back of the room – one for selected literature and the Q&A basket/index cards and another table for water/coffee. We need at least two break-out rooms in the facility if three topics are covered in the meeting – one group can stay in the main room, the other two groups go to their respective topic rooms. Handicapped access required. May or may not need microphone for moderator and speakers, depending on facility. More often than not, a microphone works much better.

Supplies: 3 baskets (two for seventh tradition and one for Q&A index cards, some pens, 12 Steps and 12 Traditions posted in a conspicuous place, coffee, water, cups...

Sites: Churches (look first at locations where large AA and OA meetings are held), hospitals with a conference center, municipal offices, large libraries, social organization facilities.

SAMPLE

BACK TO BASIC WORKSHOPS AGENDA (GENERIC)

Sunday afternoons 2 – 5 pm.

Moderator leads meeting, introduces each speaker, collects question-cards from audience during the afternoon, reads questions to the panel at the end, and calls on people with questions if there is time left at the end of the Q&A period. Three speakers at 20 minutes or four speakers at 15 minutes or some combination thereof.

2:00	Serenity Prayer, Steps, Traditions
2:10 - 2:15	Moderator comments, introduce panel
2:15 - 3:15	Speaker 1 Speaker 2 Speaker 3
3:15	Pass the Basket. Announce WUIG expenses for event. No admission charge.
3:15 - 3:30	Break
3:30 - 4:15	Discussion groups (one for each topic) led by Panel Speaker on that topic. For example, if workshop is on steps 1, 2,3, there would be a breakout for step 1, another for step 2, another for step 3.
4:15 – 4:40	Full group Moderator reads questions for the panel. Takes more questions from the audience if finished with submitted questions
4:40 - 5:00	Open sharing
5:00	Close with Serenity Prayer

Guidelines for Discussion Groups Led by Panel Speakers

These are **problem/solution** focused discussion groups. Leader begins by asking who has a problem/question related to the subject of the meeting they would like to bring up. Someone will, for example, say: I just can't stop eating all day long. Or, I can't get started on the 4th step. Or, I'm stuck on the 3^d with the God thing. Maybe someone is afraid to use the phone, etc.

Leader then shares briefly how he/she personally has successfully addressed that problem/question. Then leader asks if others would like to share their personal experience on this problem/question. Leader emphasizes to them to share their experience on the problem/question, not tell someone what to do. After a few shares on a particular problem/question, the leader suggests we move on and asks who else has a problem/question they would like to bring up. Leader keeps the discussion going with as many problems/questions as possible.

FOCUSED INTERGROUP MEETINGS

This subject is critical for attraction as well as productivity. Too many IG's have the reputation of a bunch of controllers setting around arguing over meaningless stuff (which can also be called "administrivia").

The Chair:

- sets the agenda
- sets the tone
- keeps the meeting focused on the agenda subjects which everyone has in front of them.

In these examples, the agenda items are listed down the left side of the page and going down the right side there are varying number of boxes. The boxes include the Strategic Plan (3-5 years goals), the Operating Plan (this year's activities), a master OA calendar of the current year's events, and WUIG's includes a "Call for Service" notice as well. The master calendar is always right in front to everyone and shows region assembly and WSBC and WSC dates to allow for scheduling events.

We observe the Intergroup meeting principles below

- Please raise your hand to be recognized.

Twelve Traditions Principles

Unity, Trust, Identity, Autonomy, Purpose, Solidarity, Responsibility, Fellowship, Structure, Neutrality, Anonymity, Spirituality

Intergroup Meeting Principles

- OA has no power structure, only a service structure.
- IG " has no power to enforce rules on OA groups or individual members." (p.100, 12&12)
- Disagreement does not equal personal rejection.
- Diversity can be our strength.
- If we all agreed on everything, we wouldn't all be necessary.
- Keep our discussions within the spirit of "I love you, but I disagree with you."
- When the group conscience is reached, let there be unity.

On the bottom of the back page is a footnote which reminds:

WITHOUT PLANS AND GOALS, WE ARE ADRIFT

Experience shows that ninety (90) minutes works best for intergroup meetings. Timeliness is critical to IG image and attraction. Start on time and end on time. Precisely. The chair controls the meeting; set expectations early and keep them. Regular OA meetings begin on time and end on time and IG is no different.

The majority of committees listed on the agenda are ad hoc committees, different from the traditional standing committees laid out in the bylaws. Ad Hoc committees are formed annually to execute whatever the various projects are for that year. They end and are replaced by whatever committees are needed for the new year. As mentioned elsewhere, a lot of members of these various committees don't ever come to intergroup. **Our resource base is our entire membership, not just the people who can or cannot attend intergroup.** There are many, **many people that can and want to help**, but don't come to intergroup for various reasons.

For those prone to tying things up in parliamentary knots it's good to remember that Robert's Rules parliamentary procedure is not recommended for groups smaller than 15-20 people. They are often overused when not really necessary. Their purpose is to guarantee everyone's right to be heard and counted in a decision-making process. OA's Group Conscience Guidelines note:

The meeting "does not require formal decision-making methods such as motion, amendments and debate because, as Concept 12 (d) states, 'all important decisions shall be reached by discussion, by vote and, whenever possible, by substantial unanimity'. The size of the group may determine the formality needed. Each group may decide how to conduct their business."

Some intergroups can tie themselves in knots because they say the chair can't do anything except facilitate. In small groups (intergroups) the chair has the right to talk and make points and lead and vote. Sometimes in much larger organizations the chair can only vote to break ties. Bylaws that restrict the chair from "leading" are counter-productive to an intergroup.

It takes longer, but the objective as the chair of "the *Renewed*" Intergroup should always be to avoid votes—a vote should be the absolute last resort. Votes tend to divide. Controlled, dispassionate discussion resulting in substantial agreement unites.

The "but it takes longer" part is not so important because **most of the Renewed IG leader's real work does not take place in the IG meetings. Things don't get discussed** in meetings so much as they **get approved or amended.**

The committees (including the IG chair who is always ex officio member of every committee) have already done the work. They bring progress reports forward, only occasionally asking for the group opinion. If they have done a good job (and almost always they have), they have already thought through all the questions that someone could ask.

Also, when the goals and priorities and action plans are so clearly defined early in the year, most of what intergroup is doing is implementation, not creating. We plan plans, then organize to implement them. **Most of each IG meeting is about implementation of the plans.**

Minutes are the official record of what happened. There are different styles of taking minutes; all are okay. How they are taken depends on what's needed.

The most common way (used by OA BOT and WSBC) is recording only actions/decisions taken, adopted or defeated motions, not everything that transpired.

We can decide to record more if the IG wants, but actions and decision are the only things that are ALWAYS recorded. Word by word transcriptions of dialogue are not very useful.

The most useful parliamentary phrases:

- For the Minutes: Hearing no objection, the report will be adopted
- For the Treasurer's Report: Hearing no objection, the report will be accepted
- If there is no objection, the meeting is adjourned.

CTIG Agenda – August 19, 2019

1. Serenity Prayer - Welcome - Tradition of the Month
2. Introductions: Officers/IR/Alternates/Visitors
3. July Minutes - Kimberly

Officer Reports

4. Chair Report – Wayne
5. Vice Chair - Sharon
6. Treasurer Report - Jason Bal. \$ _____
7. Recording Sec Report – Kimberly
8. Corresponding Sec Report - Michelle

Committees/Other Activities

9. BTB Workshops – Kimberly, Jason
10. Quick Step Studies – Sharon
11. Speaker Bank – Sharon
12. New Sponsor Training – Don/Wayne
13. PI/PO – Tom, Jen
14. Newsletter - Judi
15. Website - Faith
16. Hotline – Sharon
17. R6 Assembly 9/21; IGR Training
18. Questions, concerns, announcements
19. Read Concept #8 and adjourn by 8:30

Key info to give your group:

- 1.
- 2.
- 3.
- 4.
- 5.

Next Meeting Sept 16, 2019

Remember: CTIG's value is measured by its usefulness to members and meetings. Usefulness is our main product.

Strategic Goals

1. Help members strengthen their personal recovery.
2. Increase the number of sponsors.
3. Increase the number of newcomers.
4. Increase the retention of newcomers.
5. Help those in relapse.
6. Increase outreach activities, especially to health care professionals.

2019 Operating Plan Events

15 Week Step Study Jan 23

Quick Steps

New Haven	Feb
Unionville	Mar 26
New London	May 16
Oakville	June 25
Old Saybrook	Sept 9
New Britain	Oct 30

BTB Sun PM Workshops

- Basics of Recovery Apr 14
- Wisdom of the BB June 9
- Sponsoring and Being Sponsored Aug 18
- Body Image Sep 22

OA Holidays

- Unity Day Feb 24
- IDEA Day Nov 17

Other

- Sponsor Bank TBD
- Sponsor Training Oct
- Speaker Bank Sept

2019 Major Events Chronology

Jan 23	15 Week SS Begins
Feb 2	Quick Step Study Begins
Feb 24	Unity Day
Feb 24	Hartford Health Fair
Mar 26	Quick Step Study Begins
April 6	Vernon Holistic Fair
Apr 13	Region 6 Assembly
Apr 14	BTB: Basics of Recovery
May 6-12	WSBC
May 16	Quick Step Study Begins
June 9	BTB: Wisdom of the BB
June 25	Quick Step Study Begins
Aug 18	BTB: Sponsorship
Sep 21	Region 6 Assembly
Sep 9	Quick Step Study Begins
Sep 21-22	Mum Festival
Sep 22	BTB: Body Image
Oct 18-20	Region 6 Convention
Oct 30	Quick Step Study Begins
Nov 17	IDEA Day

Disciplines of the Meeting

- We strive for consensus, fairness, and an informed group conscience within the spirit of the Traditions and Concepts, loosely following Robert's rules. Majority rule is not the same as group conscience.
- We observe the Intergroup/Meeting Principles below.
- Please raise your hand to be recognized.

Twelve Traditions - Principles (p.120-121, OA 12&12)

Unity, Trust, Identity, Autonomy, Purpose, Solidarity, Responsibility, Fellowship, Structure, Neutrality, Anonymity, Spirituality.

Intergroup Meeting Principles

- OA has no power structure, only a service structure.
- IG "has no power to enforce rules on OA groups or individual members." (p.100,12&12)
- Disagreement does not equal personal rejection.
- Diversity can be our strength.
- If we all agreed on everything, we wouldn't all be necessary.
- Keep our discussions within the spirit of "I love you, but I disagree with you."
- When the group conscience is reached, let there be unity.

Mon	Avon	7:00	Robin	Thu	W. Hartford	6:00	Faith
Mon	E. Hartford	1:00	Marie	Thu	Collinsville	7:00	Donna G.
Mon	Manchester	5:00	Wendy	Thu	New Britain	7:00	Don
Mon	Middletown	6:45	Sharon				
Mon	Oakville	7:00	Tom	Fri	Southington	5:30	Jen
Tue	New Britain	7:00	Don	Sat	Bristol	11:00	Laura
Tue	Hebron*	7:15	Donna/Amy	Sat	Rockville	10:00	Lois
Tue	Enfield**	6:00	(W.Mass IG)	Sat	Torrington	9:00	Diana
				Sat	W. Hartford	9:30	Kimberly
Wed	Bristol	10:00	Kathleen	Sat	Willimantic	10:00	Ginny
Wed	E. Hartford	10:00	Marie				
Wed	Southington	5:30	Dawn	Sun	Unionville	7:00	Michelle
Wed	Windsor	7:00	Fran/Mark				
* Not registered ** Western Mass IG							

2019 CTIG Jan 21, Feb 18, Mar 18, Apr 15, May 20, Jun 17, Jul 15, Aug 19, Sep 16, Oct 21, Nov 18, Dec 16

Without plans and goals, we are adrift

SAMPLE

Westchester United IG Agenda – April 1, 2021

- **Welcome** Serenity Prayer (*Please raise your hand in the participant's window, and please assure that comments are relevant to current discussion. Thank you.*)
 - **Introductions** IR (which meeting do you rep?), officer or committee position, visitor.
NOTE: the meetings & Reps are listed on the back of the agenda.
 - **Read** Tradition of the Month
 - **Minutes** Denise / Anne A – sent by email
 - **Treasurer Report** Anne B. Balance \$ _____ sent by email
 - **Corresponding Secretary** Dawn
 - **Ad Hoc Committees**
 - Temporary Tech Committee – (Lauren/Robin/Fontaine/Adina/Pat/Sarah)
 - Phone Committee – (Mary Ann, Joanna, Ana)
 - **Active Committees**
 - Newsletter: (Diane T)
 - 16-Week Step Study (Kevin & Judy B.) & Upcoming (Chelsea & Cathy C.)
 - Newcomer Focus / 12th Step Within / Newcomer Connection Bank (Cathy C)
 - Sponsor Bank (Barbara)
 - PIPO: Facebook, TV & Mall Ads (Diane T, Mary T.)
 - Workshops (Donna L)
 - **Old Business**
 - Retreat for 2022
 - **New Business**
 - Sponsor Anonymity
 - Scholarships for Literature - Anne
- Read Concept of Service – Serenity Prayer & Close Meeting by 8:30 pm latest!!**
- **Questions—Concerns—Announcements & Key Points to give your meeting**
 - Be sure your meeting completes the Hybrid Meeting Survey by 4/30 and email to WUIGChair@gmail.com.
 - Would your meeting like to sponsor a workshop? Topics are: A Day in the Life of a Recovered Person; Surrender; Maintenance; Defining Abstinence; Finding Your Higher Power
 - New Serenity Times Issue available.

- **Concept of the month and adjourn at 8:30 PM (at the latest!)**

OUR NEXT MEETING IS May 6th (1st Thursday)

Remember →

WUIG's value is measured by its usefulness to members and meetings.
Usefulness is our main product.

Important WUIG Dates in 2021

1/16, 17	OA Birthday (3rd Saturday and Sunday)
2/28	Unity Day (last Sunday)
4/16-18	WUIG Retreat - Canceled
4/10	Region 6 Assembly (Virtual)
4/19-24	WSBC (Virtual)
8/21, 22	Sponsorship Day (3rd Saturday or Sunday)
8/27-29	WS Convention (Orlando, FL)
9/23-24	Region 6 IG Officer Training (Albany)
9/25	Region 6 Assembly (Albany)
TBD	R6 Convention (Burlington, MA)
11/20	IDEA Day (3rd Saturday or Sun.)
12/12	12 th Step Within Day

2021 Priorities

1. 16 Week Step Study
2. Workshops
3. Fellowship
4. Hybrid Meetings
5. Newcomer Focus



OA NEEDS YOU!

Can you or one of your sponsees contribute your **UNIQUE Time, Talent, & skill set**

to help WUIG spread our message of recovery? Email our Service Coordinator at WUIGService@gmail.com

Strategic Goals

1. Help members strengthen their personal recovery.
2. Increase the number of sponsors.
3. Increase the number of newcomers.
4. Increase the retention of newcomers.
5. Help those in relapse.
6. Inspire people to give more service.

PARLIAMENTARY PROCEDURE: MISCELLANEOUS THOUGHTS

Robert's Rules:

1. They are often overused when not really necessary; not necessary for small groups <15-20.
2. Their purpose is to guarantee everyone's right to be heard.

OA Group Conscience Meeting Guidelines:

The meeting *“does not require formal decision making methods such as motion, amendments and debate because, as Concept 12 (d) states, ‘all important decisions shall be reached by discussion, by vote and, whenever possible, by substantial unanimity’. The size of the group may determine the formality needed. Each group may decide how to conduct their business.”*

3. They ensure that we focus on one MAIN issue at a time. Keeps everyone on the same page without confusion.
4. May need a quorum to conduct business, depending on group's rules/bylaws.
5. Usually, the majority of those voting carries the motion. However, that is not necessarily the same as a consensus. A vote of 9 to 7 is not a consensus. Votes can divide, consensus unites. Avoid the win and lose connotation.
6. Once an item is tabled/completed, it can't come up again at the same meeting.
7. To change something already decided usually requires more than a majority.
8. In small groups (intergroups) the chair has the right to talk and make points and lead and vote. Sometimes in much larger organizations the chair can only vote to break ties. Bylaws that restrict the chair from “leading” are counter-productive to an intergroup.
9. The chair can always vote when there is a ballot vote.

