

World Service Business Conference 2020 Final Conference Report



Table of Contents

World Service Board of Trustees 2020-2021	4
World Service Delegate Cochairs 2020-2021	5
World Service Business Meetings Minutes	6
Chair’s Report	10
Treasurer’s Report	12
Managing Director’s Report	14
Conference-Approved Literature Committee Report	19
Public Information/Professional Outreach Committee Report	20
Region Chairs Committee Report	21
Twelfth Step Within Committee Report	22
Unity with Diversity Committee Report	23
Young Persons’ Committee Report	24
World Service Attending Delegates	26
Business Conference Policy Manual	28
Business Conference Policy Manual Appendix A – Rescissions	45
Business Conference Policy Manual Index	51
OA, Inc. Bylaws, Subpart A	59
OA, Inc. Bylaws, Subpart B	69
OA, Inc. FY2019 Financial Report	83

World Service Board of Trustees 2020-2021

Trustee	Positions	Committee Assignments (chair)
<i>Karen B.</i>	Region Seven Trustee	Bylaws
<i>Beth B.</i>	Region Six Trustee	Region Chairs
<i>Tina C.</i>	General Service Trustee Treasurer	Delegate Support Fund
<i>Margie G.</i>	Region One Trustee	Conference Planning
<i>Judy H.</i>	General Service Trustee Second Vice Chair	BRM Review Conference-Approved Literature Literature Review
<i>BJ J.</i>	General Service Trustee	Twelfth Step Within
<i>Barb K.</i>	Region Five Trustee	Young Persons'
<i>Bonnie L.</i>	General Service Trustee Chair of the Board	
<i>Letitia M.</i>	Region Ten Trustee	Website Review WSBC Virtual Ad Hoc
<i>Meg M.</i>	Region Four Trustee	Professional Tradeshow/Public Awareness Public Information/Professional Outreach
<i>CJM.*</i>	General Service Trustee	
<i>Ron P.</i>	General Service Trustee First Vice Chair	Strategic Planning Unity with Diversity
<i>Dora P.</i>	Virtual Region Trustee	Internal Information
<i>Neva S.</i>	Region Three Trustee	Board-Approved Literature
<i>Hanna S.</i>	Region Two Trustee	
<i>Andi S.</i>	Region Eight Trustee	Convention 2021
<i>Vasiliki T.</i>	Region Nine Trustee	International Publications/ Translations

*Appointed in June 2020 to serve until WSBC 2021.

World Service Delegate Cochairs 2020-2021

Conference Committee	Delegate Cochair
<i>Bylaws</i>	Mary T.
<i>Conference-Approved Literature</i>	Marjorie T.
<i>Public Information/Professional Outreach</i>	Blair Alden P.
<i>Region Chairs</i>	Katrina S.
<i>Twelfth Step Within</i>	JC D.
<i>Unity with Diversity</i>	April H.
<i>Young Persons</i>	Nathan O.

World Service Business Meetings Minutes

**General Business Meetings
Overeaters Anonymous, Inc.
59th Annual World Service Business Conference
April 13-29, 2020**

Electronic Meetings

MONDAY, APRIL 13, 2020

Chair Bonnie L. called the 59th Annual World Service Business Conference to order at 8:00 a.m. MDT by email.

CALL TO ORDER

There were 180 delegates registered from thirteen countries (Australia, Brazil, Canada, Greece, Ireland, Israel, Italy, New Zealand, Russia, South Africa, Spain, United Kingdom, USA).

CREDENTIALS REPORT

General Service Trustee Nominee Mary Rose J. withdrew her application.

**ANNOUNCEMENT OF
TRUSTEE NOMINEES**

The nominees for trustee were announced:

Margie G. – Region One Trustee
Meg M. – Region Four Trustee
Karen B. – Region Seven Trustee
BJ (Betty) J. – General Service Trustee
Ron P. – General Service Trustee

A nominee questions template was emailed to registered delegates. They were due to the World Service Office by Wednesday, April 15 at noon MDT.

**TRUSTEE QUESTIONS
TEMPLATE SENT**

MONDAY, APRIL 20, 2020

A PDF with results of the nominees' questions and answers was emailed to the delegates. Ten questions per nominee were accepted.

**TRUSTEE Q&A RESULTS
SENT**

A link was emailed to the delegates for voting on trustees. Voting was open for a 24-hour period, until Tuesday, April 21, 2020 at noon MDT.

**REGION AND GENERAL
SERVICE TRUSTEE BALLOT
SENT**

TUESDAY, APRIL 21, 2020

A literature questions template was emailed to registered delegates. They were due to the World Service Office by Thursday, April 23, 2020 at 3:00 p.m. MDT.

**LITERATURE QUESTIONS
TEMPLATE SENT**

MONDAY, APRIL 27, 2020

A PDF with results of the literature questions and answers was emailed to the delegates.

**LITERATURE Q&A
RESULTS SENT**

A link was emailed to vote for literature motions. Voting was open for a 24-hour period, until Tuesday, April 28, 2020 at noon MDT.

LITERATURE BALLOT SENT

WEDNESDAY, APRIL 29, 2020

An email was sent with trustee election results and literature motion results as follows:

Region Trustees:

Region One – Margie G. 143 votes cast, 73 needed to elect
131 “yes” votes

**REGION TRUSTEE
TELLER’S REPORT**

Region Four – Meg M. 144 votes cast, 73 needed to elect
143 “yes” votes

Region Seven – Karen B. 142 votes cast, 72 needed to elect
133 “yes” votes

General Service Trustees

GST TELLER’S REPORT

Betty J. 146 votes cast, 74 needed to elect,
138 “yes” votes

Ron P. 143 votes cast, 73 needed to elect
136 “yes” votes

Each candidate received a majority, and all are elected to a three-year term.

This left a vacancy for GST, which is the two years remaining on a three-year term. Per the Bylaws, the Board of Trustees may or may not choose to fill the vacancy. This will be discussed at the May 1st board meeting.

**GST VACANCY
ANNOUNCED**

Literature Motions

**LITERATURE VOTING
RESULTS**

New Business Motion A-a

Move to grant the Conference Seal of Approval to the revised pamphlet *In OA, Recovery is Possible*.

**NBM A-A
IN OA, RECOVERY IS
POSSIBLE ADOPTED**

The Conference Seal of Approval shall be removed from *Questions and Answers, A Program of Recovery*, and *Compulsive Overeating: An Inside View* once the new pamphlet is published.

Proviso: Service bodies licensed to translate and publish the three consolidated pamphlets shall be permitted to continue publication and sales until such time that *In OA, Recovery is Possible* is translated and published.

New Business Motion A-a **adopted** by 2/3 vote.
138 votes cast, 92 votes needed; 125 yes, 13 no.

New Business Motion A-b

**NBM A-B
TEMPORARY SPONSORS
ADOPTED**

Move to grant the Conference Seal of Approval to the pamphlet *Temporary Sponsors: Newcomers’ First Twelve Days*.

New Business Motion A-b **adopted** by 2/3 vote.
140 votes cast, 93 votes needed; 126 yes, 14 no.

New Business Motion A-c

Move to grant the Conference Seal of Approval to the revised pamphlet *To the Young Person*.

**NBM A-C
TO THE YOUNG PERSON
ADOPTED**

New Business Motion A-c **adopted** by 2/3 vote.
138 votes cast, 92 votes needed; 131 yes, 7 no.

New Business Motion A-d

Move to grant the Conference Seal of Approval to the revised pamphlet *A Lifetime of Abstinence*.

**NBM A-D
A LIFETIME OF
ABSTINENCE ADOPTED**

The Conference Seal of Approval shall be removed from *A Commitment to Abstinence; Before You Take That First Compulsive Bite, Remember...*; and *Maintaining a Healthy Body Weight* once the new pamphlet is published.

Proviso: Service bodies licensed to translate and publish the three consolidated pamphlets shall be permitted to continue publication and sales until such time that *A Lifetime of Abstinence* is translated and published.

New Business Motion A-d **adopted** by 2/3 vote.
139 votes cast, 93 votes needed; 125 yes, 14 no.

There being no further business, the 59th Annual World Service Business Conference was adjourned at 8:00 a.m. MDT.

ADJOURNMENT

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

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

Signature on File
Eileen C. – Minutes Approval Committee

Signature on File
Pam G. – Minutes Approval Committee

Signature on File
Linda H. – Minutes Approval Committee

Chair's Report

As we gather for this business Conference, "OA Celebrates 60 Years! Looking to the Future!," I take time to reflect over the blessings of this past year.

In May 2019, I was elected as the chair of the Board of Trustees. Though not an original phrase by any means, this was "beyond my wildest dreams." Although willing to serve, I was both shocked and humbled to be trusted with such a responsibility. We have an amazing team who have all been very supportive throughout the year and have made this a very manageable task. I have never felt alone and have taken the opportunity to lean on the experience of the other officers, fellow trustees, past chairs, and our very qualified staff. Together we can!

As I transitioned into this new role, I looked forward to weekly calls with our managing director, Sarah Armstrong, to learn my role as one member of this very effective team.

Throughout the year, as chair, I have reviewed and approved several requests for use of our logo, a task that keeps me in frequent contact with our staff. As many of you know, service bodies can apply for a blanket approval, good for a period of two years.

As we near the end of *Lifeline* as we've known it, the Executive Committee reached the following decisions in August: current *Lifeline* subscribers will have the option to renew at expiration until the end of the year for US\$3 per issue. All *Lifeline* subscriptions will end with the cessation of the publication.

We had a very solid end to 2019, even after taking on several special projects that were not in the initial budget. Several factors have contributed to this success. The overwhelming support of our *The Twelve Steps and Twelve Traditions, Second Edition* was the biggest contributor without a doubt. Expectedly, the sales of that book are now becoming more routine. Contributions have been increasing, and members are doing their part by supporting the Annual Appeal letter. Every single contribution our members make help us to carry the message and accomplish our goals.

The anticipation and excitement have also now been building steadily for our newest book, *Body Image, Relationships, and Sexuality*. This promises to be a very helpful and interesting new literature item and is sure to be well received. Kudos to our publications department who have worked diligently to produce the very best for us, always.

My first board meeting as chair was in August 2019, and God showed his sense of humor when I came down with laryngitis: a chair with no voice! (I think we were all thankful for good microphones that weekend.)

The *Seventh Tradition* pamphlet is now available in the bookstore as a free downloadable PDF, and the *OA Handbook for Members, Groups, and Service Bodies* is in the bookstore as a downloadable PDF at a cost of US\$1. Having both available as a download make these more accessible, hopefully increasing their use among our members.