Minutes

Minutes are the official record of what happened. Different styles of taking minutes - all okay. Depends on what's needed. Most common way (used by OA BOT and WSBC) is recording only actions/decisions taken, adopted or defeated motions, not everything that transpired. We can decide to record more if the IG wants, but actions and decision are the only things that are ALWAYS recorded.

Useful Parliamentary Phrases

- “If there is no objection, the report will be adopted.”
- "Hearing no objection, the report will be adopted." Use for minutes.
- "Hearing no objection, the report will be accepted." Use for treasurer's report.
- "If there is no objection, the agenda will be adopted."
- "Hearing no objection, the agenda is adopted."
- "If there is no objection, the meeting is adjourned."

TARGETED RECRUITING

- Few volunteer, but many say yes when asked.
- People don't have to come to IG to do work for IG. They want to help their friends, OA, and the still-suffering; if they see IG as doing that kind of work, recruitment is easy.
- Ask them to do specific tasks, not general service. Acceptance is directly proportional to the clarity of the task. This assumes a clearly defined plan/purpose/strategy for IG so they see where they fit in the bigger vision.
- Concrete descriptions of the tasks. Keep records. No need to always reinvent the wheel.
- On a broader appeal for the fearful: We share a common disease and a common solution but each of us is unique in the contribution we can bring to the service table. We need whatever you can bring. Explain some of the things that need to be done where they might help - from the complex to the manual work. Let them choose. This approach has worked right down to the level of stuffing envelopes.
- It's about relationships: Recruiting is at the core of developing one-on-one relationships that form a team and get things done. Recruit like-minded people who want to help OA *and* strengthen their recovery.
- The IG team is a force multiplier. A few good people in recovery at IG can recruit, organize and inspire huge numbers to do service work.

COMMITTEES

- Committees are the wheels of an intergroup (IG). They make things happen.
- **Recruiting** people to chair or co-chair the various committees is the number one task of the leader. Don't ask for volunteers. Go eyeball-to-eyeball with people you think could do the job. Co-Chairs are always easiest to recruit. Co-chairs recruit the rest of the committee.
- The second most important task of the leader is **follow-up with the committees between meetings**. Most of the real work of the intergroup is not done in the actual intergroup meeting. Meetings are where committees report to the rest of intergroup. The chair has already had those discussions with the committee when he/she sets up the agenda for the intergroup meeting.
- Your bylaws may have a list of **standing committees**. Those may or may not be useful to your new directions. Don't get trapped into having to fulfill a structure set up years ago in a different world that doesn't fit your new objectives. The intergroup runs on a series of **ad hoc committees** that are put together when a project is approved -a Quick-Step study committee, for example - and then disbands at the end of the year when the project is finished.
- In the recruiting section of this document it emphasizes the importance of very **clear job descriptions** in getting people to serve. It also mentions changing the paradigm from thinking **your resource base** is the Intergroup Reps who attend intergroup to your resource base being every member of every group. Every single person out there in recovery is a candidate for working on any committee. What has consistently worked best for many is to recruit co-chairs for most mainline committees. One of them has to attend intergroup, the other does not. Remember, when you have a non-intergroup co-chair you are extending the footprint of intergroup to whole new set of people - all the people and meetings that the co-chair is involved with. This kind of footprint extension is critical to getting members in different meetings to ALL begin to feel like they are connected to intergroup. It's part of the "There is no they; we are they."
- **Continuity**: As it does its job, each committee is either following or developing a process or procedure. There is no need to re-invent the wheel every time a new set of chairs is appointed. Meetings are set up with the old chairs, materials and processes are reviewed. One recruiting technique that has been used successfully is to have the old chair or co-chair help to recruit a new chair or co-chair. They may have intentionally or unintentionally been grooming someone on their committees to step up to the chair position. Information is passed on from one chair/co-chair to the next.

THOUGHTS ON QUALIFICATIONS

Hope is a wonder drug that treats the mind, body and spirit. The recovered dispense this drug. An intergroup full of recovery can dispense much, much more of the drug than any single recovered individual...again, the force multiplier.

Concept 9 on Leader Skills and Abilities:

- “Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.”
- "If, however, the job requires specific skills in addition to willingness, these requirements need to be clearly stated prior to the selection of trusted servants. For instance, important attributes of an effective leader include skill, ability, tolerance, responsibility, flexibility, and vision." [The Twelve Concepts of OA Service, p.11, lines 13-15]
- Officers certainly need to be abstinent and in recovery; most bylaws require that. Sadly, some IG's have weakened to the point of ignoring the requirement. When asked if there are members in recovery out there in the meetings, the answer is always, "Of course, but they're not interested in IG."
- Intergroup Renewal shows that's not true at all. The right leader at an IG, with the right kind of projects, can totally change that. There are people out there that want to help OA and will help if given the opportunity. Intergroup can be revitalized and renewed into an attractive and highly useful organization. If you build it, they will come.
- The image of an intergroup is a very intangible and tangible thing. Many of the intergroups have had negative images with the general membership. Yes, that's a strong statement, but remember what was said about feedback mechanisms from the members: “No one attending is negative feedback. No attendance at intergroup is the same as a written survey.”

What about Intergroup Reps?

All IG officers and Committee Chairs have abstinence requirements as do Region Reps and WSBC Delegates. If people come to IG not abstinent, we have no resources to draw from. Even though it's not a perfect world, if we do not set a goal of where we want to go, we will always end up somewhere else. Typically, IGs leave it up to the individual meetings to set abstinence requirements for the IG Reps; this is a mistake. If at least some of the IG Reps are not abstinent, the IG's hands are tied because they have no resources to draw from.

Here's what the OA Handbook says about Intergroup Reps (p.22):

"In areas where an intergroup has been formed, each group usually elects an intergroup/service board representative. Representatives from the various groups meet periodically at Intergroup/service gatherings.

"In addition to keeping his/her group informed about things going on at the intergroup/service board or in other groups that attend the intergroup/service board gathering, the representative is expected to fully participate in service activities undertaken by the intergroup/service board; for example, marathons or workshops that serve OA meetings in the area or OA as a whole."

"From its ranks of officers and intergroup/service board representatives, each intergroup/service board selects representatives to attend regional assemblies and delegates to attend the World Service Business Conference. These positions have abstinence and service requirements."

What can groups and members do for IG/Service Boards? (OA Handbook, p.37):

"Groups and members can:

- Ideally, send an abstinent rep from the group to IG.
- Get involved in helping the IG.
- Serve on an IG committee.
- Invite sponsees to join you at IG.
- Make time in meetings to hear an IG report.
- Put your name on the IG email list.
- Volunteer to take hotline calls.
- Put your name on the IG speakers list.
- Put your name on the IG sponsors' list.
- Attend IG meetings even if you're not an official rep.
- Make sure the group sends Seventh Tradition contributions."

"Intergroup XYZ Bylaws" on IR's:

- "Intergroup Representatives shall be selected by the group conscience of the group they represent. Each IR shall be selected by any method deemed appropriate by their group."
- "These IR's shall serve for a period designated by their group, always subject to recall by the group they represent. Each group shall be free to designate an alternate delegate."

These are not especially compatible with the vision of the Renewed IG we're discussing.

Meetings sometimes send newer members in early recovery who only want to serve a short time.

The renewed IG model needs people with strong recovery to serve for at least a year so they can be involved in organizing all the new activities.

Characteristics of a good IG Rep and their duties that more closely mirror what the Handbook says might look something like this:

- Abstinent
- Committed to the 12 Steps and 12 Traditions
- Committed to personal recovery and OA service
- Committed to OA's best interest
- Communication channel from group to IG and back to group
- Keeps group informed about IG activities
- Fully participates in service activities undertaken by the IG
- Ensures an alternate IR covers IG meetings if he/she cannot attend

SOCIAL MEDIA, ZOOM, AND HYBRID MEETINGS

HOW CAN YOUR INTERGROUP USE SOCIAL MEDIA?

1. 12th Step Within

Your IG can support the development of Non-Real-Time Meetings for outreach/communications:

- A secret Facebook group as a meeting formed by local intergroup where members are given access to page by a moderator. These meetings may also serve as a way to bring back returnees who may find it easier than coming back to a room.
- Consider the advantage of have a Secret Facebook meeting to support the newcomer's introduction; this will be tested in November
- A closed WhatsApp group where members can share in real-time or non-real-time.
- All these meetings can be registered at WSO (and can affiliate with your intergroup!) as non-real-time meetings to be official, locatable, and to qualify for announcements in other OA meetings. Examples include Step studies, daily readers, Big Book studies, special focus meetings, etc.) Alternatively, they can be registered as non-real-time hybrid link to an existing face-to-face meeting, phone, or on-line meeting.
- They provide members a place to share all the time.
- These meetings may also serve as platforms to bring social media inquiries into the program by offering meetings on social media platforms.
- Region Six 12th Step Within is working on bringing the OA Welcome Center to Intergroups—a place to meet in real time with the newcomers

2. Various social media options serve as means of communicating with members about intergroup activities (workshops, region activities like assemblies and convention) and allow the intergroup to communicate to the intergroup reps and the entire membership.

- Speakers needed, zoom host needed, etc.
- Meeting closure/delays due to weather/holiday
- Anniversary meetings
- WUIG's Remind service and MailChimp emails send out the Key Points from one IG meeting to all members and a mailing list (FOG) but other options are available

3. Public Information Campaigns

For example: Facebook, Instagram, Reddit, and TikTok.

- Region 6 provided PIPO blitz funds to Nassau OA after it successfully tested two types of social media campaigns: Facebook /Instagram messenger and leads campaign. Data was collected and reported to R6 PIPO in late 2021.
- Both Nassau and Metro West have used Facebook successfully in driving traffic to the websites and bringing in newcomers. However, a recent Oregon test of program did not work. Westchester has had one (of two) successful messaging ad and is joining with R6 in the Convention Welcome Center Ad buy. Some sample ads are in Appendix C.

- It seems that various platforms work better in different markets, so to speak. For example, library placements of the OA book was highly successful in Cape Cod but not on Long Island. Green Mountain IG used PI/PO blitz funds for local social announcements and a shopping page with success.

1. What's Needed for Facebook ads?

- Facebook page for the IG
- Photos/illustrations...there are many free websites that have clipart or photos that don't require royalty payments; you can get free social media downloads from oa.org (search [Podcasts](#) and scroll down to *Public Information* or *Short Videos for...Service Bodies to Share on Social Media*).
- A group of folks who can help answer messages as they come in from newcomers; Make sure the inquiries which come via messenger or a leads form (responder provide contact information and best time to reach) are followed up promptly
- Someone to meet the newcomers when they attend their first meeting and welcome them into the room/answer questions
- Some money for ads

2. Zoom and Hybrid Meetings

Additional resources:

<https://oa.org/app/uploads/2021/08/guidelines-for-anonymity-in-the-digital-world.pdf>

SAMPLE

A NEW MODEL IN ACTION

Perhaps we should start with a couple of actual letters written by one intergroup chair and distributed to ALL members of the intergroup's meetings.

The first was sent just a few months into this particular IG's renewal campaign. The second is three years later.

Both letters went out to all members, either through the Friends of Intergroup email list developed early in the renewal process, or through the IG newsletter.

Message from the Chair – Letter #1

Into Action!

In last month's newsletter I summarized the "information gathering" meeting we held in January to generate ideas on the question, "*Are there activities that intergroup could undertake to help members enhance their personal recovery?*" At the February and March intergroup meetings, we discussed the dozens of ideas we had and set priorities for action.

Here are the priorities: Tied for number one was Workshops (how to work the Program) and publishing a booklet of stories by local members with a year or more of abstinence, telling in 500 words, ***How I Got Abstinent, and How I Stay Abstinent***. Number three was conducting marathons as we have in the past such as Unity Day or IDEA Day. Number four was organizing Step Studies. With those priorities settled we moved to the next step: deciding priorities for workshop subjects. **And we did!**

SO HERE WE GO!

Over the next few months our intergroup will be sponsoring free of charge a series of five 3-hour workshops designed to help people understand how to work the program. They'll start with *Designing and Following a Plan of Eating*. We'll talk in detail about food and food plans and trigger foods, like you may never have heard food talked about in any OA meeting. Workshops two, three, and four will cover how to work the 12 Steps, and number five of the series will likely be on sponsorship.

The structure of these Sunday afternoon 2-5 pm workshops will be different than a typical OA event. There will plenty of opportunity to ask questions and hear others' ideas on your questions. After hearing several speakers share their experience on the topic of the workshop, we'll divide into smaller discussion groups. Here there will opportunity to talk more in-depth about the subject, ask questions, and hear from others who may have experience related to a particular question or problem you have. In the *Plan of Eating* workshop, we'll hear from people with sustained abstinence and recovery, but all with different food plans which they'll go over in detail.

Concurrent with action on the workshops a flyer has been released soliciting stories for the booklet, ***How I Got Abstinent and How I Stay Abstinent***. If you have a year or more of abstinence, get busy; stories are due June 1! Details are in the flyer which can be found on our website www.oahelps.org. These little stories can be both inspiring and informative to those still struggling. You may choose to share your name or remain anonymous.

One final appeal: There are several meetings not represented at Intergroup. If yours is one, you're missing an opportunity to be involved, to voice your opinion, and help your meeting. We hope every meeting will have a Intergroup Rep and an alternate. Remember, there is no "they" in OA. "We" are "they." Our groups, intergroup, OA in general is whatever each of us puts into it.

Signed: Intergroup Chair

Letter #2

WHAT DOES INTERGROUP DO WITH MY MONEY? THE ACTUAL YEAR-END REPORT TO ALL MEMBERS

1. We buy **Liability Insurance** for all meetings. It's required for many of your meetings and certainly for all special events.
2. We have a **Sponsor Bank**. The number is on the meeting list. 30 or so names in there, some of which of course are temporary sponsors.
3. We have been doing **Sponsor Training** most of the year. It takes place in 3 locations once a month. We now also do it for meetings on request. Look for updates on that next year.
4. We conducted five **Working and Living the Steps Workshops** in 2014. All these workshops are aimed at the same thing: helping members strengthen their personal recovery. Several hundred people have attended.
5. We also did five of the above workshops last year. Same objectives. Same outstanding results.
6. We produced a **Booklet** of 32 local member stories this year entitled: *How OA Changed My Life*. We handed out 250 free copies.
7. Last year it was 25 local member stories entitled, *It Works If You Work It*. It was handed out free.
8. We maintain an **OA Hotline** – 1,000 calls through September, way ahead of last year.
9. We maintain a **Website**. Website hits this year are way ahead of last year. The exciting things this year which we're called **new media** was the *Newcomers Orientation Video* and the *Member Testimonials*.
 - The **Newcomers Orientation Video** is getting worldwide use. We know that several countries have translated it into their language. During the eight years that it has been on this IG's webpage and on YouTube, it has been **seen 21,000 times!**
 - Their **Breaking Out of Relapse** video (which was adopted and revised by WSO and placed on OA.org) was seen over 9,100 times before it was taken down from their site and replaced by [the version at OA.org](#).
 - *Testimonials*. Fifteen 5-minute member videos are posted there. Since these videos were first posted on YouTube, they **have been viewed almost 27,000 times!**
10. **Public Information**: Several thousand placemats in diners; billboard for approximately four months in the mall by the Whole Foods store; County Center display at a large health fair where ~2,000 saw our OA display; Tarrytown Street Fair; Bulletin Board posters.
11. **Professional Outreach**: Mailings to approximately 100 health care professionals. These were names that our members submitted as good candidates to receive information. We've started placing literature displays in health care professionals' waiting rooms. It contains the 15 question card, our IG business card with our phone and website address.