It's now just a few short months until we meet in Orlando for our 2020 World Service Convention. Plans are well underway, and we hope to see many of you there as we celebrate "Sunshine of the Spirit: 60 Years Around the Sun!"

Our program continues to amaze me, to leave me with a sense of awe, whether at our board meetings or here at Conference. Where else would we see 200 people from different walks of life, different financial

circumstances, different faiths, even different countries speaking different languages, work together toward one single goal? We are one—a team with one common goal. Our dedication to this goal is what allows us to set aside differences, when they arise, for the good of OA.

This is the second year we hosted our February board meeting virtually. Working with such varied time zones made planning that agenda a definite challenge. It takes lots of teamwork during any board meeting, but the amount of time in virtual meetings takes definite planning and concentration. Our managing director and staff did an amazing job with the organization involved.

Our board committees have been meeting virtually for over a year now as well, which seems to be working. Both are cost-saving measures and opportunities to research options, as requested by our members. In 2019 the board was able to reduce their expenses by US\$17,436, most of which was due to the February virtual meeting. We are still a long way from offering virtual attendance of any kind at WSBC, but we do continue to learn and investigate as we go.

During the February board meeting, the Executive Committee reviewed the year-end financials with our audit firm. The feedback I have always received (whether as a GST, as treasurer, or now as chair) is always that our books are very clean and our practices professional. We can be very proud of our staff at the WSO. I have now been involved in the budget process for five years, and I can say on behalf of all of us that this year was a pleasure. We did still carefully review every line item, and we did still make some adjustments, but we were able to approach the budget with a very optimistic view.

My heartfelt thanks to all who have shown their love, their support, and their encouragement during this year. As always, I am here to help in any way I can and I'm grateful to be of service.

Bonnie L.
Chair, Board of Trustees
March 2020

Treasurer's Report

2019 AUDIT

As a not-for-profit corporation, Overeaters Anonymous, Inc. is required by state law to have an official audit conducted annually. This was completed in February 2020 by Jaramillo Accounting Group, LLC, certified public accountants and consultants.

Overeaters Anonymous' fiscal year runs from January 1 through December 31 of each year. The auditors always find that we have strong internal financial controls and the books are clean. This year was no exception due to the high quality of recordkeeping by our staff at the WSO. The auditors were once again very pleased with our overall operation.

This is no surprise as the Executive Committee and staff monitor the financial reports carefully each month and practice good stewardship during the budgeting process. Keeping our expenses down while meeting our primary purpose is the goal. The 2019 expenses were within the budget, and we ended the year with a net income of US\$237,641 due to the continued sales of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition* and the updated *Twelve Step Workbook*.

OA's revenue comes from two sources: contributions and literature sales. In a perfect world, the contributions would be enough to pay for all the WSO expenses other than the publications department. While the service-oriented departments don't generate revenue, they support the Fellowship and the Board of Trustees. They perform the administrative tasks that have been created over the years as the WSBC has directed. Member contributions, for the first time, cover 75 percent of these expenses, and the rest are covered by the literature profit.

The publications staff of four, working closely with our volunteer literature committees, are responsible for the development, and publication of all OA literature plus, *A Step Ahead*, *Lifeline*, and the *WSO News Bulletin*. The income from our literature sales makes this department fully self-supporting. Any remainder is then used to cover the difference between the contribution income and the actual expenses of the WSO.

This means that we are dependent on our literature income and cannot afford to reduce the cost of literature or give it away for free. I've been asked if we could at least give away the pamphlets or find a way to distribute them digitally, perhaps as a subscription. Our 2019 income from pamphlets was US\$146,760, and we cannot afford such a loss. This idea of a subscription has been researched several times, and OA does not generate enough literature to support a subscription service, nor do we have enough staff to support the production of enough literature to support a subscription service. Selling pamphlets in digital form has also been researched, and the price of our pamphlets would have to be increased in order to make this possible. If the dependence on literature sales as a means of supporting the entire WSO were no longer necessary, digital distribution could be reconsidered.

History shows that when a new book is released, it will sell well for the first two years, and then sales will stabilize and may decline. Because of this, the budget does not include any large increases based on anticipated sales of literature. A reasonable projected income is budgeted, but no excess.

While literature is our most focused method of carrying the message to members, I believe there is much more that needs to be done to raise awareness of OA in the world. While the staff of OA have been exploring low-cost ways of accomplishing this, there are specific tools used to reach those who share our compulsion that do cost money. These tools include oa.org and ads on digital media, such as Facebook and YouTube. Unfortunately, these end up neglected when the revenue from literature sales goes down.

In February 2019, the Board of Trustees made the decision to increase the suggested contribution to US\$5. The board's responsibility is to ask for what it needs to meet the continuing operating expenses. We're honored to use member contributions in this way. This was the first increase to the suggested amount in ten years. In 2019, we saw a 5 percent increase in contributions. We are grateful. Looking forward, the WSO expenses will continue to increase, but we must be aware of our dependency on literature sales to meet our overall financial goals.

I want to close by saying that before serving on the board, I glanced at the financial reports, made sure my group's contribution was noted, and I was satisfied. After becoming a trustee, I made sure I managed my region trustee budget carefully and got my expense reports in on time. It was only when I joined the Executive Committee in 2017 and attended my first budget meeting that I was truly aware of how dependent OA was on the creation of new literature. That year there was no new book release and contributions only covered 62 percent of the WSO service-department expenses. The past two years of budget meetings were much easier by comparison. Great efforts were made in 2019 and continuing into 2020 to use extra funds in ways that have not been possible for several years. I believe those efforts will reach those who want to be free of compulsive eating and compulsive eating behaviors and will increase our membership. Growing our Fellowship is how this organization will survive and thrive to welcome the next person home.

It has been an honor to serve on the Board of Trustees for the past six years, and the memories I take with me will be treasured forever.

Yours in Service

Cyndy L.
Treasurer, Board of Trustees
March 2020

Managing Director's Report

The past twelve months have again been productive at the World Service Office.

In February 2019, the Board of Trustees had their first all virtual quarterly board meeting. It was overall successful, in that all concerned were willing to try again in February 2020. Lessons were learned and our second try went much smoother.

After an ad hoc committee reviewed the viability of continuing *Lifeline* in its current print and online formats, a motion to discontinue the publication as of December 31, 2020 was approved at the May 2019 meeting of the Board of Trustees. Although *Lifeline* has staunch fans, the magazine has not been self-supporting for at least the entire twenty years I have been with Overeaters Anonymous, and subscriptions have declined steadily throughout that time period. However, the sharing of our members' experiences working the Twelve Steps, defining their abstinence, and finding recovery within our rooms is vital to our primary purpose of reaching out to those who still struggle. We are currently investigating alternative methods of sharing these stories, and our goal is to have a plan in place as *Lifeline* is retired.

On December 3, I had the opportunity to join with other Twelve Step groups at a Day of Sharing held at the Alcoholics Anonymous General Service Office. The formal agenda included a presentation on licensing and translations and a second one on communicating with professionals, the general public, and within our fellowships. Later in the day, we each shared on our individual fellowships. Present at the meeting were representatives from AA, Al-Anon, Narcotics Anonymous, Debtors Anonymous, Cocaine Anonymous, Heroin Anonymous, and Sexaholics Anonymous. It was a joy to share our concerns and successes and recognize how we are all struggling with many of the same issues: sharing members' stories, supporting a singleness of purpose, and attracting young people and involving them in service. We all have different ways in which we are reaching out to the still-struggling addict. Only two of the programs are active on social media, so I was able to share on how we use our Facebook page.

In February 2020, our new oa.org went live. This project originated from WSBC 2018 New Business Proposal A to establish an ad hoc committee to improve the electronic "front door" of OA. The committee worked hard for two years, and we hope you are all pleased with the result. Our privacy policy, keeping us in alignment with GDPR and similar legislation, is now functional on our site. In addition, an upgrade to the functionality of bookstore.oa.org is currently in the works.

GROUPS AND SERVICE BODIES

In 2019, the number of OA meetings worldwide, including virtual meetings, averaged 6,131 in over seventy-five countries, with 336 service bodies (including region offices). Below are five-year averages.

	2019	2018	2017	2016	2015
Groups	6,131	6,209	6,276	6,344	6,435
Service Bodies	336	338	337	337	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/.

OA PUBLICATIONS

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

- *Temporary Sponsors: Newcomers' First Twelve Days* (new)
- *To the Young Person: Do you have a problem with food, eating behaviors, or body image?* (revised)

- *In OA, Recovery is Possible: About Compulsive Eating and the OA Program of Recovery* (revised)
- *A Lifetime of Abstinence: One Day at a Time* (revised)

The last two listed manuscripts were developed through reviewing and combining OA-approved literature. *In OA, Recovery is Possible* combines *Questions and Answers, A Program of Recovery, and Compulsive Overeating: An Inside View*. *A Lifetime of Abstinence* combines *A Commitment to Abstinence; Before You Take that First Compulsive Bite, Remember...*; and *Maintaining a Healthy Body Weight*.

Manuscripts adopted at WSBC 2019 are now available for purchase.

- *Body Image, Relationships, and Sexuality: Personal Journeys to Recovery in Overeaters Anonymous* (#950) bookstore.oa.org and e-book
- *Welcome Back: Suggestions for Members in Relapse and for Those Who Care* (#185) bookstore.oa.org

The following board-approved resources were revised and/or approved for distribution:

- *Twelve Step Workshop and Study Guide, Second Edition* (#960) (updated) bookstore.oa.org and e-book
- *Participant Guide for Twelve Step Workshop and Study Guide, Second Edition* (#965) (new) bookstore.oa.org
- *When Should I Refer Someone to Overeaters Anonymous? To Members of the Helping Professions* (#770) (new) bookstore.oa.org
- *Focus on Anorexia and Bulimia* packet (#725) (revised with new stories selected from *Lifeline* magazine) bookstore.oa.org
- *Public Information Service Manual* (#762) (updated) bookstore.oa.org
- *OA Handbook for Members, Groups, and Service Bodies* (#120) (updated) bookstore.oa.org PDF download
- *Seventh Tradition of OA* (#802) (updated) bookstore.oa.org PDF download
- *Suggested Reading and Writing Meeting Format* (new) oa.org/document-library, category “Meeting Formats”; all meeting formats updated with revised abstinence and recovery policy and US\$5.00 suggested contribution
- *Strong Meeting Checklist* and *OA Group Inventory* (revised) oa.org/document-library, category “Secretary Materials”
- *OA Business Glossary* (revised) oa.org/document-library, category “WSBC: Frequently Used Documents”
- “Growing Membership Worldwide” workshop (new) oa.org/document-library, category “Workshops and Fellowship Ideas”
- 2017 Forum “Passport to Unity” nine-part podcast series (new) oa.org/podcasts
- *Voci de Recupero (Voices of Recovery)* e-book

OA e-books are distributed via Amazon (Kindle), Barnes and Noble (Nook), and AppleBooks (iBooks). All OA books are available as e-books; our three e-workbooks are available as PDFs at bookstore.oa.org under “Digital Products.” One book, *Lifeline Sampler*, is available only as an e-book.

In 2019, sales of e-books fell by 13.84 percent. In total, 9,130 e-books were purchased, compared to 10,596 in 2018.

Two books are available in print exclusively via Amazon’s print-on-demand program. To purchase, go to Amazon.com and click “Paperback.” OA receives a royalty for all “Paperback” purchases.

- *OA Twelve and Twelve, Second Edition, Large Print*
- *A New Beginning: Stories of Recovery from Relapse*

The *WSO News Bulletin* continues to be a useful way for members to receive OA news. In January, the WSO reviewed the subscriber list, resulting in reducing the list to 37,930 engaged subscribers and an immediate savings of US\$297.20 a month. The average open rate is 17.1 percent and the average click rate is 1.9 percent. (The average open rate in the Health and Fitness category is 21.48 percent, and the average click rate is 2.69 percent.)

In March, the WSO switched e-newsletter providers for further savings. The *Bulletin* continues to be offered in multiple languages, and new subscribers complete a double opt-in process, as recommended for GDPR compliance. 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 resources were also published in 2019:

- *A Step Ahead*, quarterly newsletter (oa.org/document-library, category “A Step Ahead”)
- *Ask-It Basket 2019* (oa.org/document-library, category “Ask-It Basket”)
- *Professional Community Courier*, Issue III (oa.org/document-library, category “Outreach to Professionals”). This is the third of three *Courier* issues composed of timeless stories from the *Courier* archives. These “timeless *Couriers*” rotate on oa.org annually.

INTERNATIONAL PUBLICATIONS/TRANSLATIONS

OA literature has been translated or is in the process of being translated into more than twenty-nine languages, with the newest language being Mongolian.

More than fifty-three digital documents of translated OA literature were added to the WSO archives in 2019, with the greatest number of contributions being in the Afrikaans, French (Québec), Hungarian, Italian, and Portuguese (Brazil) languages.

The WSO is seeking translations of the *OA Glossary* (oa.org/document-library, category “Translation”). If your group has translated the *OA Glossary*, or any OA literature, please send a digital copy of the translation to the WSO.

OA’s new book, *Body Image, Relationships, and Sexuality: Personal Journeys to Recovery in Overeaters Anonymous*, is available to be translated. The *Twelve Step Workshop and Study Guide, Second Edition* and the *Participant Guide* are also available for translation.

In late 2018 and 2019, the Executive Committee designated additional funds for translations with the intent to support service bodies in countries where OA is becoming established, but the lack of literature is a barrier. So far, the fund has been used for the translation of OA’s newcomer pamphlet *Where Do I Start?* into twelve languages: Arabic, Bahasa (Indonesia), Chinese (Simple), Finnish, Japanese, Korean, Mongolian, Norwegian, Persian, Romanian, Serbian, and Zulu. If a newcomer in your group can benefit from one of these translations, please contact your region trustee or the WSO and ask for a copy.

Included in the License 2 agreement that groups and service bodies sign is a requirement that they send 10 percent royalties of their net income from the sale of the licensed work. In 2019, OA received US\$5,923.11 in royalties from nine service bodies: Comitè De Companeros De Apoyo OA IG (Mexico), Deutschsprachiger Dienst Der OA (Germany), The Dutch IG (Netherlands), Gauteng IG (South Africa), IG OA Français de Montréal (Canada), Israel NSB, Junta NSB De Espana (Spain), NSB OA of Greece, and OA Great Britain NSB.

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

The deadlines to submit an application for translation funds are February 1, June 1, and October 1, annually. Find the application at oa.org/document-library, category “Translation.”

PROFESSIONAL EXHIBITS FUND

The following service bodies were funded since May 2019.

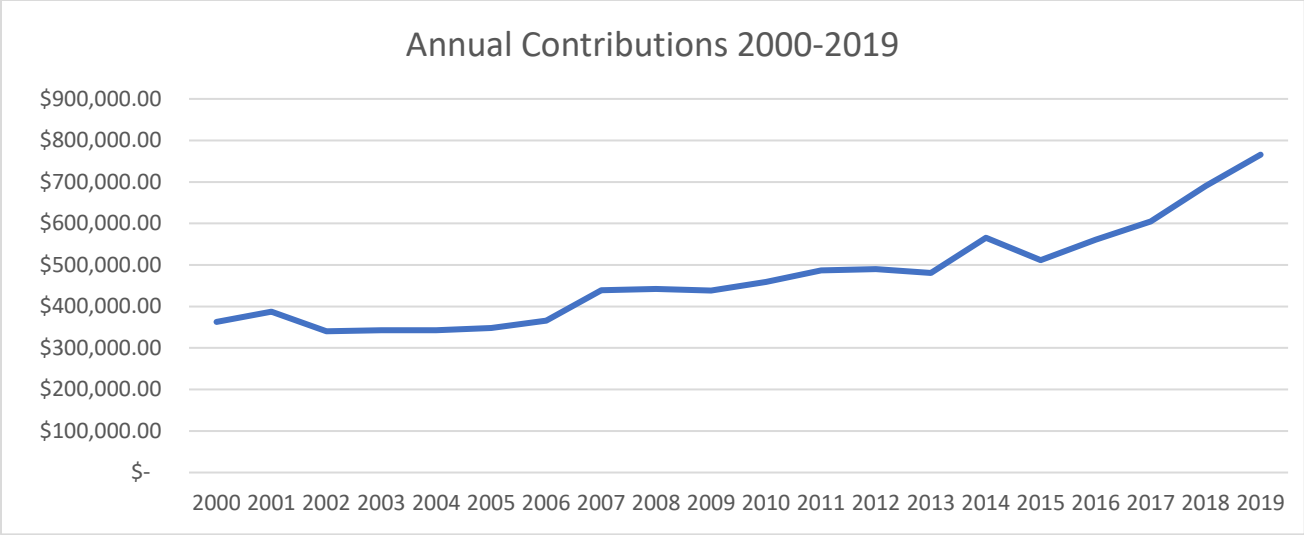
Service Body/Show	Conference Dates	Approved Funds
Cape Cod IG <i>(Cape Cod Symposium on Addictive Disorders)</i>	September 5–8, 2019	US\$525.20
Northern Serenity IG <i>(St. Louis County Health & Human Services)</i>	October 9–11, 2019	US\$806.73
San Diego County IG <i>(Taking Control of Your Diabetes)</i>	October 12, 2019	US\$3,060.38
Central New Mexico IG <i>(National Association of Social Workers)</i>	March 18–20, 2020	US\$564.94
Lake Country IG <i>(Washington Academy of Nutrition & Dietetics)</i>	April 19–21, 2020	US\$914.29

SOCIAL MEDIA

Our Facebook page is still going strong at www.facebook.com/overeatersanonymousofficial. This is an open page designed for outreach, to let those outside the Fellowship know who we are and what we do. We are now posting OA events through this platform. For the safety of our members, we ask that any events to be posted be sent to us with generic contact information. Our Instagram page (www.instagram.com/overeatersanonymous_official/) is still challenged with the necessity of maintaining anonymity. One group sent photos of their OA Birthday Party, and we would welcome similar images from your meetings. Our GIF project was very popular, and those images are available for the Fellowship to use.

FINANCIAL

We had another record year for contributions, with an 11 percent increase over 2018. The annual growth in our financial contributions can be seen in the graph below. Our Seventh Tradition Contribution page on oa.org gives the donor an easy and secure way to contribute. There is a comment box on the page specifically for you to include meeting information to ensure your group is counted in the annual contributions report. You can also set up a regular recurring contribution through the page. Fewer than 350 individuals take advantage of this convenient method of making regular donations to world service. Contributions made through oa.org are much quicker to process through our accounting software, as they are automatically uploaded into the system and receipts are automatically generated.



We ended 2019 with an unrestricted surplus of US\$177,382. Continued support from our members along with prudent budgeting of our resources enabled us to designate funds toward the following projects for 2019–2020:

- Translate *Where Do I Start?* into languages where a strong local translation committee is not currently present
- Redesign oa.org to be more user-friendly
- Complete GDPR compliance
- Create additional outreach resources
- Develop a new platform for sharing member stories
- Make ongoing changes to the functionality of Find a Meeting on oa.org to make it easier for the newcomer to find any type of meeting, to adapt to new definitions of meetings and service bodies, and for easier reporting.

I appreciate the opportunity to serve as managing director for Overeaters Anonymous. It is a pleasure to be a part of Growing OA Membership Worldwide.

With gratitude,
 Sarah Armstrong
 Managing Director
 March 2020

Conference-Approved Literature Committee Report

COMMITTEE OFFICERS 2019-2020

- Delegate Cochair: Sue B.
- Trustee Cochair: Judy H.
- Vice Chair: Jan E.
- Secretary: Cindy C.

MEETING DISCUSSION

The delegate cochair announced that all four pieces of literature passed at WSBC 2020. *Dignity of Choice* carried forward to 2020-2021. The committee discussed the difference between Conference-approved literature and board-approved literature. They also reviewed the timeline for next year. Methods of communication were established and reviewed the 2018 BOT decision to suspend proposals for new literature for three years. DeDe DeMoss, publications manager, presented the proposals and projects processes.

DECISIONS MADE

Elections for delegate cochair, vice chair, and secretary were held. Delegates chose from among four subcommittees. Those who were not present at the meeting were assigned to subcommittees where they were most needed. Each subcommittee had thirty minutes in breakout rooms to elect officers and establish goals.

SUBCOMMITTEE GOALS AND ACTIONS

- Combo #6 (Handbook/Small Meetings) Subcommittee: Draft ready for review by October 18, 2020.
- Voices of Recovery Review Subcommittee: Draft ready for review by October 18, 2020.
- Tools Pamphlet Update Subcommittee: Draft ready for review by May 26, 2020.
- Dignity of Choice/Plan of Eating Subcommittee: Draft ready for review by May 26, 2020.

ELECTIONS 2020-2021

- Delegate Cochair: Marjorie T.
- Trustee Cochair: Judy H.
- Vice Chair: Jan E.
- Secretary: Liz S.

Respectfully submitted by,
Marjorie T., Delegate Cochair
Judy H., Trustee Cochair
May 2020

Public Information/Professional Outreach Committee Report

COMMITTEE OFFICERS 2019-2020

- Delegate Cochair: Sue B.
- Trustee Cochair: Pat O.
- Vice Chair: Vacant
- Secretary: Atiya M.