12. **Bookmarks**: We made and passed out to all members bookmarks that mirrored the OA 2013-16 Strategic Plan: **Get Abstinent, Work All the Steps, Carry the Message.**
13. **Business Cards**: We print and give to members business card for use in 12th step work. The card says: Is Food A Problem for You? It gives our hotline and web address and has a space for the “giver” to put in his or her name and number.
14. **IDEA Day** event November 15. This is aimed at people in relapse or struggling. CALL people you have not seen for a while and invite them, or better yet, TAKE them.
15. **Unity Day** event February 22.
16. **Meeting lists**: Printed monthly and distributed through IG reps.
17. We publish a **Newsletter**. We’re about to go electronic so make sure you are signed up on our website to receive all our emails.
18. **Quick Step Study** will be starting in January. Through the steps in four weeks. You’ll get more information shortly. [Note: Now, a year later we have conducted six Quick Step Studies.]
19. And lastly, we’re about to go out to you with a **Member Survey** to find out exactly what you think and want for next year before we set our goals in January. Another reason to make sure you’re on our mailing list. The survey will be online.

This is what we’re doing with your money. Continue to give what you can, or even a little extra if you want. Intergroup can accept personal contributions, by the way, anonymous of course.

CONNECTICUT INTERGROUP 2019 ACTIVITY REPORT

2019 Activities*

Six Quick-Step Studies (avg 6 each) Free

- One 15-week Step Study (20 attendees) Free
- Four Back-To-Basics Workshops (50-60 attendees each) Free
 - Basics of Recovery
 - Wisdom of the Big Book
 - Sponsoring and Being Sponsored
 - Body Image

- Unity Day Event (~50 attendees) Free
- IDEA Day Event (~60 attendees) Free
- Launched Speaker Bank
- Launched Sponsor Training
- Booth at Hartford Health Fair
- Booth at Vernon Holistic Fair
- Booth at Bristol Mum Festival

- Public Information letters to approximately 50 community organizations
- Posters for bulletin board in libraries, churches, markets were distributed to IG reps (*Put an End to Yo-Yo Dieting; Stop Hurting Yourself with Food*).
- Healthcare Professional packets distributed to IG reps
- Meeting lists updated continually
- Web site upgraded
- Bi-monthly newsletter published
- Friends of Intergroup Mailing List
 - # Members: 156
 - # Distributions in 2019: 8
- Sent reps to Spring and Fall Region 6 Assembly
- Sent delegates to World Service Business Conference
- Volunteers and speakers at Region 6 Convention
- Liability insurance that covers all meetings and special events
- Scholarship donation to Western Mass Intergroup OA Retreat
- Training at IG Meetings: Pamphlets *Where do I Start* and *A Commitment to Abstinence*; *Suggested Meeting Formats* (including suggested contributions); *A Step Ahead*; *OA quarterly bulletin*; *Social Media Guidelines*; approved literature; nurturing newcomers.

Strategic Goals

1. Help members strengthen their personal recovery.
2. Increase the number of sponsors.
3. Increase the number of newcomers.
4. Increase the retention of newcomers.
5. Help those in relapse.
6. Increase outreach activities, especially to health care professionals.

***The 2019 Activities listed on this page were aimed at fulfilling the above Strategic Goals. This Strategic Plan will continue for another two years.**

Thanks to all our OA members and meetings for your seventh tradition contributions and your support at all our events!

SAMPLE

Brazil



Total number of delegates
248



Total number of countries represented
20

United Kingdom (England, Scotland)

Poland

Canada

WSBC 2021

France

What we did:

Iceland

South Africa

Revised "Tools of Recovery"
 New Pamphlet: "A New Plan of Eating: A Physical, Emotional, & Spiritual Journey"
 Revised The Voices of Recovery
 Tweaked Definition of Abstinence
 OA Holidays Celebrated on "Full" W/E
 Revised Unity with Diversity Statement
 Changed Young People's to Young Person's
 Defined hybrid meeting incl listing and voting
 Added virtual as a method to hold WSB meetings in case of Emergency
 Clarify Compositions of Regions.
 Included "hybrid" in composition of group
 Clarified representation for service boards
 Redefined Service Structure above the group level

Australia

Mexico

Iran

Germany

Spain

Israel

In Addition, We:

Bogota

United States

Got committee reports
 Reviewed reports
 Elected Trustees
 And Formed New Committees to work on till Next year!!

Russia

Greece

Latvia

Italy

New Zealand

2019 OA World Service Business Conference

SAMPLE

May 6-11, 2019
Albuquerque, NM

CTIG DELEGATES

- Don C.
- Kimberly C.

The most recent Face-to-Face WSBC

Quick Facts

- > 188 total eligible voters
- > 18 countries represented: Austria, Australia, Brazil, Canada, England, Germany, Greece, Israel, Italy, Mexico, New Zealand, Portugal, Scotland, Spain, Sweden, Thailand, Virgin Island, United States
- > Seventh Tradition collected: \$6252.00

Key Reports

CHAIR

2018 brought very good financial results thanks to strong sales of the new OA Twelve and Twelve, the Annual Appeal, and Seventh Tradition donations that were higher than usual (14% more than in 2017). This allowed us to fund four special projects:

- Improving the navigation and search function of OA.org
 - Additional funding for international publications & translations
 - Additional funding for the Public Awareness/Professional Trade shows committee
 - Hiring professional to help meet legal requirements of European Data Protection Regulation
- Last year's income was an anomaly; we need to all keep contributing what we can.

TREASURER

Thanks to books sales and increased 7th tradition, we ended 2018 with a positive cash flow of \$350,000. She pointed out that we had negative cash flow in 2016 and 2017. \$100,000 of this year's surplus was allocated to the special projects above, and the remaining will be used to help carry the message either inside or outside the rooms.

MANAGING DIRECTOR

The number of OA meetings worldwide continues to decrease; we had 6,209 meetings (including virtual meetings) in 2018 compared to 6,468 in 2014. Lifeline subscriptions are also in decline, with approx. 4,500 subscriptions at the end of 2018 vs 6,000 in 2017 and 10,000 in 2004. Our Facebook page has 9,000 followers; we started an Instagram page in February.

LIFELINE AD HOC COMMITTEE

Due to declining subscription levels and costs, Lifeline will cease to be published - in print and/or digitally - in December 2020. The last subscription will be sold in December 2019.

WSBC PLANNING COMMITTEE

Next year's business conference will be shorter; business session to start on Wed; committee and other meetings moved to evenings. Currently evaluating ability to hold workshops and the Forum.

BOARD OF TRUSTEE COMPOSITION AD HOC COMMITTEE

This committee was created in 2017 to develop a plan to “right-size the BOT for better functioning and fiscal soundness.” The recommendation is to decrease the Board from 17 trustees (11 Region and 6 General Service) to 12, with a four-year transition plan. The motion will come to the delegates in 2020 and we would be at 12 trustees by WSBC 2024. We have a presentation of this we can present to CTIG members at a subsequent IG meeting.

OA FRONT DOOR (WEBSITE) AD HOC COMMITTEE

We replaced oa.org’s archaic search engine with Google Search, and results are much improved; the committee is reviewing 24 proposals for updating the website.

CONVENTION 2020 COMMITTEE

The next World Service Convention will be August 20-22, 2020 in Orlando FL.

PI/PO COMMITTEE

Ideas of note: Use retractable banners to attract attention to booths at health fairs, buy ads on placemats and Facebook, hold PI presentations in libraries, put up posters in gyms, libraries, coffee shops, churches, reach out to medical professional organizations/college health centers/community health centers about making presentations to medical professions or the public. Emphasize to health care profl’s that we are not in competition. We support each other. Seek counselors and nurse orgs.

YOUNG PERSONS COMMITTEE

A special-focus young person’s phone meeting has been available since last October, Thursdays at 6:00 pm Alaska time (10 pm ET): 605-472-5395, ID# 378978. There is also a Young Persons Facebook page: facebook.com/OAinfo. They would like OA members who are 18 - 30 years old OR who came to OA between 18 & 30 years old who would like to give service as a podcast speaker to complete a questionnaire @ www.surveymonkey.com/r/YPC19

Committees

We Attended

CONFERENCE-APPROVED LITERATURE COMMITTEE - Don

Four literature projects are underway, all of them slated to come before WSBC 2020. 1) First Twelve Days of OA pamphlet; 2) Combining two current pamphlets: *Questions & Answers, A Program of Recovery*, and *Compulsive Eating: Inside View*; 3) Combining three current pamphlets: *A Commitment to Abstinence, Before You Take That First Bite, and Maintaining a Healthy Body Weight*. 4) Completion of the revised pamphlet *To the Teen/Young Person*. New stories are needed. Since the *Dignity of Choice-Developing a Plan of Eating* pamphlet was not approved by the 2019 WSBC, it will be sent back to the Literature Committee for more work. It’s expected to come back to WSBC in 2020.

TWELFTH STEP WITHIN COMMITTEE - Kimberly

2018 completed: five articles sent to Lifeline; in process: a new one-day workshop to go through all 12 steps has been submitted for review/approval. 2019 goals: Inventory and communicate existing TSW resources, help strengthen TSW committees at the intergroup level, create a “kit” of ideas on workshops for OA holidays, recommend a ‘red button’ on OA.org home page to help members find TSW info.

REFERENCE SUB-COMMITTEE – Kimberly

Reference subcommittee considers motions when there are 3 or more amendments. I attended to speak for an amendment to New Business Proposal C (to change the proposed definition of recovery). The discussion of the committee led to a different version of the amendment than the three proposed amendments and of the original proposal and was returned to the body for a vote the next day.

Workshops

Carrying the Message - See a Health Fair/Professional Trade Show Booth in Action

Interactive workshop sharing tips about health and professional trade shows, with a “mock” health fair. Of note: good question for health care providers: “Do you have patients who can’t eat healthy no matter how many times you tell them what to do?”; OA’ers at booth should be at healthy body weight and abstinent; create QR code so people can scan, speak to people as they walk by, i.e., be more proactive if people don't up to the booth; have items to hand out (pens or bottles of water w/OA contact info).

How attractive are we to newcomers?

Of note: give newcomers your phone number and ask them to call (don't just give them a list of phone numbers); call newcomers: “it was so good to see you at the meeting and meet you. Do you have any questions?” Offer to meet them at another meeting. Outside of the rooms: get permission to put OA 12/12's in doctor's waiting rooms, recovery homes (include sticker with IG website and phone #, plus a meeting list); PSA's on local radio stations; could encourage newcomer shares in last 5 min of meetings.

Keeping Members Engaged

Of note: start a speaker meeting, even once a month - one IG did Friday nights at 7:00; hold phone meetings during periods of inclement weather and holidays; share about your physical recovery with others, carry pictures with you (on phone!) - remember that people relate to the visual; show them the miracle. Find “simple service” for people to do (things that don't feel like big commitments). Hold meetings-after-the-meeting or outside of meetings (social, coffee, etc.).

Social Media – KISS (Keep It Super Simple)

Different types of meetings include: telephone, online, non-real time, loops, social media, hybrid as well as traditional face-to-face meetings. Anonymity on social media: your email address might include your name - some people create a distinct email address for recovery shares and some use a nick name on-line or in phone meetings.

Attracting and Retaining Young Persons

Recovery is attractive regardless of age; speak in terms understandable to the target audience; focus on solution in first contact; fun and fellowship attracts the young; look carefully at their welcome experience – put yourself in their shoes; members in recovery who came to program young can relate their experience. Colorado has 5 meetings in high-end grocery store (like Whole Foods) – not churches; target college/university counselors; don't judge by looks; phone meetings aimed at young; leader format for young persons on oa.org. DO NOT SAY YOU'RE SO LUCKY YOU'RE HERE WHILE YOU'RE YOUNG. Treat them as equals, do not mother. OA podcasts being made.

Men's Service Team Special Focus meeting

Goals include: increase the percentage of men in OA; Provide additional resources to enhance the recovery of men in OA, inform those outside of OA that OA exists and that men are welcome, increase the number of men sponsors and maintain a Men's Sponsorship List.

Forum

Each One, Reach One

What if every OA member took action to carry the message of recovery to at least one person every day? Some ideas: be less guarded about my anonymity; tell someone why I eat this way, mention my weight recovery or work weight loss into a conversation, and mention OA when people ask how I lost weight (or keep it off); host a booth in different kinds of expos/trade shows such as a women's expo about fashion; talk to new people/people you don't recognize at every meeting (not just their first mtg).

Literature

Body Image, Relationships and Sexuality: Personal Journeys of Recovery in OA - Adopted
Welcome Back: Suggestions for Members in Relapse and For Those Who Care - Adopted
Dignity of Choice: Establishing a Plan of Eating – Defeated
The proposed Dignity of Choice pamphlet is a combination of the current Dignity of Choice and Plan of Eating brochures. Two primary concerns were about making sure that the sample food plans had been reviewed by a medical/nutritional professional to be sure they are still considered appropriate and to more clearly state that individual needs vary so members should consult a medical/nutritional professional. The pamphlet will go back to the Conference Literature Committee for revision and will likely be presented at the 2020 WSBC.

New Business

24 motions considered; 15 adopted, 6 defeated, 3 withdrawn/postponed

Of note: New Business Proposal C was approved after amendment, adding a definition of recovery to the existing definition of abstinence:

- Abstinence: the act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.
- **Recovery: Removal of the need to engage in compulsive eating behaviors. Spiritual, emotional, and physical recovery is achieved through working and living the Overeaters Anonymous Twelve Step program.**

Elections

Elections were held for seven open trustee positions; Beth B. from MA was elected as Region 6 Trustee.

Personal Note

It was an honor to represent CTIG at this year's business conference, and we appreciate the trust you placed in us by electing us as your delegates. If any meeting you attend would like us to come give a report, please let us know!



World Service Business Conference Growing Our Membership Worldwide

As reported by Kara M. (Ocean & Bay Intergroup | Region 6)

May 15, 2019

The World Service Business conference (WSBC), attended by delegates from around the world, meets annually each May to conduct the business of OA. Below are the 2019 statistics:

OA is in more than
80
countries and
18
were represented at
WSBC



OA is made up of
11
Regions including
a Virtual Region



17
Trustees
(Ten Regional Trustees, one Virtual Region
Trustee and six General Service Trustees
who serve as the executive committee)

188
registered
delegates
attended this
year's WSBC

There were
more than
50
green dots
this year!

RESULTS OF ELECTION OF TRUSTEES

REGION 2: Hanna S. REGION 8: Andi S.
REGION 5: Barbara K. REGION 9: Vasiliki T.
REGION 6: Beth B. REGION 10: Leticia M.
GENERAL SERVICE TRUSTEES: Tina C. (3 yr. term)

RESULTS OF ELECTION OF EXECUTIVE BOARD

CHAIR: Bonnie L.
FIRST VICE-CHAIR: Karen B.
SECOND VICE CHAIR: Ron C.
TREASURER: Cyndy L.



7TH TRADITION

\$6,252

Collected at WSBC

**OUR CONTRIBUTIONS MAKE
SURE THERE IS A PLACE FOR
COMPULSIVE EATERS TO MEET
AND SHARE THEIR RECOVERY**

(A "green dot" is the term used for first-time delegates to the WSBC. They are asked to wear a green dot on their badges to identify themselves to more seasoned delegates who may be of assistance to them. Each "green dot" is also assigned a mentor by their respective region chairs.)