SUBCOMMITTEE GOALS AND ACTIONS

- 24/7 OA Welcome Room Subcommittee: Solve legalities regarding contact information of welcome room hosts and attendees; contact Twelfth Step Within Committee and access downloadable literature on oa.org; access downloadable literature for newcomers; get intergroups involved to help staff room.
- Medical and Mental Health (M&M) Subcommittee: Create M&M subcommittees under service body PI/PO Committees to carry the message to health care providers.
- Reaching Youth and Men Subcommittee: Increase percentage of men and youth in OA in conjunction with the Young Persons' Committee.

ELECTIONS 2020-2021

- Delegate Cochair: Blair Alden P.
- Trustee Cochair: Meg M.
- Vice Chair: Vacant
- Secretary: Barb M.

Yours in service,
Blair Alden P., Delegate Cochair
Meg M., Trustee Cochair
May 2020

Region Chairs Committee Report

COMMITTEE OFFICERS 2019-2020

- Delegate Cochair: Annette P-R.
- Trustee Cochair: Beth B.
- Vice Chair: CJ M.
- Secretary: Terri B.

MEETING DISCUSSION

The committee reviewed the ongoing goals for 2019-2020 and established goals for 2020-2021. There was discussion on potential contingency plans for RCC3. They reviewed Dropbox recommendations and the 2020-2021 calendar. Elections were held and RCC service positions were filled.

SUBCOMMITTEE GOALS AND ACTIONS

- Review and update the RCC Reference Manual and service task list: Deadline is WSBC 2021.
- Create Forum 2021 (if invited): Deadline is WSBC 2021.
- Review and determine region comparisons: Deadline is WSBC 2021.
- Review and update resources file: Deadline is WSBC 2021.
- Create podcasts for non-English-speaking members: Deadline is WSBC 2021.
- Host orientation for new region chairs: Ongoing

ELECTIONS 2020-2021

- Delegate Cochair: Katrina S.
- Trustee Cochair: Beth B.
- Vice Chair: Vicki W.
- Secretary: Terri B.

Katrina S., Delegate Cochair

Beth B., Trustee Cochair

May 2020

Twelfth Step Within Committee Report

The 2020-2021 Twelfth Step Within Committee met on May 9 with twenty-one out of twenty-eight passionate and inspiring members attending. We have identified twelve Green Dots that we are currently pairing up with returning delegates.

JC, our returning delegate cochair, followed the TSWC meeting agenda and members narrowed their focus to the following four subcommittees.

- The Holiday Workshop Skits
- Sponsorship
- Recording TSW Workshops on Zoom
- Starting a 12th Step Within Meeting on Zoom

Each subcommittee agreed to meet and submit their goals by June 1.

We are fortunate to have the following three former trustees on our committee: Linda H., Region Eight; Barbara B., Region Six; and Barb G., Region Seven.

Yours in service,
JC D., Delegate Cochair
BJ J., Trustee Cochair
May 2020

Unity with Diversity Committee Report

The committee convened via a virtual platform on May 16 at 4:00 p.m. EDT. Seventeen members were present. Due to technical difficulties, personal commitments, and a wide span of time zones, several committee members were unable to attend the meeting.

After the reading the UWD Committee statement of purpose, members were invited to share their interests and aspirations for the coming year. The expectation that members would continue service with the committee through the year to WSBC 2021 was discussed.

The previous year's work by two subcommittees (Inreach with Inclusivity and Outreach with Inclusivity) was outlined by members who had served on those subcommittees. The Translations Subcommittee work will be reviewed at a later date. It was noted, as well, that both the Inreach and Outreach Subcommittees had initiated drafting a number of proposed New Business Motions for WSBC 2020, which were taken off the table when the planned face-to-face Conference was changed to a limited virtual Conference due to pandemic-related travel constraints.

Members were then invited to offer their thoughts on possible priorities for the coming year. A lively discussion followed, and the brainstorming session resulted in a list of ideas including continuing outreach to groups that are underrepresented in the OA Fellowship and to those outside the Fellowship who still suffer and may not be aware of OA.

One group that was mentioned is compulsive eaters with mental illnesses. Another question to research is how technology can help inreach and outreach efforts. Exploring how other Twelve Step fellowships approach the question of including underrepresented groups was seen as one approach in generating new ideas. Looking at OA's translation efforts to avoid duplication of effort and to learn from what is already being done was included in the priorities.

The group also agreed to consider whether to rewrite and/or resubmit the motions the committee drafted last year.

The committee decided to form two subcommittees: Inreach and Outreach. All members will be polled to indicate which subcommittee on which they would prefer to serve.

Election of officers followed with April H. being elected delegate cochair, Kerry M. as vice chair, and Laura B. as secretary.

April and Kerry will convene the Outreach and Inreach Subcommittees, respectively, in early summer. At that point each subcommittee will further define their goals, outline plans, and select a chair and secretary.

April H., Delegate Cochair

Ron P., Trustee Cochair

May 2020

Young Persons' Committee Report

COMMITTEE OFFICERS 2019-2020

- Delegate Cochair: Nate O.
- Trustee Cochair: Barb K.
- Vice Chair: Vacant
- Secretary: Vacant

MEETING DISCUSSION

The committee discussed the previous year's subcommittees: Podcast, College, Facebook, Phone Meetings, Retreat or Workshop and agreed to continue work on these subcommittees.

SUBCOMMITTEE GOALS AND ACTIONS

- YP/Phone Meetings and Retreat Subcommittee: Deadline to be determined on June 14, 2020.
- Partner with PI/PO Committee Subcommittee: Deadline to be determined on June 14, 2020.
- Outreach to ARHE Subcommittee: Deadline to be determined on June 14, 2020.
- Outreach to Eating Disorder Counselors and LADCs Subcommittee: Deadline to be determined on June 14, 2020.

ELECTIONS 2020-2021

- Delegate Cochair: Nate O.
- Trustee Cochair: Barb K.
- Vice Chair: TBD
- Secretary: TBD

Yours in OA service and recovery,
Nate O., Delegate Cochair
Barb K., Trustee Cochair
May 2020

World Service Attending Delegates

For Use Within OA Only

**To preserve privacy and anonymity, this section is not included in the online report.*

Region	Number of Delegates
<i>1</i>	17
<i>2</i>	24
<i>3</i>	21
<i>4</i>	10
<i>5</i>	16
<i>6</i>	27
<i>7</i>	10
<i>8</i>	16
<i>9</i>	14
<i>10</i>	2
<i>Virtual</i>	7
<i>Board of Trustees</i>	16
TOTAL	180

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

Business Conference Policy Manual

A Summary of Continuing Effects Motions
1962-2019

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

INTRODUCTION

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

“...The Conference shall serve as the collective conscience of the Fellowship of Overeaters Anonymous as a whole...”

CONTINUING EFFECT MOTIONS

1962 Rescinded 2014.

1977a Rescinded 2001.

1977b It was adopted to:

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

1978 It was adopted that:

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

1979a Rescinded 1989. Superseded by 1982b.

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

1979c Amended 1989. It was adopted that:

The treasurer’s report be prepared and sent out to delegates prior to the Business Conference to allow each person time to study, assimilate, and prepare any questions they might have for the Board of Trustees.

1979d Rescinded 2015.

1979e Amended 1989, 2001, 2012, and 2016. It was adopted:

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

1980a Rescinded 2016.

1980b Amended 2013. An anonymity statement was adopted:

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

- 1980c** Amended 2002 and 2013. It was adopted that:
All OA events sponsored by registered OA groups and service bodies referenced in Bylaws, Subpart B, provided they uphold the Twelve Traditions, be placed in the WSO calendar upon request of the sponsoring body.
- 1980d** It was adopted that:
A Conference committee member can petition the Board of Trustees to consider by a two-thirds vote of the Board of Trustees to remove a nonfunctioning chairman of a specific Conference committee. The vice chairman will then assume the chairmanship.
- 1982a** Rescinded 1999.
- 1982b** Rescinded 2010.
- 1982c** Amended 1989 and 2018. A definition of open and closed groups was adopted:
Open group is a group which is open to anyone.
- Closed group is a group that is open to anyone with the desire to stop eating compulsively, or anyone who thinks they may have a problem with compulsive overeating. This includes newcomers.
- 1982d** Rescinded 2001.
- 1982e** It was adopted that:
Through announcements in *Lifeline* and *A Step Ahead* the Fellowship be invited to attend and observe the Board of Trustees' meetings held prior to the annual Business Conference and Convention. The board is to make available sufficient facilities to accommodate all who choose to attend.
- 1982f** Rescinded 2012.
- 1983** Amended 1989. After a presentation/discussion on requirements other than the Twelve Steps, the following statement was adopted:
Overeaters Anonymous respects the autonomy of each OA group. We do suggest, however, that any OA group which imposes a special purpose, task, or guideline should inform its members that this special purpose, task, or guideline does not represent OA as a whole. The only requirement for membership is the desire to stop eating compulsively. Anyone who says they are a member is a member. We of Overeaters Anonymous welcome all members with open arms.
- 1984a** Amended 1990, 2013, and 2015. Upon the recommendation of the Literature Committee, a preamble for Overeaters Anonymous was adopted to read:
Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength, and hope, are recovering from compulsive overeating. We welcome everyone who wants to stop eating compulsively. There are no dues or fees for members; we are self-supporting through our own contributions, neither soliciting nor accepting outside donations. OA is not affiliated with any public or private organization, political movement, ideology, or religious doctrine; we take no position on outside issues. Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

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

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

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

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

1984e Amended 2014. After a presentation/discussion, a statement on the sale of merchandise was adopted:

It is the will of the Business Conference that sale of merchandise, per se, is not prohibited by the Traditions. With regard to sale of merchandise, "Each group should be autonomous except in matters affecting other groups or OA as a whole." If you choose to sell merchandise, the following guidelines are suggested:

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

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

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

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

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

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

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

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

1986a Amended 1996, 1998, and 2018. Superseded by 2019c.

1986b It was adopted that:

The annual World Service Business Conference delegate binders include a copy of the current fiscal year budget as adopted by the Board of Trustees.

1987a Rescinded 2000. Superseded by 2000a.

1987b Rescinded 2018.

1987c It was adopted that:

All policies adopted by the Business Conference shall be placed in a document entitled Business Conference Policy Manual which shall be distributed to world service delegates as part of pre-Conference delegate materials and also updated and included in all final World Service Business Conference reports.

1987d Superseded by 2005c.