"Lifeline" Magazine will cease publication in December 2020. No new subscriptions will be taken after December 2019.



FORUM

*Each One, Reach One,
Every Day*

**CARRYING THE
MESSAGE OF HOPE**

What if every OA member took action to carry the message of recovery to at least one person every day?

This year's forum, presented on Wednesday, May 8 by the Region Chairs Committee, was designed to get useful suggestions to *Grow OA Membership Worldwide* and encourage all members, groups and service bodies to join in the "Each One, Reach One, Every Day" movement. We worked together in small discussion groups to answer questions and share ideas that can be implemented throughout our fellowship. Delegates considered, discussed and reflected on how to carry his/her message to newcomers and returnees. Doing this daily will increase OA membership and this Forum can be implemented at the local level.

WORKSHOPS

Workshops were offered throughout the week

- Carrying the Message: See a Health Fair / Professional Trade Show Booth in Action
- How Attractive Are We to New Members?
- Keeping Members Engaged
- Social Media—KISS (Keep It Super Simple)
- All About Conference (including Parliamentary procedures)
- What's Up? Attracting Young Persons
- Multiplying Recovery—Virtual and F2F



RESTRUCTURING OF THE OA BOARD OF TRUSTEES TO BE VOTED UPON IN 2020

In order to improve effective decision making and maintain the fiscal soundness of OA, the Board of Trustees will undergo a change over the next few years. Future Board composition will be made up of 12 Trustees, who will serve the entire fellowship. This is a necessary change and current positions will be phased out as terms end.

PROPOSED NEW BUSINESS MOTIONS & BYLAW AMENDMENTS

A	Create a policy statement about ease of translation	DEFEATED ❌
B	Amend the policy on how literature is discontinued, removed, or changed in format	ADOPTED ✅
C	Amend OA's Statement on Abstinence and Recovery to include a recovery definition	ADOPTED ✅
D	Create a policy statement on hybrid meetings and how they may be registered with the WSO	ADOPTED ✅
E	Disband the Web/Technology Committee	ADOPTED ✅
F	Utilize OA's nonprofit status to qualify for ad-free Google Custom Search functionality	ADOPTED ✅
H	Combine all event policies into a single policy	ADOPTED ✅
I	Direct the BOT to host all BOT and BOT committee meetings virtually, except for those meetings at WSBC	DEFEATED ❌
J	Disband the Virtual Services Conference Committee	ADOPTED ✅
K	Amend OA's Statement on Public Media to include virtual meetings and how they may be registered with the WSO	ADOPTED ✅
M	Create a statement on anonymity in an OA meeting	WITHDRAWN
O	Amend the policy on closing prayers to include the Step Twelve Affirmation	DEFEATED ❌
P	Direct the BOT to consider alternative ways to make the newcomer packet information available online	POSTPONED INDEFINITELY
1	Amend regions' composition to require language service boards to affiliate with a region	REFERRED TO COMMITTEE
2	Amend intergroups' composition to remove the allowance that land-based groups can affiliate with a virtual intergroup and vice versa	WITHDRAWN
3	Amend BOT qualifications to require a trustee applicant with only one year of WSBC service to serve their second year as a delegate to the WSBC for which they are standing for election	DEFEATED ❌
4	Amend regions' composition to allow virtual intergroups to participate in other region's activities with permission from that region	DEFEATED ❌
5	Amend intergroups' registration to remove reference to mailing notices since all communication is sent electronically	ADOPTED ✅
6	Amend regions' registration to remove reference to mailing notices since all communication is sent electronically	ADOPTED ✅
7	Amend service boards' registration to remove reference to mailing notices since all communication is sent electronically	ADOPTED ✅
8	Amend the Region Chairs Committee statement of purpose	ADOPTED ✅
9	Amend BOT nomination of trustees to remove the virtual services trustee position as this position is now within the region trustee structure	ADOPTED ✅
10	Amend meetings of delegates to allow trustee nominees to address the WSBC	ADOPTED ✅
11	Amend meetings of delegates to remove information that does not make sense (refer to motion rationale)	WITHDRAWN
12	Amend Conference committees to allow the BOT to disband committees that are not functioning after one year of service	ADOPTED ✅
13	Amend Concepts 2, 6, 7, 8, and 11 to include all levels of service	DEFEATED ❌

New Literature

COMING SOON!



Every piece of literature goes through an extensive vetting process and includes a tremendous amount of review and revision. In serving on the Conference-Approved Literature Committee (CLC), I have a deeper appreciation for the OA literature, and I am so grateful to the dedicated OA members who created the materials and devoted countless hours to ensure the message is carried.

There were three proposed literature motions, and two of them passed. The Conference Seal of Approval was granted to a new piece of literature entitled "Body Image, Relationships and Sexuality: Personal Journeys to Recovery in Overeaters Anonymous" and a revised piece of literature, "Welcome Back: Suggestions for Members in Relapse and for Those Who Care." The revised "Dignity of Choice" brochure did not receive a two-thirds vote from the delegates, which is required for all literature proposals.

Mon, May 6, 2019

I feel so blessed to be back in Albuquerque again for WSBC. Today I went to the Botanic Gardens at the ABQ BioPark, and it was magnificent. The sky was a gorgeous shade of blue and the temperature was in the 80s. I sat under a rose covered arbor which provided shade along the path. I especially enjoyed the Children's Fantasy Garden, flowers, and sculptures that adorn the park. The whole experience was very restorative for me.

TOP 3 BENEFITS OF RECOVERY WHEN TRAVELING

1. I fit comfortably in the airplane seat and securing the belt is not an issue.
2. Tomato juice on the plane can be incorporated into my food plan.
3. The outfits I packed are ones I have worn for several years, and I do not have to wear "fat clothes."

Thurs, May 9, 2019

At everyone's seat in the Business Meeting this morning, there was a nickel with the tail side facing us. We were asked to flip over the coin and read what was written on the other side. It says "In God we Trust." The significance is that Program teaches us to "turn it over" and "trust God."

The Region 6 delegates also had a little plastic frog at our seats, reminding us that FROG is the acronym for Fully Rely On God.

Region 6 of Overeaters Anonymous supports communities in New York, Connecticut, Massachusetts, Rhode Island, New Hampshire, Maine, Vermont, Central and Eastern Ontario, Quebec, Newfoundland and Labrador, New Brunswick, Nova Scotia, Prince Edward Island, and Bermuda.

This year we had nearly 30 delegates including trustees and volunteers in attendance at WSBC.

#ProudtoBeRegion6



Days here are filled with OA Meetings, workshops, fellowship and, of course, business meetings. The OA recovery meetings take place morning, noon and night, and the amount of recovery in the room is incredible! The different languages spoken here thrill me. The distinctive sounds of an Scottish brogue, a Southern drawl, a Mid-western twang, or the vocal lilt in an Aussie accent are pure music to my ears. What a gift to have met so many people from all over the world. I've heard the Serenity Prayer in Italian, Swedish, Spanish, Hebrew, and (of course) English.

Fri, May 10, 2019

Yesterday we voted on three pieces of literature and I prayed for acceptance of the outcome.

"Body Image, Relationships and Sexuality" and "Welcome Back" both passed.

However, "Dignity of Choice: Establishing a Plan of Eating," the piece of literature I have been working on for two years, was defeated. I was disappointed but not discouraged.

I look forward to reading the delegates' suggestions, continuing to work on the document, and bringing it back to be voted upon next year.

I went to church with three OA friends before the banquet. In a few short hours, I got my spiritual, emotional, and physical needs met by attending Mass, eating an abstinent dinner, conversing with friends in fellowship, and a bit of dancing.

Once again, I am leaving WSBC viewing my world in a different light, and I can't wait to come back next year!

"As Always"
Kara



"RECOVERY: Removal of the need to engage in compulsive eating behaviors."

EXCERPT OF THE NEW DEFINITION ON RECOVERY WHICH WAS ADOPTED AT WSBC 2019

HIGH-VALUE COMMUNICATIONS IS EVERYTHING

Communication is everything in revitalizing an intergroup. Written communication and as much face-to-face time as possible is at the core of a good leader's strategy. As a new chair, visit as many meetings as possible to let people get to know you and your recovery and make a decision about whether to trust you or not, i.e., establish credibility, raise awareness of intergroup and open a communication channel to intergroup. This task can be divided between the chair and the vice-chair or other officers, assuming solid physical, emotional and spiritual recovery.

Objective 1: Create as many channels as possible for ongoing dialogue with members. Part of bringing everyone together is a direct communication link to as many as possible.

Objective 2: High-value communications through all channels related to helping members strengthen their personal recovery.

Objective 3: Make everyone feel they are members of IG. It's theirs. They put in and take out. A few members of IG can organize, mobilize and help large numbers.

- A group is a set of people with common cause/goals. IG's in the new model try to develop a new mega group of people – all members of all groups – who actually feel themselves part of something bigger. Regions and World Service feel or are invisible. Only IG's can do this.
- Leader visiting as many meetings as possible establishes credibility, raises awareness of intergroup and opens a communication channel to intergroup.

Channels

We make sure we have as many channels as possible for ongoing dialogue with members. Part of the nuts and bolts of bringing everyone together is a direct communication link to as many as possible. A *group* is a set of people with common cause/goals. What we're trying to do is develop a new *mega group* of people –all members of all meetings –who actually feel themselves part of something bigger. Region and World Service are invisible; at this point, only IGs can do this and IGs can help carry the messages from Region and World Service to the members.

1. **Email list** (Friends of Intergroup): Set up an email list of ALL members of all groups who are willing join and call it Friends of Intergroup. It is a direct channel for information to the membership. Once high value information begins to flow through IG channels, more members begin to sign up. Having members of the IG Board (Chair, Vice-Chair, etc) visit the local meetings personally at the early in the renewal process usually starts the sign-up moving (these visits also provide the opportunity to hand out the Call for Service or volunteer forms—see Appendix A). Once high-value information begins to flow on the list, the reluctant ones usually sign up. They decide it's in their best interest to be on the list. The Friends of Intergroup list is a tool to mobilize, keep informed, thank, and pass-on OA information of all sorts (ie., meeting closures, new meetings, marathons, etc.) not just local IG information.

The broad objective is to show that EVERYONE is a member of intergroup. Intergroup is theirs; they put in and take out. They are all part of the resource-base. What intergroup does is plan, organize and energize. A few IG members become a force-multiplier force (to use the military term). To quote Bill W. in *As Bill Sees It*, p.13, "AA is more than a set of principles; it is a society of alcoholics IN ACTION."

2. **Newsletter**: This is also a direct channel of communication to the membership. It can provide a route for high-value information that educates and informs; it's not limited to a collection of member stories. Newsletters are also a crucial instrument of the renewed IG's new education and training mission. The object is to fill them with **high-value material**, not just member letters. Some examples of value-add articles are given under the Local Literature in section (5).

For example, the chair can write a monthly column that explains the intergroup's goals and strategies and helps members to see how they can fit into the process. It is IG's "mouthpiece", our communications vehicle with individuals and meetings, in addition to their IG rep. Wouldn't it be great if we could get people to eagerly await its publication because it has information to help their personal recovery and information on the exciting things going on with the renewal effort?

Remember our goal is to help people strengthen their personal recovery. Newsletter content should be aligned with this goal. Create content aimed at providing useful information for personal recovery, with a particular focus on educating/informing on the Program fundamentals (12 steps, 12 traditions, 9 tools); perhaps 60% recovery-focused and 40% general information, e.g., letters, announcements, events.

Monthly columns are used to explain goals and strategies—not just of IG but also those of World Service. Newsletters become important documents by allowing a monthly dialog with the membership about what's going on, what IG is trying to do, how we're doing, what they can do to help, and year-end reports. There can be the chair's column, every month and sometimes a special edition of the newsletter is used to invite everyone to a kickoff meeting, for example, or to summarize the results of a member survey, or the strategic plan.

3. **Intergroup Reps**: Friends of Intergroup mailings and newsletters are direct channels. A more indirect channel—but if managed well, it can be *close* to a direct channel—are the Intergroup Reps (IRs) who attend the IG meeting. Continuous, honest communication is critical to enlisting membership help: full disclosure, full information, why we're doing what we're doing, where we want to spend "their" money. We teach IR's how to communicate quickly to their group by *giving them the script* at the end of each IG meeting on what to report. We agree before closing on the top five things to report back to their meetings. Key communication items are defined at each IG Meeting before ending the meeting and can be followed up with a text or email that is sent out to each IR shortly after the meeting so they can report quickly and concisely to their groups.

With good communications we gradually begin shifting each member's paradigm from "they" to "we or us." Ultimately a major portion of members/groups begin to look at themselves as part of something bigger than their own meeting that they need to support. Done properly, people begin to take ownership and step up to do the work. As the intergroup renewal process begins to take hold, IGs do not encounter difficulty finding people to do most service positions. Where there are special skills involved, such as treasurer or newsletter editor, it simply takes a little longer.

4. **Website**: Meeting list, what is OA, 15 questions, 12 Steps; what is Intergroup, newcomer orientation video; training video's; audio podcasts of workshops and other events; coming events; IG meeting info; newsletter; join our email list; member stories or video testimonials; meeting toolkit such as why join IG, how to start a meeting, forms for meetings, meeting formats, how to open a checking account, glossary of terms; high-value links.

Another major communication channel is the website. In today's world it is crucial. It is, of course, aimed at both internal and external audiences. For example, it's where members who weren't able to attend a training workshop on working steps 10, 11, 12 can go to listen to the podcast and they can find podcasts there of all past workshops, as well.

One intergroup created a [Newcomer Orientation Video](#) to which all newcomers are sent. They also created five-minute podcasts of 15 members sharing on their recovery (faces not visible, of course, to maintain anonymity) which are posted to their YouTube channel. This same IG created a Breaking-Out-of-Relapse video which was later picked up by WSO, "professionalized", and is now found on oa.org. Recently that same IG created a Facebook page and periodically boosts posts to attract newcomers (one boost got 7 newcomers reaching out directly for more information).

5. **Locally produced literature**: Another communication vehicle which can be highly useful and a community- builder is a booklet produced every year of writings by local members on a particular subject. For example, one year it was *How I Got Abstinent and Stay Abstinent* written by members with at least one year of abstinence. Another year it was *How OA Changed My Life*. The huge outreach campaign in soliciting stories and the resulting booklet both dramatically increase IG exposure. The entire project is seen as high-value work by the membership and the booklet itself is inspiring. Not only is this a very useful instrument in raising awareness of IG but it shows that long-term abstinence is possible and creates hope. The booklets this intergroup produced had twenty-five to thirty 500-word essays in each of them.

Another useful project that is easily updated annually to create a sense of community and ownership and to help educate members about intergroup is the pamphlet "*What is Intergroup?*" In addition to describing the work of IG, what Intergroup Reps do, and their suggested qualifications, it lists officer and committee contacts. When updated after elections and various activities are completed, it can be distributed to all groups (see Appendix B).

Following are **examples of IG high-value topics, products, or material** that can be used as standalones, in newsletters, or at events listed in alphabetical order. These have all been used in one form or another at known intergroups. With good communications we gradually begin shifting an OA member's paradigm from "they" to "we or us." Ultimately, members begin looking at themselves as part of something bigger than themselves.

1. Anonymity: what it is, what it is not. Are you hiding out?
2. A Step Ahead newsletter
3. Big Book introduction: a sample of "the answers" – quotes
4. Breaking out of relapse
5. Bulletin boards: spreading the word
6. Doing service
7. Event/workshop summaries

8. Excerpts from group handbook
9. Fostering Unity
10. Fourth step options
11. Getting honest with your food: The A-B-C exercise
12. Group inventory - how to
13. Health care professional campaign
14. How OA changed my life
15. How OA is organized and not organized
16. How to make people aware of your meeting
17. How worldwide group conscience is determined
18. IG Chair monthly column
19. IG committee articles
20. IG inventory results
21. IG Reps: Do they need to be abstinent
22. IG Reps: Orientation package
23. IG Reps: What makes a good IR
24. IG strategic plan, operating plan, priorities
25. *It Works, If You Work It* - booklet of local member stories
26. Liability insurance
27. Lifeline meeting format
28. Living the Steps
29. Meeting formats
30. Meetings: Conducting group business meetings
31. Meetings: How to start a meeting
32. Meetings: OA strong meeting checklist
33. Meetings: Quality meeting checklists (workshop summaries)
34. Meetings: Things that help make an OA group strong
35. Member feedback on training workshops
36. Member survey results
37. Membership retention
38. Missing faces campaign
39. Newcomer retention
40. Newcomers: Fact Sheet (who we are; what is a COE; there is a solution; 12 Steps; Tools; 12 Traditions; how to start)
41. Newcomers: Vocabulary
42. Newcomers: Where have all the newcomers gone
43. Newcomers: Care and nurturing, a checklist
44. Newcomers: Getting well - where to start
45. Newcomers: What does a newcomer need to hear, and see
46. OA approved literature list
47. OA glossary
48. OA guidelines generally
49. OA Handbook - dozens of potential articles
50. OA in the news
51. OA policies on food plans, literature, diversity, prayer
52. OA press releases

- 98. What do you say to the caller who says, "I want to eat!!!"
- 99. What does a newcomer need to hear and see?
- 100. What does Region xx do?
- 101. What does xx IG do?
- 102. What if intergroup didn't exist
- 103. What is a compulsive overeater?
- 104. What is a designated downloader?
- 105. What is a steering committee?
- 106. What is HOW?
- 107. What Step are you working on?
- 108. Where do your contributions go?
- 109. Why I am a sponsor; Why I have a sponsor
- 110. Working the steps
- 111. Workshop summaries ▶▶▶▶▶▶▶▶▶▶
- 112. WSBC summary
- 113. Year-end summaries of IG activities

Workshops:
Educate, motivate, inform. and energize

SOURCES OF INFORMATION, IDEAS, AND GUIDANCE

NOTE: Many items referenced on pages 89-113 include direct links to source them on oa.org in the original email version of this manual (not all are underlined)

There is a mountain of information available in printed form or online to educate us about every aspect of OA, as well as stimulate ideas for use by your intergroup. There are bylaws and policies (worldwide group conscience), handbooks, guidelines, manuals, pamphlets, intergroup and regional websites as well as oa.org. In fact, the very first thing to do as an IG leader is to study all these sources of information, ideas and guidance.

Primary Sources

- OA.ORG
- OA and Intergroup Bylaws
- OA Policies (Continuing Effect Motions)
- Intergroup Policy and Procedure Manuals
- OA Handbook for Members, Groups, and Service Bodies
- OA Public Information Manual
- OA Professional Outreach Manual
- OA Literature in general
- OA Strategic Plans
- WSBC Workshop Reports, Forum Reports, Strategic Planning Meeting Report
- WSBC Committee Reports
- A Step Ahead – OA’s quarterly newsletter
- OA Distribution List – stay current ([sign up at OA.org by adding your email where it says “Let’s Keep in touch” scroll down on the landing page](#))
- *The Courier* – OA’s newsletter aimed at Health Care Professionals (four “evergreen” editions are posted on the website for download on an annual rotating basis, reviewed for literature content revisions)
- 2010 OA Membership survey and other surveys
- 2015 OA Membership survey
- 2013 OA Membership Survey
- 2017 OA Membership Survey
- Other Intergroup and Region websites
- Other Intergroup and Regional newsletters (tap in, steal ideas!)
- Dialogue with other Intergroups
- 12 Step Within Handbook

OA bylaws as well as policies (Continuing Effect Motions which are found in the Conference Policy Manual) are available on oa.org. You need to get very familiar with these, especially the policies which can change year-to-year based on group conscience at WSBC. It will be listed in the Documents section under “(year) Business Conference Policy Manual”. For example, this past year’s manual can be found by going to OA.org, searching for Documents, and then searching for [2022 Business Conference Policy Manual](#)

WSBC 2022 MANUAL & WSBC FINAL CONFERENCE REPORT

A WEALTH OF CURRENT INFORMATION

World Service Board of Trustees 2022-2023

Karen B. – Beth B. – Gary D.* – Margie G. – Judy H. – Emilia I. – BJ J. – Barb K. – Bob L – Sandra McC. – Meg M. – Dora P. – Lee R.* – Neva S.

*appointed to serve until WSBC 2023

World Service Business Meetings Minutes

Trustee Reports

1. Chair's Report
2. Treasurer's Report
3. Managing Director's Report
4. Region Chairs Committee Report
5. Unaffiliated Service Boards Report
6. Board-Approved Literature Committee Report
7. BOT Restructuring Ad Hoc Committee Report
8. BRM Review Committee Report
9. Conference Planning Committee Report
10. Delegate Support Fund Committee Report
11. Internal Information Committee Report
12. International Publications/Translations Committee Report
13. Lifeline 2.0 Ad Hoc Committee Report
14. Literature Review Committee Report
15. Public Awareness/Professional Tradeshow Committee Report
16. Strategic Planning Committee Report
17. Website Review Committee Report
18. WSBC Interpretation Ad Hoc Committee Report

Delegate Committee Reports

1. Bylaws Committee Report
2. Conference-Approved Literature Committee Report
3. Region Chairs' Reports
4. Twelfth Step Within Committee Report
5. Unity with Diversity Committee Report
6. Young Person's Committee Report

Literature

Conference Seal of Approval granted to:

The Twelve Traditions Workbook of Overeaters Anonymous

And to highlight some of the new literature released this year:

1. Some manuscripts adopted at WSBC 2021 are now available for download or purchase. The updated *Tools of Recovery* pamphlet and *A New Plan of Eating* pamphlet that combined and updated the former *Dignity of Choice* and *Plan of Eating* pamphlets are both available for sale now. The updated *Voices of Recovery* publication has been delayed until later this year due to the nationwide paper shortage. *Overeaters Anonymous*, Third Edition, is now out as an audiobook and work has begun on recording *The Twelve Steps and Twelve Traditions of OA*.
2. The newcomer pamphlet *Where Do I Start?* is now available for PDF download free-of-charge for a one-time download at [Where Do I Start?](#)
3. Lifeline: Stories of Recovery blog launches this year! In addition to stories, members can submit original artwork, and audio or video recordings.
4. *Twelve Freedoms* (#447) wallet card is now available
5. *Young People's Meeting Format* (revised)
6. [FAQs about Bylaws](#) is now available (new)
7. Print on demand only from Amazon (OA receives a royalty):
 - a. *A New Beginning: Stories of Recovery from Relapse* (#976)
 - b. *OA Twelve and Twelve*, Second Edition, Large Print (#990-2)
 - c. *Lifeline Sampler* (#982)
8. Seven pamphlets now available as e-books:
 - a. *A Lifetime of Abstinence: One Day at a Time* (#155)
 - b. *A New Plan of Eating: A Physical, Emotional, and Spiritual Journey* (#144)
 - c. *In OA, Recovery Is Possible: About Compulsive Eating and the OA Program of Recovery* (#135)
 - d. *OA Handbook for Groups, Service Bodies, and Members: Recovery Opportunities* (#120)
 - e. *The Tools of Recovery: Helping Us live and work the Twelve Steps* (#160)
 - f. *To the Young Person: Do you have a problem with food, eating behaviors, or body image?* (#280) Also available as a PDF download from oa.org
 - g. *Where Do I Start? Everything a Newcomer Needs to Know* (#705) Also available, *Por Onde Começo?*, OA's Portuguese-language edition of *Where Do I Start?*

OA, Inc. FY 2021 Financial Reports and 2022 Budget

Other Publications

1. WSO News Bulletin
2. A Step Ahead
3. Ask-It Basket
4. Professional Community Courier

Excerpts from the Managing Director's Report WSBC 2022

2021 was a year of many firsts for Overeaters Anonymous.

In April, we held our first web-based World Service Business Conference. WSBC welcomed 248 delegates in 2021, by far the most in the twenty-one Conferences I have attended. It was a joy to welcome delegates from so many corners of the world. Having the opportunity to hear the voices of our members from around the globe was a treat, and I am looking forward to hearing those myriad voices from this point forward. For WSBC 2022, we plan to also make interpretation services available so all voices can be heard.

Contributions from the Fellowship surpassed the million-dollar mark for the first time ever. By December 31, 2021, our annual contributions reached US\$1,144,243.09. The ease of contributing online at oa.org has made this possible. When donating online, please be sure to use the comment box to let us know your group number and service body affiliation.

You can set up a regular recurring contribution at oa.org/contribute. Approximately 500 individuals take advantage of this convenient method of making regular donations to world service. Contributions made through oa.org/contribute are much quicker to process through our accounting software, as they are automatically uploaded into the system and receipts are automatically generated.

As a result of the Fellowship's generosity, the Board of Trustees was able to allocate funding for long-term maintenance of the World Service Office in Rio Rancho, New Mexico USA. Built in 1994, the WSO had several noncritical upkeep items that had been delayed for years. First up was the unanimous decision to bring in a plumber to upgrade our restroom facilities, repair some fixtures, and install a dishwasher. We were also able to install new vertical blinds in all the offices to replace the faded and cracked original blinds. Thank you!

Regretfully, after two years of trying, we had to give up on the idea of celebrating sixty years of fellowship and recovery for Overeaters Anonymous at the World Service Convention in Orlando. We are looking forward to gathering in Orlando in 2025 to celebrate sixty-five years. Together we can!

We ended 2021 with an unrestricted surplus of US\$235,988. At the time of this writing, the annual audit of our financials is not complete, so the number may change before the books are closed for the year.

[Find a Meeting](#)

In early 2021, the COVID-19 pandemic continued to create challenges for the WSO staff and our web developer when updating and addressing projects through the Find a Meeting database. These challenges seemed to wind down near the end of 2021.

In 2021, the following projects were completed.

- Time zone improvements were added to the database.
- Hybrid meetings were added to allow for face-to-face/online and face-to-face/telephone meetings.

- Special-focus categories were added to include Asian Pacific Islanders; Atheist/Agnostic/Secular; and Black, Indigenous, and People of Color.
- Special-focus service boards can now register as a type of service body.
- Up to two special-focus selections are allowed for meetings.
- Additional improvements were made to the backend of the database for WSO staff.

We will continue to work with our web developer on future projects and updates.

Groups and Service Bodies

In 2021, the number of OA meetings worldwide, including virtual meetings, averaged 6,566 in over seventy- five countries, with 337 service bodies (including region offices). Below is a five-year average.

	2021	2020	2019	2018	2017
Groups	6,566	6,199	6,131	6,209	6,276
Service Bodies	337	334	336	338	337

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

Periodicals

The *WSO News Bulletin* continues to be a useful way for members to receive monthly OA news, and sign- ups have grown significantly. At the close of 2021, the *Bulletin* had 9,500 subscribers, a 72 percent increase over December 2020. The average open rate for the *Bulletin* e-newsletter in 2021 was 26.2 percent and the average click rate was 3.57 percent. (The respective averages for health and fitness organizations are 21.5 percent and 2.7 percent.) To subscribe to the *Bulletin*, go to oa.org and look for “Let’s keep in touch” at the bottom of the page.

The following OA periodicals were also published in 2021:

- *A Step Ahead*, quarterly newsletter available at oa.org
- *Professional Community Courier* newsletter, Issue I available at oa.org. This is the first edition of four evergreen *Courier* posted on oa.org on a rotating basis.

Trademarks/Copyrights

OA holds four trademarks in trust for the Fellowship as a whole. They are: OA®

**OVEREATERS
ANONYMOUS®**



Registered OA groups and service bodies may apply for written permission to use an OA trademark. Your group’s or service body’s name must be printed directly beneath the OA trademark to distinguish it from material originating from OA, Inc. The application is at oa.org.

OA also holds the copyrights for our approved literature and resources in trust for the Fellowship as a whole. Registered OA groups may reproduce and/or translate and reproduce print material currently on oa.org without written permission. For all other OA-owned materials (including our printed literature), groups, service bodies, and others must apply for permission to reproduce. The application is at oa.org.

For information on how registered OA groups may share OA-owned materials electronically, such as in a videoconference, see the Board of Trustees' letter *Sharing OA-Copyright Material Electronically* at oa.org.

We expect to launch two new features on oa.org by the start of WSBC 2022:

- Event Calendar: Currently maintained via OA's social media page at facebook.com/overeatersanonymousofficial, our Event Calendar will move back to oa.org and will list event information for OA workshops, retreats, and conventions worldwide as submitted by OA service bodies.
- Lifeline: Stories of Recovery blog: After a fifteen-month hiatus, *Lifeline*, our "meeting on the go" since 1965, is returning as a new blog on oa.org. Freed from the limitations of a print magazine, we look forward to seeing the new ways members share their recovery using many forms of digital media. As members share their stories of recovery through OA's Twelve Steps and find inspiration in each other, their service will also help improve OA's presence online and attract the still-suffering compulsive eater who is searching online for a solution.

Social Media

In 2021, OA's social media page at facebook.com/overeatersanonymousofficial grew by 11.5 percent to 14,581 followers. In the same period, our Instagram page grew by 68.3 percent to 4,213 followers.

In 2022, we look forward to increasing OA's overall social media presence as we build a new posting schedule with a mix of recovery shares from *Lifeline*, short-form videos, world service news, and announcements of OA events.

Excerpts from the Treasurer's Report

WSBC 2022

Audit

As a nonprofit corporation, Overeaters Anonymous, Inc. is required by New Mexico state law to have an official audit conducted annually. Per accounting best practices, accounting firms are rotated every two to three years. For the 2021 audit, Porch & Associates, LLC, certified public accountants and consultants, were brought in. At the writing of this report, the audit is underway, so we are not able to provide a formal audit report. It will be completed by the time of Conference, and the treasurer will answer questions.

Budget

The budget is reviewed by the Executive Committee of the Board of Trustees every October. This is a line- by-line accounting for what has occurred in the past and expectations for the future. For FY2022, the approved budget is US\$1,812,400. Budget comparisons and details for FY2021 and FY2022 can be found in Appendix D.

It is important to take care of those who take care of us. Many of us who provide service in this organization understand the necessity of having working equipment and the most recent affordable technology. This year we were able to update two essential needs for our staff and our office. New phone lines were installed to update the decade-plus old equipment, and a new service was brought in to support this technology and usage. New blinds replaced the ones that had been in the office since 1994. While not the most exciting upgrades, they offer more ease and functionality in the working environment.

For the second year, the World Service Convention was postponed due to low registration because of the ongoing global pandemic. The next Convention is scheduled to take place in 2025. In addition to the cancellation of face-to-face Convention, the 2021 World Service Business Conference was changed to an online event using video conferencing. By not meeting our minimums for room and board, OA was in a position to lose a significant amount of money. We are grateful to have technology enabling us to meet online for our yearly Conference.

Contributions

There are two revenue streams for OA: contributions and literature. Thank you for your continued and robust contributions. For 2021, contributions were US\$1,144,243.09 and literature was US\$616,690.

We have two general buckets into which our contributions are categorized. One is the general fund and the other is restricted funds.