- 1988a** Amended 1989, 1992, 1996, 1998, 2001, 2002, 2010, 2014, and 2018. It was adopted that:
- 1) Functioning
Service bodies may join together in order to help carry the message of OA recovery, providing they adhere to the Traditions and the Overeaters Anonymous policies for the use of OA-approved literature and print material.
 - 2) Business Conference Delegates
 - a) In addition to the requirements set out in Article X, Section 3c) of the Bylaws, Subpart B, it is suggested the delegates should be selected for judgment, experience, stability, willingness, and for faithful adherence to living within the concepts of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Overeaters Anonymous. It is further suggested a World Service delegate be a current or past regional representative.
 - b) As participants, delegates shall not be bound by the wishes of their service bodies, but should not vote against these wishes unless situations arise at the Business Conference that make it necessary for the best interests of Overeaters Anonymous as a whole.

- 1988b** Amended 2002, 2009, 2011, and 2019. The following policy statement was adopted:
The WSBC 2019 accepts the following definitions:
- 1) Abstinence: The act of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.
 - 2) 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.

1988c Superseded by 2005c.

- 1989a** It was adopted that:
In order to reaffirm the special relationship between OA and O-Anon and in keeping with the spirit of Tradition Ten—cooperation without affiliation—the following be adopted:

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

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

1989b Rescinded 2003.

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

- 1991a** Amended 2003, 2013, 2015, and 2017. It was adopted that:
The following Conference and board committees be restructured as follows, to begin with the 1992 WSBC:
- 1) The Conference committees listed in Subpart B, Article XI of the Overeaters Anonymous, Inc. Bylaws should confer with the corresponding board committees.

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

1991b Superseded by 2005c.

1991c Amended 2018. It was adopted that:

The terms “compulsive overeater, compulsive eater,” and “compulsive eating, compulsive overeating” be used interchangeably in OA literature, as determined to be appropriate to the topic and context by the Literature Committee during the regular literature writing, editing, and approval process.

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

“Unity with Diversity” Policy

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

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

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

THE FELLOWSHIP encourages each duly registered group and service body to affirm and maintain the Twelve Traditions of Overeaters Anonymous by allowing any member to share his or her experience, strength, and hope in meetings regardless of the individual approach or specific

concept that member may follow. Duly registered is defined as being in full compliance with Bylaws, Subpart B, Article V.

1992b Amended 2018. Superseded by 2019c.

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

1992d Rescinded 1998.

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

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

1993b Amended 2010. It was adopted that:
It is the group conscience of the 1993 World Service Business Conference that the sale or display of literature other than OA-approved literature and AA conference-approved literature (as described in WSBC Policy 2010a) is an implied endorsement of outside enterprises, and therefore in violation with Tradition Six.

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

1993d Rescinded 2001.

1993e Rescinded 1998.

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

1994b Amended 2008. It was adopted that:
The Fellowship of Overeaters Anonymous recognizes the existence of special focus meetings, (i.e., gay and lesbian meetings, women's meetings, men's meetings, 100-pounders, maintainers, old timers, and people of various cultural backgrounds, etc.) which have been formed of persons who can more readily identify with fellow OAers with similar attributes. According to the Traditions,

bylaws, and policies of OA, the only requirement for membership is the desire to stop eating compulsively. We ask each person attending a meeting to respect and consider the group conscience. All registered meetings shall welcome and give a voice to any person who has the desire to stop eating compulsively.

1994c Rescinded 1998.

1995a Rescinded 2014.

1995b Rescinded 2014.

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

1996b Rescinded 2008. Superseded by 2008a.

1997 Rescinded 2001.

1998 Rescinded 2008. Superseded by 2008a.

1999 Rescinded 2016.

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

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

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

2002a Rescinded 2005.

2002b Rescinded 2005.

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

2004a Rescinded 2018.

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

- 1) The World Service Office shall notify the service body of any challenges to delegate credentials within seven days of receipt of delegate information by the World Service Office.
- 2) The service body shall notify the World Service Office if it wishes to appeal denial of delegate credentials within fourteen days of this notification.
- 3) The Appeals Review Committee shall be composed of two members of the Board of Trustees (the BOT chair and one other trustee), two region chairs, and two representatives of the region bringing the appeal. It will be chaired by the BOT chair.
- 4) The Appeals Review Committee, via electronic communications, will collectively decide the final disposition of each appeal with a deadline of one month prior to the first session of the upcoming WSBC.

2005a Amended 2016. It was adopted that:

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

2005b Rescinded 2011.

2005c Amended 2017. It was adopted to:

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

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

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

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

2006 Rescinded 2014.

2007 Rescinded 2009.

2008a Amended 2019. It was adopted that:

OA literature may be discontinued, removed, or changed in format for the following reasons:

- 1) Low Demand. When it is no longer cost-effective to print and maintain inventory of Conference-approved OA literature due to low demand, the Executive Committee of the Board of Trustees may decide to move the piece from print to digital form after the depletion of remaining stock.
 - a) Pamphlets will be made available for download from the OA website.
 - b) The Executive Committee may choose other methods to make low-demand books available.
 - c) A copy marked “digital only” with the date the piece was converted to digital only will be maintained in literature archives.
- 2) Removal of Conference Seal of Approval. WSBC delegates may remove the Conference Seal of Approval by a two-thirds vote. Sales of such literature will cease immediately. A copy marked “removed” with the date the piece was removed will be maintained in literature archives.
- 3) Non-Observance of Traditions. If any previously approved literature is found by the Executive Committee of the Board of Trustees to violate our Traditions, sales of that literature will cease immediately, and it will not be distributed for any reason. Conference-approved literature determined to violate Traditions will then be submitted to the Conference for removal of the Conference Seal of Approval. A copy marked “removed” with the date the piece was removed will be maintained in literature archives.
- 4) Discontinued Literature. A copy of literature that is discontinued for any reason other than noncompliance with Traditions will be marked “discontinued” with the date the piece was discontinued and maintained in literature archives.

Notification to the Fellowship shall be through appropriate WSO publications.

2008b It was adopted to:

Create an Overeaters Anonymous media policy.

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

2008c It was adopted to:

Create an Overeaters Anonymous public relations policy.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2009c Rescinded 2012.

2009d Rescinded 2019.

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

Statement on Approved Literature

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

2010b Rescinded 2014.

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

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

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

2011a Amended 2016 and 2019. The following policy statement was adopted:

Statement on Public and Social Media

While Overeaters Anonymous has no opinion on outside issues, including social media, the delegates of the 2019 World Service Business Conference recommend that any OA member, group, or service body using social media for OA public information and public awareness maintain the personal anonymity of OA members.

Members of Overeaters Anonymous are anonymous. The Fellowship is not. Members of Overeaters Anonymous are responsible for maintaining their anonymity and respecting the anonymity of other OA members. When attending an OA meeting, whether face-to-face or virtual, members are encouraged to seek appropriate means to protect their own anonymity and that of fellow members.

All registered virtual meetings shall inform members that their anonymity is not fully protected when attending a virtual meeting.

Find options for protecting anonymity at *Guidelines for Anonymity in the Digital World*. (<https://oa.org/groupsservice-bodies/guidelines/>)

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

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

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

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

Statement on Creating Service Centers

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

2012b The following policy statement was adopted:

Statement on Group Where Access is Restricted

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

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

2012c The following policy statement was adopted:

Statement on Group Liability Insurance

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

2012d Amended 2014. It was adopted that:

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

2013 The following policy statement was adopted:

Statement on Individual Member Donations to the OA World Service Office

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

2014a Rescinded 2017.

2014b It was adopted that:

Meetings of Delegates

Annual Business Conference

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

2015 It was adopted that:

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

2016 Rescinded 2019.

2017a The following policy statement was adopted:

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

2017b The following policy statement was adopted:

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

2017c Amended 2018. Superseded by 2019c.

2018a It was adopted that:

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

2018b The following policy statement was adopted:

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

2019a It was adopted that:

Groups known as hybrid meetings may register only once. The hybrid groups may be included on the oa.org meeting list under the appropriate meeting categories.

2019b It was adopted to:
Apply for and, if approved, accept non-profit status from Google so that we may gain access to Google's Custom Search feature at no cost.

2019c The following policy statement was adopted:
The World Service Business Conference established the following annual events.

OA Birthday: The third weekend of January as the annual celebration of the January 19, 1960 founding of Overeaters Anonymous.

Unity Day: The last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m. local time.

Sponsorship Day: The third weekend in August.

International Day Experiencing Abstinence (IDEA): The third weekend in November.

****END****

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

Business Conference Policy Manual Appendix A – Rescissions

- 1962** At OA's first Business Conference, then called the National Conference, it was adopted that: We endorse as our only basic creed the only thing that OA in general subscribes to (from headquarters), the Twelve Steps and the Twelve Traditions. That this is the only basic program that OA (headquarters) believes as its creed. We acknowledge that these two things are the only creed that OA subscribes to, basically. (*Rescinded 2014*)
- 1977a** It was adopted that:
The price be put back on the literature. (*Rescinded 2001*)
- 1979a** It was adopted that:
AA-approved literature to be sold at the WS Convention, with list to be submitted from the Literature Committee to the board for approval. (*Rescinded 1989*)
- 1979b** It was adopted that:
Any activity (i.e., marathons, conventions, and retreats) not sponsored by a registered group, an intergroup, region, or OA as a whole be considered an outside enterprise not to be endorsed or promoted by OA and as such not appear in a world service publication. Any marathon, convention, or retreat that offers for sale any items that are not Conference-approved, be considered an outside enterprise and also not be publicized in OA publications. (*Rescinded 1989*)
- 1979d** It was adopted to:
Pay founder Rozanne S.'s expenses to all future Conventions. (*Rescinded 2015*)
- 1980a** Amended 1989. It was adopted that:
The purpose of each proposed amendment to the World Service bylaws be clearly verbalized by the proposing body. (*Rescinded 2016*)
- 1982a** After a presentation/discussion on whether OA should produce literature on anorexia nervosa or other eating disorders, the following statement was adopted:
Overeaters Anonymous does not have any literature for specific eating disorders other than compulsive overeating. We welcome in love and fellowship all who have the desire to stop eating compulsively. (*Rescinded 1999*)
- 1982b** After a presentation/discussion on using an OA/AA-approved literature list which includes the 1976 Business Conference Statement on OA/AA-approved literature, the following was adopted that:

The current World Service Business Conference policy on literature be a list (to be updated as necessary) which includes the amended 1976 Statement on OA/AA-approved literature: "In accordance with our Traditions, we suggest OA groups maintain unity and protect our Traditions by selling only program books and pamphlets at their meetings. This would include AA Conference-approved literature and OA Conference- and board-approved literature. Intergroup or group prepared local literature should be used with the greatest discretion. Even then, we suggest that you submit it to the World Service Office for their information. This type of local literature should be considered temporary and discontinued when OA literature approved for general use is available to cover the topic." (The complete list which includes this statement, literature, and explanations is available from the World Service Office.) (*Rescinded 2010*)

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

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

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

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

To designate the third weekend of January as the annual celebration of the January 19, 1960 founding of Overeaters Anonymous. (*Superseded by 2019c*)

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

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

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

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

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

1992b Amended 2018. It was adopted that:
The World Service Business Conference establish an International Day Experiencing Abstinence (IDEA) to be held annually on the third weekend in November. (*Superseded by 2019c*)

- 1992d** The following policy statement adopted that:
The World Service Business Conference resolves to welcome anorexics and bulimics in the OA Fellowship as full and equal members. (*Rescinded 1998*)
- 1993d** It was adopted that:
Beginning 1994 the World Service Office will charge a twenty-dollar (\$20) nonrefundable fee to register a World Service Business Conference delegate. (*Rescinded 2001*)
- 1993e** It was adopted that:
Until such time as the World Service Business Conference adopts concepts for OA, that all OA service bodies study and utilize AA's Twelve Concepts as guidelines for their service. (*Rescinded 1998*)
- 1994c** The World Service Business Conference 1994 adopted:
- 1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.
 - 2) The OA groups have delegated to World Service Business Conference the active maintenance of our world services; thus, World Service Business Conference is the voice, authority and effective conscience of OA as a whole.
 - 3) The right of decision, based on trust, makes effective leadership possible.
 - 4) The right of participation ensures equality of opportunity for all in the decision-making process.
 - 5) Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.
 - 6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.
 - 7) The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws, Subpart A; the rights and responsibilities of the World Service Business Conference are accorded to it by Tradition and by OA Bylaws, Subpart B.
 - 8) The Board of Trustees has delegated to its Executive Committee the responsibility to administer the World Service Office.
 - 9) Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
 - 10) Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.
 - 11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs, and consultants.
 - 12) The spiritual foundation for OA service ensures that:
 - a) no OA committee or service body shall ever become the seat of perilous wealth or power;
 - b) sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle;
 - c) no OA member shall ever be placed in a position of unqualified authority;
 - d) all important decisions shall be reached by discussion, vote, and whenever possible, by substantial unanimity;
 - e) no service action shall ever be personally punitive or an incitement to public controversy; and
 - f) no OA service committee or service board shall ever perform any acts of government, and each shall always remain democratic in thought and action. (*Adopted into OA Bylaws, Subpart B 1998*)
- 1995a** It was adopted that:
Overeaters Anonymous designate January as "Media Awareness Month." (*Rescinded 2014*)

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

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

Discontinuance of a pamphlet:

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

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

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

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

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

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

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

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

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

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

- 1999** Amended 2004 and 2005. It was adopted that:
An online or telephone group will be registered with world service as long as the listed group meets the following criteria:
1) Takes place in “real-time”;
2) Is fully interactive; and
3) Fulfills the definition of an OA group as contained in Subpart B, Article V, Section 1 of Overeaters Anonymous, Inc. Bylaws. *(Rescinded 2016)*
- 2002a** It was adopted that:
There will be a special Conference committee consisting of four members of the Board of Trustees, four region chairmen, and up to ten delegates to develop a plan of action to either strengthen the current OA worldwide service structure or restructure it. The result will be presented to WSBC no later than 2004. The chairman of the board will choose committee members. *(Rescinded 2005)*
- 2002b** It was adopted that:
The Board of Trustees will investigate the feasibility of establishing a toll free line for the purpose of public information and publish its reports to all service bodies by October 1, 2002. *(Rescinded 2005)*
- 2004a** It was adopted that:
The WSO have proposal forms available on the OA website with detailed online instructions for submitting the proposals. The forms are to include an email address for the maker of the proposal. *(Rescinded 2018)*
- 2005b** It was adopted that:
WSBC 2005 directs the Board of Trustees (BOT) to implement a matching grant program whereby service bodies may apply for and receive funds from OA, Inc. for projects enhancing unity and the ability to carry the message both within and outside OA. Total yearly funding for grants shall not exceed 1 percent of total donations to the World Service Office (WSO) for the prior year. *(Rescinded 2011)*
- 2008** It was adopted to:
Change the name of the HIPM (Hospitals, Institutions, Professionals and the Military) Committee to Professional Outreach Committee. *(Rescinded 2014)*
- 2007** It was adopted that:
Overeaters Anonymous, Inc. conduct a Public Awareness Campaign using the services of an outside agency. Expenses connected to this campaign will be supported by member contributions to a special public awareness campaign fund established by the Board of Trustees. The BOT may use up to \$20,000 of current reserves for seed money to initiate the campaign. Such funds are to be reimbursed from the special fund established for this purpose. *(Rescinded 2009)*
- 2009c** It was adopted to:
Establish a special fund to assist in the translating of OA literature, forms, correspondence, website, and other materials to languages other than English. Money in this fund is in addition to the translation committee’s budget. The BOT will establish guidelines to allocate the funds. *(Rescinded 2012)*
- 2009d** It was adopted to:
Create a Web/Technology Conference Committee starting at WSBC 2010. *(Rescinded 2019)*

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

2014a It was adopted that:

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

- 1) Email groups must comply with the definition of an Overeaters Anonymous group as per OA, Inc. Bylaws, Subpart B, Article V – Overeaters Anonymous Groups, Section 1 – Definition.
- 2) The topic and/or focus of the email group are consistent with those listed on oa.org for Overeaters Anonymous face-to-face and virtual groups.
- 3) New members must be informed of the loop’s policies, norms and practices.
- 4) Archives are to be deleted at least once a month unless the loop’s policies dictate otherwise.
- 5) Email groups are moderated to stay on topic.
- 6) The format of the email groups is structured similarly to a registered OA group. Postings to email groups are limited to the topic, the Twelve Steps, the Twelve Traditions, or the Twelve Concepts of OA Service. Feedback, crosstalk and advice-giving are discouraged.
- 7) Each email group will have a coordinator who registers the loop with an email service provider and a secretary who will liaise with the OA World Service Office. (*Rescinded 2017*)

2016 It was adopted to:

Establish an OA Virtual Services Conference Committee. The committee would focus on virtual groups and would assist in forming new virtual service boards, presenting virtual workshops, and other projects that support the virtual groups and virtual service boards (VSBs). This will help build infrastructure and support for VSBs and virtual groups. (*Rescinded 2019*)

2017c Amended 2018. It was adopted that:

The World Service Business Conference 2017 create a Sponsorship Day to be held annually on the third weekend in August. (*Superseded by 2019b*)

Business Conference Policy Manual Index

A

abstinence
defined, 1988b
International Day Experiencing Abstinence, 1992b, 2019c
as primary purpose of OA, 1984a, 1994a, 1995b
replaced as tool by plan of eating, 1995b
statement on, and recovery, 1988b

action plan
as tool of recovery, 2010b, 2011b

addictions
role in OA, 1994a

advertising policy, 2008e
See also media

affiliation
cooperation without, 1989a
defined, 2008c

agenda questionnaire, 2004a, 2005c

Alcoholics Anonymous
sale of AA literature, 1979a, 1982b, 1992c, 1993b, 2010a
Twelve Concepts, 1993e

alcoholism
role in OA, 1994a

anonymity
media and, 2008b, 2011a
of members, 1990, 2003, 2011a
of speakers/leaders, 1990
statement on, 1980b
as Tool of recovery, 2011b

anorexia
literature on, 1982a
members with, 1992d

Appeals Review Committee, 2004b

attract/attraction
defined, 2008c

autonomy
of groups, 1983, 1984e

B

bariatric surgery, 2018b

basic creed
Twelve Steps and Twelve Traditions
endorsed as, 1962

BCPM. *See* Business Conference Policy Manual

bequests, 2013

birthday

OA's annual celebration, 1986a, 2019c

Board Literature Committee, 1985

Board of Trustees
application form, 1992e
attendance at meetings by general
fellowship/observers, 1982e
communication to intergroups, 1988a
general service trustee job description, 1992e
leaves of absence, 1987b
petitions considered by, 1980d
policies beyond sunset dates, 2005a
responsibilities, 1994c
special meetings, calling of, 2014b

Board of Trustees and committees
chair appointment responsibilities, 1991a
Executive Committee, 1994c
merging with Conference committees, 1991a
structure and membership of committees, 1991a
See also chairs of committees; committees

Board of Trustees and literature
approvals, 2010a
literature printing discontinuations, 1996b, 2008a
literature production responsibilities, 1985
literature translation funds responsibility, 2009c

Board of Trustees and WSBC
activities for WSBC non-committee
members, 1991a
Appeals Review Committee participation, 2004b
delegate credentials, 2004b
regional input in selecting WSBC committee
members, 1991a
registration fee, 2001
removal of completed/obsolete policies, 2005a
topics for presentation/discussion selection, 1984d
waiver of delegate term limits, 2012d
written reports, 1982d

body weight
statement on abstinence and healthy, 1988b

budget
copies at WSBC, 1986b

bulimia, 1982a, 1992d

Business Conference Policy Manual
changes and deletions, *1989b*, 2005a
distribution to delegates, 1987c
new business/motions submission, 2005c
obsolete/completed policies removal, 2005a
Tools of recovery, 2011b
updating, 1987c
See also World Service Business Conference
(WSBC)
bylaw amendments
procedures for submission and consideration,
2005c
procedures for undebated, *1982f*
verbalization of purpose, *1980a*

C

calendar of events
activities allowed in, 1980c
chairs of committees
appointment or election, 1991a
at Conference, 1991a
petitions to remove nonfunctioning, 1980d
closed groups
defined, 1982c
cochair, trustee, 1991a
codependency, role in OA, 1994a
cofounder. *See* founder
collective conscience of Fellowship, *1994c*
committees
Appeals Review Committee, 2004b
Board Literature Committee, 1985
Board of Trustees Executive Committee,
1994c
Conference Literature Committee, 1985
Conference Planning Committee, 1984d
coordination of, 1991a
deadline for preferences, 1991a
delegate cochairs, 1991a
delegates, optional service by, 1991a
delegates, preferences of, 1991a
funds not to be maintained by WSBC
committees, 1984c
HIPM name change, *2006*
liaison with and reporting to Board of
Trustees, 1991a
literature responsibilities, 1985
meetings, 1991a
members, removal from mailing list, 1991a
non-committee members, activities for, 1991a
non-delegate members, 1991a
open status, 1991a

power of, *1994c*
Professional Outreach Committee, *2006*
reports, 2000b, 2014b
special, to evaluate OA structure, *2002a*
structure of, 1991a
temporary absences from, 1991a
Translation Committee funds, *2009c*
Virtual Services Conference Committee
created, *2016*
Web/Technology Conference Committee
created, *2009d*
Welcome to OA Ad Hoc Committee, 2018a
WSBC Motions Review Committee, 2005c
Young Persons Committee established,
2010d
See also chairs of committees
communications
anonymity of speakers/leaders in event
materials, 1990
from Board of Trustees to delegates and
service bodies, 2014b
electronic, 2000b, 2010e, 2010c
events in WSO publication calendars, 1980c
See also literature; media; website
compulsive eater/overeater
interchangeable use of term, 1991c
compulsive eating/overeating
primary purpose of OA and, 1994a
use of term, 1991c
Conference. *See* World Service Business
Conference (WSBC)
Conference Literature Committee, 1985
Conference Policy Manual. *See* Business
Conference Policy Manual
Conference Seal of Approval
granting, 1985
removing, 2008a
contributions, 1984a, 1993c, 2013
Conventions. *See* events/functions; World
Service Convention
cooperation
defined, 2008c
copyright
food plan information, 2000a
creed
preamble, 1984a
responsibility pledge, 1977b
Twelve Steps and Twelve Traditions
endorsed as basic, *1962*