- General Fund: Contributions are used to fund items such as public information, translations, literature, video ads, oa.org and Find a Meeting, staffing, equipment, and administrative needs.
- Restricted Funds: Contributions are entered into one of three designated funds, and the contribution must be used for that specific purpose. These funds are:
 - Delegate Support: US\$37,307.84
 - Professional Exhibits: US\$16,877.64
 - Translation Assistance: US\$18,101.84

Exciting news! For the first time, interpretation costs were voted in for this 2022 Conference, enabling those whose first language is not English to understand and participate. From the Delegate Support Fund, US\$5,000 was granted for Portuguese language interpreters. We look forward to offering more languages in the future. Both the Professional Exhibits and Delegate Support Funds are available for use and have grown in 2021 due to additional contributions and the inability to use the full amount of funds due to the ongoing pandemic. Translation funding continues to be available. We are continually reaching out to find resources to help translate our literature and keep the message of OA intact.

- Board Designated Funds: Because of a continuing net surplus for several years, the board has been able to establish board designated funds. These funds are for projects and events for which the board has set aside designated funding, such as creating a new PSA and updating WSO equipment and facilities. These and other projects are being given an extra boost to help the still-suffering compulsive eater. Monies in these funds are not restricted and may be moved into the general fund when a project is completed.
- Automatic Recurring Contributions (ARC): Currently, we have approximately 500 members who are using this method of contribution, for a monthly average of about US\$11,000. ARC is a convenient option as it is “set, forget, and done.”

Literature and Book Sales

In 2021, OA continued to offer more online literature, and some materials were provided free of charge. The *To the Young Person* pamphlet is now a free download on oa.org, and digital e-copies of *Where Do I Start?* can be found on online retail websites.

OA.ORG – A MOUNTAIN OF INFORMATION

...A SAMPLE – BUT NOT ALL

HOW MANY HAVE YOU READ?

1. 15 Questions Poster: two colors, 8.5 by 11 inches.
2. 2016 World Service Convention Audio Recording Order Form (Alliance Audio Visual)
3. 2019 Annual Contributions Report
4. 2021 Final WSBC Report
5. 2022 Evergreen Professional Community Courier Newsletter
6. 2023 Deadline Dates
7. 2022 Getting Ready for WSBC 2023
8. 2022 Wrap Up WSBC Report
9. 2022 Literature Catalog Listing
10. A Step Ahead Newsletter (Quarterly)
11. Abridged Tools of Recovery
12. Abstinence and A Plan of Eating Workshop PDF presentation
13. Abstinence and A Plan of Eating Workshop presentation (This will Download automatically; includes workshop instructions, handouts, and leaders guide.)
14. Abstinence Literature Resource Guide
15. Abstinence PowerPoint presentation (PDF format)
16. Abstinence Resources
17. Addressing Disruptive Behavior
18. A Kids' View
19. AAC Asking questions (All About Conference)
20. AAC Business Agenda Overview
21. AAC Committees
22. AAC Conference Approved Literature
23. AAC Consent Agenda
24. AAC Elections
25. AAC How to Prepare
26. AAC Motions and Amendments
27. AAC Parliamentary Procedure
28. AAC Reference Subcommittee
29. AAC Room Setup
30. Amazing Recovery Passport to Unity Passport
31. Amazing Recovery Passport to Unity Workshop
32. Annual Appeal Letter
33. Are You a Compulsive Eater (15 Questions)
34. Ask-It Basket and Archive 2010-2019
35. Atheists / Agnostics
36. At Meetings and Between Meetings (TSW)
37. Basic Bylaws Overview

38. Be a Sponsor
39. Been Slipping and Sliding? A Reading and Writing Tool
40. Best Service (TSW)
41. Billy's Story
42. Bingo (TSW)
43. Border Guards: Tradition Four Issues
44. Board Meeting Highlights
45. Board of Trustees
46. Board of Trustee Consensus Process
47. Board of Trustees' job descriptions
48. Budget Guidelines for Service Bodies
49. Business Conference Policy Manual (6/22): Manual that includes Conference policies
50. Bylaws and Policies and Procedure for Service Bodies (suggestions)
51. Bylaws, Subpart A: Governing document for OA, Inc.
52. Bylaws, Subpart B: Governing document setting out the identity, rights and privileges for OA members
53. Call Five (TSW)
54. Candlelight Ceremony (TSW)
55. Carrying the Message (DOs and DON'Ts)
56. Carrying the Message Workshop
57. Carrying the Message Workshop Scenarios and Situation
58. Carrying the Message Workshop Things to Consider
59. Coming in Young
60. Committee Descriptions
61. Compulsive Overeating—An Inside View
62. Conference Call (TSW)
63. Conference e-Documents
64. Conflict Resolution Worksheet
65. Contact OA Poster
66. Contributions Appeal Letter
67. Contribution Form
68. Copyright Requests
69. Courier Newsletter
70. Datebook
71. Dear Abby Letter (TSW)
72. Delegate Support Fund Application* – This is an interactive PDF
73. Delegate Support Fund Contributions
74. Delegate Registration Instructions
75. Designated Downloader Flyer
76. Eating Out of Control Poster: four color, 8.5 by 11 inches.
77. Family and Friends
78. Family/Concerned Adult
79. Fifteen Questions
80. FAQ about Bylaws **NEW!**
81. FAQ for Treasurers and FAQ for OA Group, Intergroup, and Service Board Treasurers
82. FAQ: ARC (Automatic Recurring Contributions)

83. FAQ: Service Bodies
84. FAQ: Groups
85. FAQ: Members
86. FAQ: Virtual Meetings
87. FAQ: OA
88. Find a Meeting
89. Focus on the Solution (TWS)
90. Forewords and Appendices from OA 3rd Edition
91. Food School (TWS)
92. For the Professional
93. Fork Poster: four color, 8.5 by 11 inches.
94. From Slip or Relapse to Recovery
95. Fundraising and Prudent Reserve Guidelines
96. Fun and Fellowship
97. Get a Sponsor
98. Group Autonomy: Tradition Four Issues
99. Group Conscience Guidelines/Suggested Group Conscience Meeting Format
100. Group Inventory
101. Group Meeting Record Sheet
102. Group Registration/Change Forms
103. Group Secretary Materials
104. Group Telephone Registration
105. Group Treasurer Materials
106. Growing Membership Workshop Questions
107. Growing Membership Worldwide Leader Guide
108. Growing Membership Worldwide Program
109. Guidelines for a Group Conscience Meeting/Suggested Group Conscience Meeting Format
110. Guidelines for Addressing Disruptive Behavior
111. Guidelines for Anonymity in the Digital World
112. Guidelines for Fund Raising
113. Guidelines for Health Fair Participation
114. Guidelines for Intergroup Treasurers
115. Guidelines for Contributing to Lifeline Blog
116. Guidelines for OA Newsletters
117. Guidelines for Locally Produced Literature
118. Guidelines for Membership Retention
119. Guidelines for OA C.A.R.E.S. (communicating with incarcerated)
120. Guidelines for OA Events
121. Guidelines for Professional Outreach Committees
122. Guidelines for Public Information Events
123. Sharing OA-Copyright Material Electronically **NEW!**
124. Guidelines for Service Bodies Budget
125. Guidelines for Small Meetings
126. Guidelines for Treasurers
127. Guidelines for Website Development
128. Guidelines for Writing the History of Your Local Area

129. Had Enough? Poster: four color, 11 by 8.5 inches
130. Health Fair Participation
131. Holiday Workshop (TSW)
132. Hotline Message (TSW)
133. How Do I Start
134. How to Be an Effective Trusted Servant
135. How to Contact OA
136. How to Contact OA: two color, 11 by 8.5 inches.
137. How to Start a Meeting
138. Importance of Working the Steps Workshop
139. Index for the 1st ed. (2011) of The Twelve Steps and Twelve Traditions of Overeaters Anonymous
140. Instructions/Script for Getting OA's PSA Aired
141. Intergroup or Service Board Inventory
142. Intergroup Registration/Change Form
143. Intergroup Treasurer Guidelines
144. Introducing OA to Health Care Professionals and Clergy
145. Is Food a Problem for You?: two color, 11 by 6.5 inches.
146. Keep it Simple (TSW)
147. Learning How to Meditate (TSW)
148. Lifeline Blog Contributors' Guidelines
149. Literature Catalog
150. Literature List by Copyright Date
151. Literature Order Form
152. Literature to Address Relapse Prevention
153. Locally Produced Literature
154. Mad Libs (TSW)
155. Mail-in Contribution Form
156. Many Symptoms, One Solution: two color, 8.5 by 11 inches.
157. Map and Description of the Eleven OA Regions
158. Media/Professionals
159. Media/Press Kit
160. Meditations
161. Meeting Definitions
162. Meeting Definition of Closed Meeting
163. Meeting Definition of Open Meeting
164. Meeting Formats
165. Meeting Record
166. Meeting Special Focus
167. Meeting Special Topic
168. Meeting Transition Guidance
169. Membership Retention
170. Membership Survey Report 2017
171. Men (stories and podcasts)
172. National or Language Service Board Registration/Change Form
173. Newcomer Meeting Guidelines and Format
174. Newsletter Editors Guidelines

175. Non-Real-Time Registration/Change Form
176. OA Approved Literature List
177. OA Bylaws Subpart A
178. OA Bylaws Subpart B
179. OA Business Glossary
180. OA CARES Inmate Correspondence Program Guidelines
181. OA Copyright Requests
182. OA Group Inventory and Strong Meeting Checklist
183. OA Handbook for Members, Groups, and Service Bodies: *Recovery Opportunities*
184. OA Is Not a Diet Club pamphlet
185. OA Literature List
186. OA Logo Permission Request
187. OA Newsletter
188. OA Press Kit
189. OA Preamble
190. OA Promise
191. OA Translation Guidelines
192. Order Form
193. Our Invitation to You
194. Passport to Unity passport French
195. Passport to Unity Slide Presentation French
196. Passport to Unity Stickers French
197. Passport to Unity Workshop French
198. Person to Person pamphlet
199. Phone Meetings Blocked Calls
200. Phone Tree (TSW)
201. PI Resource List 2018
202. Pizza Poster: four color, 8.5 by 11 inches.
203. Planning a Sponsorship Workshop
204. Podcasts
205. Prayers and Promises
206. Press Kit
207. Preventing Relapse (TSW)
208. Professional Community Courier Newsletter
209. Professional Exhibits Fund Application
210. Professional Outreach Committees
211. Professional Tradeshows Manual
212. Program Basics
213. Program Principles
214. Public Information Events
215. Public Information Posters
216. Public Information Resource List
217. Public Service Announcements
218. Radio Ad Blitz (TSW)
219. Reading Literature Aloud at OA Meetings
220. Recommended Literature

221. Recovery from Relapse Meeting Format
222. Recovery Insurance Policy
223. Recovery Roadmap Workshop
224. Reduced Cost Literature Application Form
225. Refrigerator Poster: four color, 8.5 x 11 inches.
226. Regions – map and descriptions
227. Relapse Prevention
228. Reprint Permission Form
229. Responsibility Pledge
230. Rotation of Service Skit
231. Rule #62 (TSW)
232. Sample Intergroup Bylaws Template
233. Sample WSBC Motion Instructions and Form, 8-min video, & editable/translatable PPTX slideshow
234. Sample Service Board Bylaws
235. Sample Summary of Purpose for Intergroup or National Service Board
236. Scale Poster: four color, 8.5 by 11 inches.
237. School Outreach (TSW)
238. Secretaries Maintain the Connection
239. Service Body Support
240. Service Structure
241. Seventh Tradition of OA
242. Seventh Tradition of OA (Translatable Version)
243. Seventh Tradition Skits
244. Seventh Tradition Table Card
245. Seventh Tradition – Danish, French, Greek, Italian, Polish, Portuguese, Spanish Swedish
246. Spiritual Principles of the OA Program
247. Sponsorship Podcast
248. Start a New Meeting
249. Start a Teen Meeting
250. Starting an Intergroup/Service Board
251. Speaker Through Skype (TSW)
252. Strength and Hope
253. Step One Poster: four color, 8.5 by 11 inches.
254. Strong Abstinence Checklist
255. Strong Meeting Checklist
256. Structure of OA
257. Suggested Meeting Format
258. Suggested Lifeline Meeting Format
259. Suggested Reading and Writing Meeting Format
260. Suggested Step Study Meeting Format
261. Suggested Telephone Meeting Format
262. Suggested Young Persons' Meeting Format
263. Suggested OA Hotline Message for Service Bodies
264. Suggestions for Finding a Sponsor
265. Technology Solutions
266. Temporary Sponsors: Newcomers' First Twelve Days

267. Tentative Conference Agenda
268. Thanksgiving Gratitude (TSW)
269. The Price is Right OA Style (TSW)
270. The Simplicity Project (to help you stay abstinent)
271. To the Compulsive Overeater in the Military pamphlet
272. *To the Family*
273. Together We Can pamphlet
274. *Tools of Recovery*
275. Trademark Letter
276. Translated OA Literature chart (will download)
277. Translation Guidelines for OA Literature
278. Translated OA Recovery Material
279. Translation Funds Application
280. Translation License 1
281. Translation License 2
282. Translation Workshop
283. *Treatment and Beyond* pamphlet
284. Trustee Application* – This is an interactive PDF
285. Trustee Article and Consensus Guidelines
286. Twelve Steps
287. Twelve Traditions
288. Twelve Concepts
289. Twelfth Step Within
290. Twelfth Step Within Speakers Sign Up Form
291. Twelfth Step Podcasts Series
292. Twelve Stepping a Problem
293. Unity with Diversity Checklist
294. Unity with Diversity Policy Statements
295. Update to Twelve Step Workshop and Study Guide
296. Virtual Intergroup Registration/Change Form
297. Virtual Services
298. Virtual Meetings FAQs
299. Virtual Service Board Registration/Change Form
300. Volunteer Information
301. Wanda Know Skit
302. Website Development Guidelines
303. What Region is my Group In?
304. What to Expect at an OA Meeting
305. What to Remember When You See Your Doctor or Other Health Care Professional wallet card
306. What to Remember When You See Your Doctor or Other Health Care Professional Workshop
307. What's New
308. Women (stories and podcasts)
309. Working the Program
310. Workshops and Skits
311. Workshop Formats
312. World Service Business Conference: Frequently Used Documents

100+ PODCASTS

313. World Service Convention
314. Writing the History of Your Local OA Area
315. You're Not Alone (stories & podcasts)
316. Young Persons in OA (stories and podcasts with link to Facebook)

PODCASTS

Virtual Workshops: Recordings of virtual workshops on a variety of topics. Members share their experience, strength, and hope to bring the Twelve-Step program of Overeaters Anonymous to life.

- [2017 Forum: Passport to Unity](#)
 - Amazing Recovery: Passport to Unity
 - Virtual Meetings and Bulimia
 - Relapse Survivor and 90 Day Program
 - Men in OA and Non-Traditional HP
 - English as Second Language and Young Persons
 - Health Issues and LGBTQ
 - Bariatric surgery and 100 Pounder
 - Compulsive Exerciser
- [Sponsorship Success](#)
 - What is a Sponsor
 - Why should you get a sponsor, and how can you get a sponsor?
 - Why be a sponsor? Why be a sponsee?
 - When can you start sponsoring? When can you start being sponsored?
 - What are the sponsorship job descriptions – from sponsor to sponsee and back?
 - How can you break down the barriers for both parties?
 - What are some different sponsoring styles?
 - How do you work the 12 Steps with a sponsee?
 - How do you work the 12 Traditions with a sponsee?
- [The Importance of Working All Twelve Steps](#)
- [Service and My Recovery](#)
 - Spirituality, sponsorship, and Service go hand in hand
 - Anonymity inside and out
 - Neutrality and Concept 10 – Clarity
 - Service structure, not power structure
 - Suit up, show up, be a part of and share the load
 - The many ways to contribute to OA
 - Keeping our meetings focused on the primary purpose
 - Always to extend the heart and hand of OA
 - There are no musts...but is it good for OA as a whole?
 - All together now we are reaching out our hands
 - Who's in charge?
 - United we stand

- [OA Literature](#)
 - Plan of Eating/Dignity of Choice
 - Person to Person
 - A Commitment to Abstinence & Maintaining a Healthy Body Weight
 - Tools of Recovery
 - To the Teen

- [Primary Purpose](#)
 - Recovery from Relapse
 - Twelve Freedoms
 - Using the Twelve Steps on Life Problems

[Founder Recordings:](#) Hear OA’s founder, Rozanne S., in “Reflections,” a 1999 interview, and in “And Now a Word From Our Founder,” a collection of talks recorded at World Service Business Conferences in 1994, 1997, 1998, 2000, and 2001.