D

datebook calendar
activities allowed onto WSO calendar, 1980c
decision-making process, *1994c*
defamatory policies and amendments, 2005c
Delegate Support Fund, 1993c
delegates to WSBC
appeals process for credential denial, 2004b
budget distribution to, 1986b
Business Conference Policy Manual
distribution to, 1987c
challenges to credentials, 2004b
committee preferences, 1991a
communications to, 2014b
contact information, 1979e
criteria, 1988a
Final Conference Report distribution to,
2010c
funds for attendance, 1993c
nondelegate members of committees, 1991a
regional representatives, 1988a
registration fee, *1993d, 1997, 2001*
service body wishes, 1988a
special meetings, 2014b
term limits, 2012d
diversity, 1992a
donations, 1984a, 2013
dues, 1984a
duly registered
defined, 1992a

E

eating disorders
literature on, *1982a, 1992d*
electronic communications
Final Conference Report availability, 2010c
inclusion of, 2000b
postmark, 2000b
registration of groups and service bodies,
2010e
email contact information, 2010e
email groups, *2014a*
emotional recovery, 1988b
encryption program, 2003
events/functions
closing prayers/readings, 1993a
considered as outside enterprises, *1979b,*
1984e
display of name, 2015
founding day celebration, *1986a, 2019c*

International Day Experiencing Abstinence,
1992b, 2019c

International Twelfth Step Within Day,
2009b

Media Awareness Month, *1995a*

sale of merchandise at, 1984e

speakers/leaders, anonymity in fliers for,
1990

Sponsorship Day, *2017c, 2019c*

Unity Day, *1986a, 2019c*

in WSO calendars of events, 1980c

Executive Committee

authority to discontinue literature, *1996b,*
2008a

F

Final Conference Report

contact information for delegates, 1979e

electronic availability, 2010c

inclusion of updated BCPM, 1987c

financial matters

dues/fees, 1984a

funds for founder to attend Conventions,
1979d

funds for translation of materials, *2009c*

matching grants, *2005b*

operating and reserve, *1994c*

Public Awareness Campaign, *2007*

WSBC committees, funds raised or

maintained by, 1984c

WSBC delegates, copies of budget for, 1986b

WSBC delegates, funds for attendance of,
1993c

WSBC delegates, registration fee for, *1993d,*
1997, 2001

WSBC treasurer's report sent prior to, 1979c

See also sales

food plans

abstinence replaced as Tool by plan of eating,
1995b

copyright of, 2000a

groups sharing information, 2000a

non-endorsement, *1987a*

outside literature, 2000a

restrictions on speakers at meetings based on,
2000a

See also plan of eating

founder

bestowal of title on Rozanne S., 2011c

payment of expenses to Conventions, *1979d*

founding day

celebration, *1986a*, 2019c
functions. *See* events/functions

G

groups

activities of, in WSO calendar, 1980c
anonymity of speakers/leaders at events, 1990
autonomy of, 1983, 1984e
closed, defined, 1982c
criteria for online or telephone, *1999*
different recovery approaches allowed, 1992a
diversity of, 1992a
duly registered, defined, 1992a
electronic registration of, 2010e
email, *2014a*
financing, 1984a
hybrid meetings, 2019a
liability insurance, 2012c
literature printing by groups outside US, 1978
locally produced literature, 2010a
media use, 2011a
membership requirements, 1983
open, defined, 1982c
restricted access, 2012b
sale of merchandise, 1984e
sharing food plan information, 2000a
special focus/special purpose, 1983
“Unity with Diversity” policy statement,
1992a
use of AA Twelve Concepts, *1993e*
See also literature; meetings; specific types
such as intergroups, virtual groups
GST definition on trustee application form,
1992e

H

hand and heart of OA pledge, 1977b
healthy body weight, statement on abstinence
and, 1988b
HIPM (Hospitals, Institutions, Professionals,
and Military) Committee name change,
2006

I

I Put My Hand in Yours, OA Promise, use of,
1993a
IDEA (International Day Experiencing
Abstinence), established, *1992b*, 2019c
insurance, liability, 2012c
intergroups

different approaches to recovery allowed,
1992a

duly registered, defined, 1992a
events, etc., inclusion in WSO calendar,
1980c

Final Conference Report distribution, 2010c
meetings, closing statements/readings, 1993a
“Unity with Diversity” policy statement,
1992a

website templates for use by, 2009a
WSBC delegate attendance funding, 1993c
WSBC Delegate Support Fund contributions,
1993c

WSBC presentations/discussion topics
proposals, 1984d
See also service bodies

International Day Experiencing Abstinence
(IDEA), established, *1992b*, 2019c

International Twelfth Step Within Day,
established, 2009b

L

language service boards. *See* service boards
liability insurance, groups or service bodies,
2012c

literature

AA Conference-approved, 2010a
alteration, printing or transmission of by
service bodies, 1988a

approved, *1982b*, 1985, 1993b, 2010a
calendars of events, activities in, 1980c
compulsive eater/overeater, use of term,
1991c

Conference Seal of Approval, 1985, 2010a
discontinued/discontinuing, *1996b*, 1998,
2008a

downloaded from website, 2008a

on eating disorders, *1982a*
food plan information, 2000a

locally produced, 2010a
non-approved, 1993b, 2000a
non-USA reprints, 1978

notification of decisions to Fellowship, 2008a
prices, *1977a*

produced at world service level, 1985
recovery chips, 2008f

removal of, 2008a
sale of, *1979a*, *1982b*, 1992c, 2010a

Statement on Approved, 2010a

as Tool of recovery, 2011b
translation funds, *2009c*

violations of Tradition Six, 1993b
WSBC policy, 1982*b*, 1985, 1993*b*, 2010*a*
Literature Committee, 1985
locally produced literature, 2010*a*
loops, email; *see* email groups.

M

maintainers, 1994*b*
matching grant program, 2005*b*
media
 anonymity of members, 1980*b*, 2011*a*
 Media Awareness Month established, 1995*a*
 paid ads policy created, 2008*e*
 policy created, 2008*b*
 Public Awareness Campaign, 2007
 public relations policy created, 2008*c*
 public service announcements policy created, 2008*d*
 social media statement, 2011*a*
 Statement on Public, 2011*a*
Media Awareness Month
 established, 1995*a*
meetings
 100-pounder, 1994*b*
 addiction topics at, 1994*a*
 closing prayers/readings, 1993*a*
 food plan information at, 1987*a*, 2000*a*
 gay and lesbian, 1994*b*
 hybrid meetings, 2019*a*
 literature locally produced, 2010*a*
 literature sale/display, 2010*a*
 maintainers, 1994*b*
 media use, 2011*a*
 meetings of delegates, 2014*b*
 members attendance at, before WSBC, 1982*e*
 men's, 1994*b*
 open and closed, defined, 1982*c*
 opening readings, 1996*a*
 primary purpose of, 1994*a*
 recognition of special focus, 1994*b*
 restrictions, 2000*a*
 sharing at, 1994*a*, 2000*a*
 special purpose/focus, 1983, 1994*b*
 as Tool of recovery, 2011*b*
 See also committees; groups
members
 anonymity of, 1980*b*, 1990, 2003, 2011*a*
 anorexics and bulimics as, 1992*d*, 1998
 attendance at Board of Trustees meetings, 1982*e*

attendance at WSBC committee meetings, 1991*a*
choice of food plan and participation, 2000*a*
different approaches to Twelve Steps and Twelve Traditions, 1992*a*
media use, 2011*a*
participation, 2000*a*
special requirements imposed by groups, 1983
membership requirements, 1983
merchandise
 group sale of, 1984*e*
 sale at events/functions, 1984*e*
Motions Review Committee, 2005*c*

N

names
 in Final Conference Report, 1979*e*
 publishing, 1990
national service boards. *See* service boards
new business motions
 procedures for submission and consideration at Conference, 2005*c*
non-English languages, translation funds for, 2009*c*

O

O-Anon
 relationship with, 1989*a*
OA annual birthday celebration, 1986*a*, 2019*c*
OA Promise, I Put My Hand in Yours, use of, 1993*a*
OA Young Persons Committee established, 2010*d*
online groups
 registration criteria, 1999
 See also virtual groups
open groups
 defined, 1982*c*
out-of-order proposals, 2005*c*
outside issues/enterprises
 addictions and other problems, 1994*a*
 food plans, 2000*a*
 groups and activities considered, 1979*b*
 literature, 1993*b*
 sale of merchandise, 1984*e*

P

paid ads policy, 2008*e*
pamphlets. *See* literature
petitions

Board of Trustees consideration of, 1980d
phone meetings
 registration criteria, 1999
 See also virtual groups
physical recovery, 1988b
plan of eating
 as Tool of recovery, 1995b, 2011b
 See also food plans
pledges
 hand and heart of OA, 1977b
 responsibility, 1977b
 See also creed
policies beyond sunset dates, 2005a
policy motions
 procedures for submission and consideration
 at Conference, 2005c
postmark
 defined, 2000b
 electronic communications, 2000b
prayers/readings
 suggested closing, for meetings, events,
 functions, 1993a
preamble
 adopted, 1984a
 primary purpose of OA included in, 1994a,
 1995b
primary purpose
 abstinence, 1994a, 1995b
 defined, 1984a
Professional Outreach Committee, 2006
promote/promotion
 defined, 2008c
Public Awareness Campaign, 2007
public info toll-free line, 2002b
public media. *See* media
public relations policy
 created, 2008c
 See also media
public service announcements policy created,
 2008d
publication calendars
 activities in, 1980c
publishing. *See* literature