[Young People's Podcasts](#)

Young people in OA are members ages 18-30 or who joined OA by their thirtieth birthday.

[Podcast en Español](#) (Spanish podcast)

Cinco miembros de OA comparten sus historias de recuperación. (Five OA members share their stories of recovery.)

[Breaking Out of Relapse:](#) Video (13 minutes)

Traditions

Intro Video and 12 separate videos—*these are fabulous, 3-minute videos! Just go to the oa.org/podcasts/ page.*

Steps

In this series of twelve workshops, members share on [The Importance of Working All Twelve Steps](#) and how working the Steps changed their lives physically, emotionally, and spiritually.

[Sound Bites from OA: A 12 Step Solution to Compulsive Overeating](#)

“Sound Bites from OA” was an internet radio show that aired October 17, 2012 to January 9, 2013 on VoiceAmerica.com. It is dedicated to educating you about recovery from compulsive eating using OA’s 12-Step program, so you recognize the symptoms and find the support you need and a program that works to help you achieve and maintain a healthy weight. (In keeping with Tradition 6, OA does not endorse nor is affiliated with Voice America).

- Introducing OA
- How and why does a 12 Step program work for compulsive eating?
- A Plan of Eating
- OA’s Nine Tools of Recovery
- Keeping Your Eating Sane During the Holiday Season
- 100 Pounds to Lose: Is There Hope for Me in OA?
- The Steps of the OA program
- The three levels of recovery from compulsive eating: Physical recovery
- The three levels of recovery from compulsive eating: Emotional recovery
- The three levels of recovery from compulsive eating: Spiritual recovery
- What to Expect at an OA Meeting
- “In all our affairs
- New Year’s resolutions

[Interviews, Readings, and Meetings](#)

OA members share their experience, strength, and hope to bring the Twelve Step program of OA to life.

- Unity Day
- 2015 Conference keynote speaker
- Hearing is believing – OA members speak
- Interview with AJ
- Interview with Mary
- Interview with Bob
- Interview with Beth
- Interview with Kathleen
- Interview with Bob
- Interview with Dodie
- Interview with Joe
- Interview with Esti
- Interview with Ana (Espanol)
- Interview with Carolina (Espanol)
- Interview with Maria (Espanol)
- Interview with Charles
- Interview with Alison (Français)
- Interview with Kaitlin
- “To the Teen”
- OA Meeting
- Tools of Recovery
- Compulsive Exerciser

GIFs (10 second videos for service bodies to use on social media)

- [Are You Obsessed with Food?](#)
- [Can't Stop Eating?](#)
- [What is Overeaters Anonymous?](#)
- [You Are Not Alone](#)

Public Information

- [OA – 8 Second](#)
- [OA – 13 Seconds](#)
- [OA – 14 Seconds](#)
- [OA – 60 Seconds](#)

Public Service Announcements

- [15 Seconds for radio](#)
- [30 Seconds for radio](#) , [30 Second video: Many Symptoms, the OA Solution](#)
- [60 Seconds for radio](#) , [60 Second video: Many Symptoms, the OA Solution](#)

TOP FAQs FROM OA.ORG

(OA.org/FAQS)

Growing Stronger Meetings

1. Can a meeting change how the twelve steps are read?
2. Can an OA meeting have rules for sharing?
3. Can I register a special focus meeting for a specific religion?
4. Can we change the format to suit our meeting's needs?
5. Can we limit who attends our special focus meeting?
6. How can I start a new meeting?
7. How do we attract new members? How do we increase diversity in our meetings?
8. How do we update our group's meeting information?
9. How should we do when a member doesn't honor a Tradition?
10. Is it necessary to have a contact name and phone number for a meeting on oa.org?
11. What are the Traditions?
12. What can we do when members display disruptive behavior and upset the group?
13. What do we do if members don't stop sharing when the timer goes off?
14. What do we do when a person talks too long and not everyone gets a chance to share?
15. What is a group conscience meeting?
16. What prayers are recommended to use at a meeting?
17. Why can't I share my recovery from other addictions in an OA meeting?
18. Why is it important for OA groups to follow the Traditions?

Meeting Basics

1. Do I have to speak at an OA meeting?
2. Is it okay to mention food at an OA meeting?
3. May I share at my first meeting?
4. What goes on at an OA meeting?
5. What if I have special needs, am hearing or visually impaired, or need wheelchair accessibility?
6. What is a special focus meeting?
7. What is a Special Topic Meeting?
8. What is Cross talk at a Meeting?
9. What is the difference between an open group and a closed meeting?
10. What is the format of an OA meeting?
11. What kinds of meetings are there?
12. Who goes to special topic meetings?

General Information

1. Do I have to believe in God to belong to OA?
2. How did OA start?
3. How do OA members achieve a healthy weight?
4. How is OA different from other weight control/weight loss/eating disorder programs?
5. Is OA a religious organization?
6. Is OA affiliated with any medical group interested in obesity?
7. Is OA affiliated with other Twelve Step groups?
8. What does OA offer?
9. Where can I find OA?
10. Who belongs to OA?
11. Why is OA anonymous and what does that mean?

Financial

1. Do I use my own checks to pay the bills?
2. Does my group need a bank account?
3. How do I give receipts for SEVENTH Tradition donations?
4. How do we establish review processes and conduct reviews of the financial records?
5. How do we handle income and expenses?
6. How do we increase contributions to our service body?
7. How do we set travel OR per diem policies, especially for travel to Regional events and WSBC?
8. How often should I distribute excess funds to other service bodies and WSO?
9. What is a prudent reserve and how do we establish one?

General Literature

1. Can a group decide to read or display a piece of literature that is not OA-approved?
2. Can we type up pages from AA literature to be used in our OA meetings?
3. Do you have a list of available literature?
4. How do I submit an idea for a new piece of literature?
5. Is it okay to change the words when reading the Big Book in an OA meeting?
6. Is it okay to reference AA literature on OA websites?
7. Is there a list of OA-approved literature?
8. What AA literature is approved by OA for use at meetings?
9. What is the difference between Board-approved literature and Conference-approved literature?

Board of Trustees

1. How can I become a member of the Board of Trustees?
2. How can I contact the Board of Trustees (BOT) or a member of the Board?
3. When is it appropriate to contact a member of the Board of Trustees?

Copyright

1. What material is copyrighted?

World Service Office

1. Are the WSO staff OA members?
2. Does the World Service Office set OA policy?
3. How do I contact the WSO?
4. What is the World Service Office e?
5. Why was New Mexico USA, chosen to be the site of OA's World Service Office?

Bookstore and Orders

1. Can I order literature by phone or fax and send payment later?
2. Can my order be expedited?
3. Does the WSO sell AA literature?
4. How long will it take to receive my literature order?
5. Is the OA bookstore the only place I can buy OA literature?
6. What is the return policy?

Business Concerns

1. Can our group or intergroup use the WSO's tax-exempt number?
2. How do we get liability insurance for our group or service body?
3. How does my group get a Tax ID in the United States?
4. How does my group get a Tax ID outside the United States?
5. How does my group get non-profit status?
6. How does our service body get legal status outside the United States?
7. How does our service body get tax-exempt status in the United States?
8. What if we need insurance for an event?

Seventh Tradition

1. How can I, my group, or my Service Body make a contribution?
2. How does my group or Service Body get credit for our contributions?
3. How does OA support itself?
4. How much money should I give?
5. Is there a limit on how much I may contribute?
6. What are Automatic Recurring Contributions (ARCS)?
7. Where do I send my group's contribution?

Sponsorship

1. Are sponsors available at virtual meetings?
2. How do I find a sponsor?
3. What is a sponsor?
4. When am I ready to sponsor?
5. Why have a sponsor?

Virtual

1. Are you really able to work the OA program through virtual meetings?
2. Does OA have online meetings? What about telephone meetings?
3. How big are telephone and online (virtual) meetings?
4. How do I find an OA telephone meeting?
5. How do I log in to an online meeting?
6. How do telephone and online meetings work?
7. Is the telephone meeting format different from the face-to-face meeting format?
8. When can I ask questions or talk to other members at a virtual meeting?

Conferences and Convention

1. What is the World Service Convention?
2. What, when, and where is World Service Business Conference (WSBC)?
3. When and where is the next World Service Convention?
4. Who can attend the World Service Business Conference (WSBC)?

Notable Dates

1. What and when is IDEA Day?
2. What and when is sponsorship Day?
3. What and when is the OA Birthday?
4. What and when is Twelfth Step Within Day?
5. What and when is Unity Day?

General Service

1. Can groups require a certain length of abstinence for a service position?
2. Do I have to be abstinent to give service?
3. Does the purchase of literature require approval?
4. How long am I committing to service?
5. Is the group treasurer responsible to order literature?
6. What does a group treasurer do?
7. What does a meeting's secretary do?
8. When can I give service?

Intergroups and Service Boards

3. What is a Service Board?
4. What is an intergroup?
5. Where can we get information to help improve our group, intergroup, or service board?

Ask-It Basket archive 2010 – 2019 (rev. May 2021)

This is a 106-page document which can be searched online (CTRL-F) or downloaded in a PDF format at <https://oa.org/app/uploads/2021/08/ask-it-basket-archive-2010-2019.pdf>

**WHAT
DOES A
NEWCOMER
NEED TO SEE
AND HEAR?**

OA GROUP INVENTORY

It is suggested that a neutral, experienced OA member facilitate an inventory for a group or service body. Region boards can assist with finding members who can provide this type of support.

Use an entire meeting for an honest and fearless discussion of the group's weaknesses and strengths. This inventory is divided into two parts. Part A is an inventory of the group as a whole; Part B is a personal inventory of a member's behavior in the group.

A. Group Inventory*

1. Does our meeting start and end on time?
2. Are all attending, including newcomers, greeted and made to feel welcome and accepted?
3. Does our meeting focus on OA recovery through the Twelve Steps and Twelve Traditions?
4. Do we offer our own experience, strength, and hope, sharing the solution we have found?
5. Is the group contributing financially to all levels of OA service as per our Seventh Tradition?
6. Are sponsors available and identified at the meeting?
7. Does our group practice anonymity by reminding members not to repeat who is seen or what personal sharing is heard at a meeting?
8. Does our group follow a meeting format?
9. Is only OA-approved literature on display and for sale?
10. Are group conscience meetings held regularly?
11. Are all service positions filled, and is rotation of service practiced?
12. Is our meeting information readily available, and is the World Service Office informed of all meeting details and changes so that newcomers and visitors can find our meeting?
13. Are cross talk and advice-giving avoided?

B. Determine your part in the group

1. Do I make a point to welcome new members, talk with them, and offer my phone number? Do I sponsor new members?
2. Do I interrupt speakers or other members who are sharing?
3. Do I give my full attention to the speakers, the secretary, and other group members?
4. Do I ever repeat anything personal I have heard at meetings or from another member?
5. Do I put pressure on the group to accept my ideas because I have been in the Fellowship a long time?
6. Do I take part in meetings, or do I sit and listen?
7. Do I volunteer or willingly accept a group office (e.g., secretary, treasurer)? Do I offer to help set up, clean, etc.?
8. Do I criticize others in the group or gossip about them?
9. Do I try to give advice?
10. Is it difficult for me to realize that my point of view may not always be the group conscience?
Can I accept disagreement?
11. Do I use the telephone or electronic communication to help myself and others, not just for complaints and gossip?

12. Do I make it a point to speak with newcomers who are having a difficult time in the program?
Do I let them know they are welcome?
13. Do I monopolize the conversation and explain every Tool, Tradition, etc.?
14. Do I feel no one can lead a meeting as well as me?
15. Do I go to meetings to learn instead of teach?
16. Do I cross talk and cause meetings to go off on tangents?
17. Do I wait until announcement time to make proper OA announcements?
18. Do I have a topic so everyone can participate at meetings I chair?
19. Do I try to cause dissension?
20. Do I follow the meeting format completely?
21. Do I commit myself to the OA program?
22. Do I have a sponsor and work the Steps?
23. Do I give service to promote group growth and benefit my own growth as well?
24. Am I only interested in my own welfare, or am I concerned for my fellow OA members as well?

*Part A of this inventory is the same as the *Strong Meeting Checklist*.

OA Responsibility Pledge

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

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WHAT MAKES A STRONG INTERGROUP?

*Compilation developed by officers from approximately 35 intergroups
from two different OA Regions at the conclusion of Intergroup Renewal Weekend Trainings*

1. Accountability
2. Awareness of available resources and proper utilization of them
3. Bylaws/Policy Manual
4. Clear job descriptions
5. Commitment to Abstinence - Steps, Traditions, Concepts.
6. Commitment to actions aimed at helping members strengthen their recovery.
7. Communication to all members and groups
8. Connected to Region and WSO
9. Create an inviting IG environment
10. Current database of IG Reps, meeting contacts addresses, phone #.
11. Email lists: Board, Committee Chairs, Friends of IG -general OA population
12. Encourage visitors (who can speak but not vote)
13. Enthusiasm
14. Enthusiasm at group level starts with Intergroup (IG)
15. Fiscal responsibility, budget
16. Generate & accomplish goals (Short/Long Term)
17. Group survey (membership "buy-in")
18. Interesting Website (continually updated)
19. Intergroup Rep mentoring
20. Intergroup Reps (IRs) with abstinence and recovery
21. Leader follows-up with all committees, volunteers for service (and new reps)
22. Leadership with strong recovery (abstinence requirements for officers)
23. Make sure speakers at workshops are "right" speakers and speak on subject
24. Mission Statement - Clarity of purpose - Concrete service to the groups
25. Multimedia, multi-style Communication
26. Newcomer strategy
27. Newsletter
28. Practice acceptance, respect, kindness, tolerance, humility and discipline in IG meetings
29. Primary Purpose - Carry the message, don't get caught up in administrivia.
30. Principles before Personalities
31. Professional Outreach I Public Information
32. Properly accountable committees
33. Quick response to hotline and inquiries and emails
34. Recovery
35. Recruitment - Don't wait for volunteers - Ask for help
36. Regular inventories
37. Remember our primary purpose (Tradition 5)
38. Respect and trust
39. Retention of IRs
40. Rotation of service
41. Sends delegates to region and WSBC

42. Service mentality: How can we be of service to members and groups?
43. Solid tone from leader
44. Speaker Bank
45. Specific, Measurable, Achievable, Rewarding, Time-sensitive goals (SMART) (ie., workshops, events, “missing persons” campaign)
46. Sponsor Bank
47. Stagger board term elections so not all board positions change at same time
48. Strive for 100% group representation at IG meetings
49. Structured & timely meetings, gentle usage of Roberts’ Rules (consensus vs. votes)
50. Substantive/training type of newsletter
51. Train IR on “What to bring back” and how to present it
52. Train your replacement (reps, committee chairs, officers)
53. Transparency with respect to goals/methods—invite participation
54. Two-way communication with members, groups, and other intergroups
55. Use members’ strengths
56. *Welcome to Intergroup* — new IG Rep packets
57. Willingness—Humor—Diversity—Creativity
58. Working knowledge of OA Handbook

WHAT MAKES A STRONG INTERGROUP?

WEEKEND WORKSHOP PARTICIPANT SUMMARY – REGION 5

1. RECOVERY
2. Focus on serving groups
3. Clear sense of missions
4. All positions filled
5. Creativity
6. Attractive events
7. Training of IG reps
8. Principles before personalities
9. Not afraid of taking or making mistakes
10. Abstinence risks
11. Recruit talent! (Don't wait for volunteers)
12. Agree to disagree
13. Solid tone from leader
14. Newcomer strategy
15. Encourage visitors
16. Practice consensus
17. Give speakers clear focus for event topics
18. Focus on meaningful service: FOCUS vs "Administrivia"
19. Select speakers for the topic (right speaker for the topic)
20. Remember that EVERYONE is in IG, not just the reps
21. Use oa.org (offers many resources!)
22. Focus on unity, OA, etc., not just my meeting
23. Enthusiasm
24. Awareness of Resources
25. Accountability
26. Clear abstinence requirements for officers
27. Using people's strengths
28. Fiscal responsibility
29. HUMOR!
30. Clear job descriptions
31. Transparency
32. Outreach: Public and Professional
33. Quick response to inquiries or hotline calls
34. Email lists
35. Welcoming atmosphere
36. "Welcome to IG" new IG rep packet
37. Bylaws
38. Reps from every group

39. Good newsletter
40. Organization at IG and in “work”
41. Willingness to bring IG into small unrepresented meetings (elevator speech)
42. Visibility
43. Crisp IG announcements at meetings
44. Open to change
45. IG meeting in conduction with retreat or convention
46. Traveling IG meetings
47. Prioritize: spread responsibility
48. Communication
49. Connected to Region and WSO
50. FUN!
51. Set clear schedule & stick to it
52. Respect and trust
53. Rotation of service
54. Keep event records
55. Policy & Procedure Manual
56. Traditions and Concepts
57. Planning and budget
58. Practice principles of forgiveness, acceptance, gratitude, patience, tolerance, humility
59. Practice adult behavior
60. QTIP: Quit Taking It Personally!
61. REMEMBER OUR PRIMARY PURPOSE: To carry the message to compulsive eaters!
62. Post temporary sponsor lists
63. Workshops
64. Sponsor bank (list)
65. Speaker List
66. Offer training (for sponsors, newcomers, etc.) to meetings
67. Service mentality: How can IG be of service?
68. IG networks: Face to face, online groups, ...
69. Website/digital presence (while protecting anonymity)
70. Look for common ground
71. Green dot program to mentor newbies
72. Train your replacement (for reps, committee chairs, officers, etc.)
73. Stagger board terms (So not all board positions change at the same time)

WEEKEND IG RENEWAL WORKSHOP PARTICIPANT SUMMARY

REGION 7

1. Mission Statement - Clarity of purpose - Concrete service to the groups.
2. Commitment to Abstinence – Steps, Traditions, Concepts
3. Primary Purpose - Carry the message, don't get caught up in adminstrivia.
4. Leadership with strong recovery (Abstinence Requirements for officers)
5. Clear job descriptions
6. Bylaws/Policy Manual
7. Principles before Personalities
8. Specific, Measurable, Achievable, Rewarding, Time-sensitive goals (SMART) (i.e. workshops, events, "missing persons" campaign)
9. Transparency with respect to goals/methods – invite participation
10. Rotation of service
11. Intergroup Reps (IRs) with abstinence / recovery
12. Enthusiasm at group level starts with Intergroup (IG).
13. Strive for 100% group representation at IG
14. Leader **follows-up** with all committees, volunteers for service (**and new reps**).
15. Generate & accomplish (Short/Long Term) goals
16. Willingness – Humor – Diversity - Creativity
17. Recruitment – Don't wait for volunteers – Ask for help
18. Awareness of available resources and proper utilization of them
19. Retention of IRs
20. Create an inviting IG environment
21. Fiscal responsibility, budget
22. Regular inventories
23. Group survey (membership "buy-in")
24. Two-way communication with members, groups (and other intergroups)
25. Newsletter
26. Email lists: Board, Committee Chairs, Friends of IG – general OA population.
27. Interesting Website (Continually updated).
28. Professional Outreach / Public Information
29. Multimedia, multi-style Communication
30. Structured & timely meetings, gentle usage of Robert Rules (consensus vs votes)
31. Current database of IG Reps, meeting contacts addresses, phone #.
32. Train IR on "What to bring back" and how to present it
33. Working knowledge of Handbook.
34. Quick response to hotline and inquiries and emails
35. Send delegates to region and WSBC
36. Properly accountable committees

INTERGROUP RENEWAL PROCESS

Basic requirement for getting started: a dedicated leader or core of leaders living in recovery; people who walk the walk and talk the talk, and attract through their physical, emotional and spiritual recovery.

The Process

- 1) Intergroup inventory
- 2) Membership survey
- 3) Create the “cause” based on results of inventory and membership survey; for example, OA decline, lack of recovery, no sponsors, meetings failing, etc.
- 4) Recruit. Go out and talk to other members in physical, emotional and spiritual recovery to get them to buy into the cause; one-on-one conversations with people in recovery from as many different meetings as possible.
- 5) Kickoff meetings to talk about what to do about the cause. As many members as possible. Everyone has a voice. Common cause.
- 6) Establish a clear vision (based on inventory, member survey, other info).
- 7) Establish a clear set of goals/priorities to work toward vision.
- 8) Set a clear set of activities to accomplish the goals.
- 9) Set responsibilities, commitments, accountability – with a budget for each.
- 10) Through this process a “team” has been created.
- 11) Individuals have “ownership” because they have been involved.
- 12) Individuals have a high stake in carrying out their commitments as well as the team meeting its overall objectives.
- 13) Distribute information (newsletter/email) to ALL members and meetings explaining group-conscience-determined vision, goals and activities planned, appealing for everyone’s involvement. Possible theme: Freedom isn't free.
- 14) Set a clear beginning and clear ending of the plan, for example the calendar year.
- 15) Review progress at each IG meeting / articles in newsletter/other channels.
- 16) Celebrate achievements – have fun.

Recovery + Passion + Process = Renewal
If you build it, they will come

APPENDIX A

Call to Service

We encourage you to get involved in your Intergroup in any way that you can...with as little time as you can offer, or as much time as you can offer...we'll take it all!

- Intergroup Rep (IR) or Alternate Rep
- Public Information/Professional Outreach....any level...any amount of time!
- Newsletter (electronic): write articles, format & design, proof-read, search OA sources for content, brainstorm!
- Website Committee: learn new skills...some technical knowledge needed but you don't need to be a genius!
- 12th Step Within: help carry OA's message to the still-suffering member within the Fellowship
- Working and Living the Steps Workshops: help organize, be a greeter, distribute flyers, announce at meetings, whatever you can DO!
- Retreats (all aspects of organizing)
- Booklets (help edit, type, etc.)
- "Designated Downloader": Ask US!
- Help with audio at workshops
- Post fliers around community
- Intergroup Rep-Alternate (AR)
- Set up or refill existing Literature Displays for Public Information
- Represent OA at health fairs
- Clerical & "Marketing/Attracting": help develop flyers; proof-read; reformat and improve; fold and stuff for mailings!
- Telephone Hotline Answering Machine—can you help us by periodically updating our messages on the answering machine to ensure that information is correct—FROM HOME!!—can you take a call from a suffering compulsive overeater looking for information and help?
- Help set up/break down at workshops, marathons & fairs
- Assist Sponsor Bank Coordinator
- Coordinate Speaker Bank (information provided!)
- Coordinate Call Five to Keep 'Em Alive at your group on the 12th of each month—your IR can bring the flyers back from WUIG for your group to use!
- Other _____

WE will support and encourage you EVERY STEP OF THE WAY! WE just need YOU!

Name: _____

Phone Number: _____

Email Address: _____

→ Return this form to your group IR **OR** Bring it to our monthly meeting in person
OR Scan it to xxxxService@xxxx.com

SAMPLE

APPENDIX B

WUIG MEETINGS

Intergroup meets from 7:00-8:30 pm on the first Thursday of the month in the basement of the Emmanuel Lutheran Church (or by Zoom), located at 197 Manville Road, Pleasantville, NY. There are some exceptions for holidays; call any board member to confirm.

ARE YOU REPRESENTED?

Each group is encouraged to send a representative to WUIG to help make decisions on matters affecting OA in Westchester and to bring information, flyers, and newsletters back to their home meeting.

Reps from all groups are needed for WUIG to be of the greatest service. **PLEASE BE SURE THAT EVERY GROUP YOU ATTEND IS REPRESENTED.** If a group has no rep, why not volunteer?

The qualifications are up to the group, but of course we encourage groups to send people who are abstinent and working the program. Members are chosen from among these people to represent us at Region and World Service where there are abstinence requirements. It is also important that all groups have a **GROUP SECRETARY** registered with World Service so that groups can be informed of WSO activities.

VISITORS ARE WELCOME!

You don't need to be an elected representative to come to WUIG meetings or to give service through our committees. **DON'T WAIT FOR SOMEONE ELSE TO DO IT!**

There is no "They"; WE are the THEY.

OUR TRUSTED SERVANTS

Chair	Carol G
Vice Chair	Michelle JB
Recording Secretary	Ann A
Corresponding Secretary	Dawn P
Treasurer	Anne B
World Service Reps	Mary T
	Deborah S
	Diane T
Region 6 Reps	Mary T
	Carol G
	Chelsea
	Diane T

According to our Ninth Tradition, OA ought never be organized; but we may create service boards or committees directly responsible to those they serve. INTERGROUPS are one of those service boards. WUIG exists because there are certain things that groups working together can do more efficiently than individual groups working alone. Each year, representatives from intergroups around the world meet at the **World Service Business Conference** to determine policy and bylaws by group conscience. Once a worldwide group conscience is determined, groups are asked to abide by that decision. Newsletters or liability insurance or organizing workshops to help people strengthen their personal recovery and increase the number of sponsors are examples.

WHAT DOES WUIG DO?

1. Publishes a list of OA meetings within our intergroup area
2. Sponsors marathons, on-site workshops at meetings, retreats, special event workshops, including time-limited & drop-in step studies
3. Publishes an electronic and printed newsletter (*Serenity Times*)
4. Maintains a web site (oahelps.org) that includes informational and testimonial videos, podcasts, and audio from workshops.
5. Maintains OA telephone hotline service & USPS mailing address; answers inquiries received through both sources
6. Informs the public and local communities about OA; purchases & places literature displays with the *15 Questions* and Contact Cards
7. Informs healthcare and other professionals about OA
8. Maintains liability insurance for individual groups (contact the WUIG Treasurer when copy is needed)
9. Represents WUIG groups at Region 6 Assembly and World Service Business Conference
10. Meets monthly to exchange ideas which promote our strategic goals to help people achieve or strengthen their individual recovery; liaison to meetings
11. Maintains a sponsor bank & offers sponsor training on demand; resource for Group Inventory Leader(s)
12. Provides Contact Cards, Newcomer Welcome/Contact Cards, and other materials for 12th step work

JOIN our WUIG Contact Services—**BE IN THE KNOW!**

WUIG Email List

- Go to OAHELPS.ORG
- Enter your email address in the box on the right side marked "email address"
- When you receive a confirmation email (check spam), open it and click "confirm follow". Don't be confused by the mention of *follow our blog*; that is the technical term for our website).

Remind

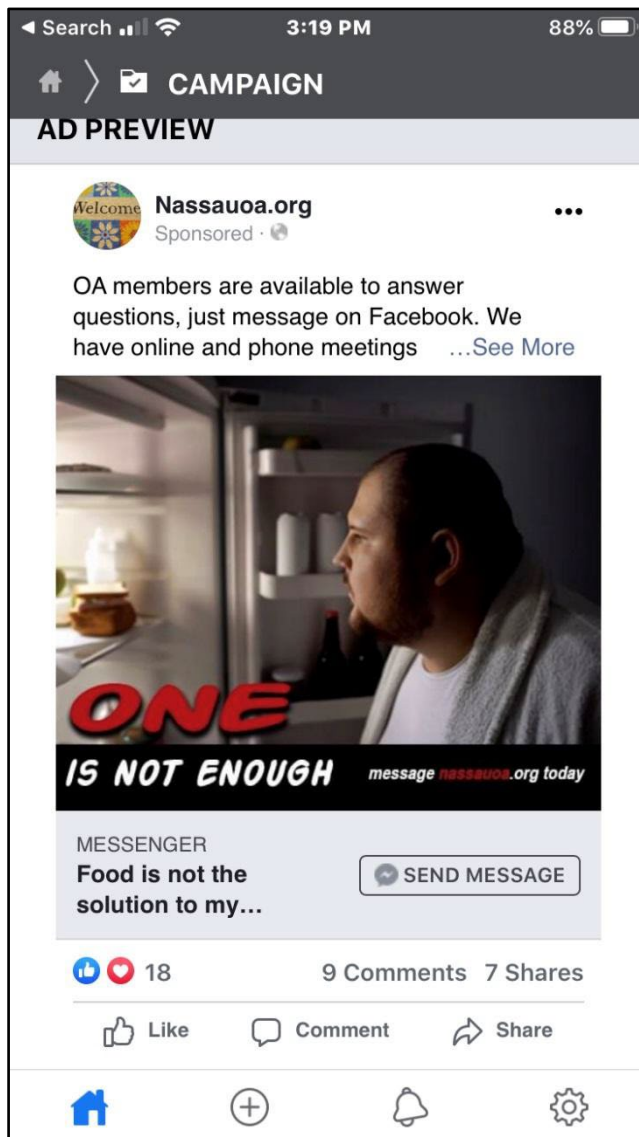
Messaging Platform
Text @WUIG to 81010

Receive text alerts about upcoming events, meeting changes, and other important notices

WHAT IS WESTCHESTER UNITED INTERGROUP? (WUIG)

HOW YOU CAN HELP

- **GIVE SERVICE**
 - Be your meeting's Intergroup Rep or Alternate Rep or serve as a committee member. You don't have to regularly attend Intergroup as a Rep to be on a committee.
 - Some current committees include: Public Information/ Professional Outreach, 12th Step Within, Intergroup Rep (IR)/Outreach, *Serenity Times* Newsletter, Website, *Working and Living the Program* Workshops, Marathons, Unity Day, IDEA Day, and our Retreat. To learn more about the committees, click on their individual links on our website. New ad hoc committees are being formed all of the time to work on programs aimed at helping OA members.
- **SPREAD THE WORD**
 - Service is *not* optional; it's part of the Twelfth Step.
 - Make sure your group knows what's going on at Intergroup.
 - WUIG needs everyone's contribution of "time and money". If you can offer your time and talents, email the Service Coordinator at wuigservice@gmail.com
- **FINANCIAL SUPPORT**
 - Encourage members and meetings to read the pamphlet, *Seventh Tradition of OA*.
 - OA suggests meetings make regular donations: 60% to Intergroup, 30% to World Service (WSO) and 10% to Region (R6). **Be sure to designate the contributing group name & number on your check** (if you write "60:30:10" in the memo field, WUIG will split your total donation among the service bodies for you!)
 - WUIG, P.O. Box 125, White Plains, NY 10603
WUIG also accepts online contributions via PayPal at oahelps.org
 - R6 Treasurer, P.O. Box 644, Peabody, MA 01960
Region 6 also accepts online contributions via PayPal at <http://oaregion6.org/en/about-2/contributions-new/online-donations-page/>
 - OA WSO, P.O. Box 44727 Rio Rancho, NM 87174-4727
 - OA's suggestion for individual contributions: OA World Service suggests a donation of \$5.00 in the basket. Our theme is: *Give as if your life depends on it!*



OA STRATEGIC PLANS

2014 Getting Abstinent

2015 Working All the Steps

2016 Carrying the Message

2017 Growing Unity Worldwide

2018 Growing Recovery Worldwide

2019 Growing OA Membership Worldwide

What is your intergroup doing to support these plans?