R

recovery
 action plan adopted as Tool, 2010b
 different approaches to, 1992a
 elements of, 1988b
 statement on abstinence and, 1988b
 Tools, 1995b, 2010b, 2011b

recovery chips
 sales, 2008f
regions
 affirm and maintain Twelve Traditions,
 1992a
 different approaches to recovery allowed,
 1992a
 duly registered, defined, 1992a
 events, anonymity of speakers/leaders at,
 1990
 media use, 2011a
 meetings, closing prayers/readings, 1993a
 respect rights of individuals, 1992a
 “Unity with Diversity” policy statement,
 1992a
 website templates available for use by, 2009a
WSBC Appeals Committee, nomination of
 persons to serve on, 2004b
WSBC committees membership, 1991a
 See also service bodies
reports, oral Conference committee and
 workshop, 2014b
reports, Conference written 2014b
reprints of literature
 by non-US groups, 1978
responsibility pledge, 1977b
restricted access groups, 2012b
Rozanne S., bestowal of title of founder, 2011c

S

sales of AA literature, 1979a, 1982b, 1992c,
 2010a
 of literature other than OA- or AA-approved,
 1993b, 2010a
 of merchandise at events/functions, 1984e
 of merchandise by groups and service bodies,
 1984e
 of recovery chips, 2008f
 statement on Approved Literature, 2010a
Seal of Approval
 granting, 1985
 removing, 2008a
self-supporting, 1984a
Serenity Prayer, use of, 1993a
service
 no food plan required for, 2000a
 as Tool of recovery, 2011b
service boards
 different approaches to recovery allowed,
 1992a
 events, anonymity of speakers/leaders, 1990

events, inclusion in WSO calendar, 1980c
 Final Conference Report distribution, 2010c
 media use, 2011a
 meetings, closing prayers/readings, 1993a
 meetings, opening reading, 1996a
 Spanish Language Service Board, 2017a
 “Unity with Diversity” policy statement,
 1992a
 website templates available for use by, 2009a
See also intergroups; regions; service bodies
 service bodies
 creating service centers, 2012a
 delegate term limits, 2012d
 different approaches to recovery allowed,
 1992a
 electronic registration of, 2010e
 events, anonymity of speakers/leaders, 1990
 events, inclusion in WSO calendar, 1980c
 Final Conference Report distribution, 2010c
 functioning, 1988a
 join together to carry message, 1988a
 liability insurance, 2012c
 matching grants, 2005b
 media use, 2011a
 meetings, closing prayers/readings, 1993a
 meetings, opening reading, 1996a
 power of, 1994c
 sale of merchandise, 1984e
 “Unity with Diversity” policy statement,
 1992a
 website templates available for use by, 2009a
 WSBC Appeals Committee, nomination of
 persons to serve on, 2004b
 WSBC delegate attendance funding, 1993c
 WSBC delegates credentials, 2004b
 WSBC delegates, credential denials to, 2004b
 service centers, 2012a
 service offices
 titles, advertising and use of, 1990
 share-a-thons. *See* events/functions
 singleness of purpose, 1994a
 social media use, 2011a
 special focus meetings
 recognition of, 1994b
 spiritual recovery, 1988b
 Sponsorship Day, established 2017c, 2019c
 sponsorship
 of OA activities, 1979b
 as Tool of recovery, 2011b
 Step Seven Prayer, use in meeting closings,
 1993a

Step Three Prayer, use in meeting closings,
 1993a
 Steps. *See* Twelve Steps and Twelve Traditions
 sunset procedures for policies, 2005a

T

telephone
 as Tool of recovery, 2011b
 telephone groups
 registration criteria, 1999
See also virtual groups
 templates for websites, 2009a
 term limits, WSBC delegates, 2012d
 titles, 1990
 toll-free line, 2002b
 Tools of recovery
 action plan added, 2010b
 defined, 2011b
 listed in Business Conference Policy Manual,
 2011b
 plan of eating replacing abstinence, 1995b
 Tradition Eleven
 media policies, 2008b, 2011a
 paid ads policy, 2008e
 public relations policy, 2008c
 public service announcement policy, 2008d
 “Unity with Diversity” policy statement,
 1992a
 Tradition Five
 primary purpose of OA, 1994a, 2008c
 Tradition Four
 “Unity with Diversity” policy statement,
 1992a
 Tradition One
 approved literature policy, 2010a
 “Unity with Diversity” policy statement,
 1992a
 Tradition Six
 approved literature policy, 2010a
 sale of non-approved literature, 1993b
 Tradition Ten
 approved literature policy, 2010a
 O-Anon and, 1989a
 Tradition Three
 bariatric surgery, 2018b
 special focus meetings, 1994b
 translation funds, 2009c, 2017b
 treasurer's report, timing of, 1979c
 trustees. *See* Board of Trustees
 Twelfth Step Within Day, established, 2009b
 Twelve Concepts

AA's, utilization of, *1993e*
of OA Service, *1994c*
reading of, at meetings, *1996a*
Twelve Steps and Twelve Traditions
different approaches of members, *1992a*
endorsed as basic creed, *1962*
prayers at meeting closings, *1993a*
reading of, at meetings, *1996a*
See also specific Steps; specific Traditions

U

Unity Day, established, *1986a*, *2019c*
"Unity with Diversity"
policy statement, *1992a*

V

virtual groups (online/telephone)
criteria for registration of, *1999*
See also groups; meetings
virtual service boards. *See* service boards
Virtual Services Conference Committee created,
2016

W

website
Datebook calendar on, *1980c*
encryption program, *2003*
Google search, *2019b*
literature available on, when discontinued,
2008a
literature downloaded from, *2008a*
templates for use by groups and service
bodies, *2009a*
translation funds for non-English languages,
2009c

WSBC proposal forms available on, *2004a*
Web/Technology Conference Committee
created, *2009d*

weight

statement on abstinence and healthy body,
1988b

World Service Business Conference (WSBC)
activities for non-committee members, *1991a*
agenda, *2005c*
agenda questionnaire, *2004a*, *2005c*
budget distribution, *1986b*
bylaw amendments, *1980a*, *2005c*
challenges to delegate credentials, *2004b*
committee chairs, non-functioning, *1980d*
committee meetings, *1991a*
committee reports, *2014b*

committee structure, *1991a*
committees, special, *2002a*
communications to delegates and service
bodies concerning, *2014b*
defamatory motions, *2005c*
delegate term limits, *2012d*
discussion topics, *1984d*
funds not to be maintained by committees,
1984c
literature available for purchase at, *1992c*
literature policy, *1982b*, *1985*, *2010a*
members attendance at BOT meetings before,
1982e
motions, procedures for submitting, *2005c*
non-committee members, activities for, *1991a*
non-delegate members of committees, *1991a*
OA Young Persons Committee name change,
2010d
out-of-order motions, *2005c*
policies adopted included in Business
Conference Policy Manual, *1987c*
presentations to, *1984d*
proposal forms on website, *2004a*
reading of Twelve Concepts of OA Service,
1996a
regional representatives, *1988a*
registration fee, *1993d*, *1997*, *2001*
reports, Final Conference, *1979e*, *2010c*
reports available electronically, *2010c*
reports from Board of Trustees, *1982d*
reports from committees and workshops,
2014b
reports from treasurer sent prior, *1979c*
special meetings during, *2014b*
as voice, authority and conscience, *1994c*
waiver of term-limits, *2012d*
See also Business Conference Policy
Manual; bylaw amendments; committees;
delegates to WSBC

World Service Convention

literature available for purchase at, *1992c*
members attendance at meetings before,
1982e
payment of founder's expenses to, *1979d*
time and place determined by Board of
Trustees, *1984b*

World Service Office (WSO)

administration, *1994c*
contributions to WSBC Delegate Support
Fund, annual letter requesting, *1993c*
discontinued literature, *2008a*

display of name at events, 2015
proposal forms, have available on website,
2004a
provide website templates, 2009a
recovery chips, sell, 2008f
registration with, 2010e
WSBC registration fee, 1993d, 1997, 2001
writing

as Tool of recovery, 2011b
WSO. *See* World Service Office (WSO)

Y
Young Persons Committee, name change,
2010d

OA, Inc. Bylaws, Subpart A

ARTICLE I – NAME AND PLACE OF BUSINESS

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

ARTICLE II – PURPOSE

Section 1 – Mission Statement

Our mission is to carry the message of recovery through the Twelve Steps to the compulsive eater who still suffers.

Section 2 – Organization and Purpose

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

ARTICLE III – MEMBERS

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

ARTICLE IV – PROHIBITIONS

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

ARTICLE V – DIRECTORS/MANAGEMENT

Section 1 – Powers

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

Section 2 – Number of Trustees and Qualifications

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

Section 3 – Composition

The board shall consist of all “regional trustees” and “general service trustees” elected in accordance with the procedures set forth in Subpart B of these bylaws.

Section 4 – Election and Terms of Office

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

Section 5 – Compensation

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

Section 6 – Meetings

- a) Immediately following each annual World Service Business Conference meeting held pursuant to Article X of Subpart B of these bylaws, the board shall hold a regular meeting to elect officers and transact other business. The Board of Trustees shall meet at least quarterly, at such place and time as it may designate from time to time by resolution of the board. In the absence of a resolution, regular meetings shall be held at the principal office of the Corporation. Special meetings may be called by the chair of the board or any three trustees, and such meetings shall be held at the time, place, and hour designated by the person or persons calling this meeting.
- b) Notice of the time and place of meetings shall be delivered to each trustee personally or sent by first-class mail, at least seven days prior to any such meeting, provided, however, that notice of regular meetings, the time of which has been designated by resolution of the board, is hereby dispensed with.
- c) More than half of the trustees shall constitute a quorum for the transaction of business.
- d) In the absence of a quorum, the board shall transact no business, except as otherwise expressly provided in these bylaws, in the Articles of Incorporation, or by law, and the only motion the board shall entertain is a motion to adjourn.
- e) Meetings of trustees shall be governed by the latest edition of *Robert’s Rules of Order, Newly Revised* or such successor publication as may from time to time be published, insofar as such rules are not inconsistent with or in conflict with these bylaws, with the Articles of Incorporation, with law, or with special resolutions the board may adopt.

Section 7 – Resignation and Removal of Trustees

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

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

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

- b) Any trustee may be removed by a three-fourths vote of the Conference delegates present and voting at the annual World Service Business Conference.
- c) A vacancy shall be presumed, and the office shall be declared vacant by a three-fourths vote of all trustees under the following circumstances:
 - 1) Any trustee who is absent from two Board of Trustees meetings during his/her term of office without prior notice to the chair of the board or the secretary of the board and good cause as determined by the Board of Trustees.
 - 2) Any trustee who is absent from two Board of Trustees meetings in a twelve-month period, or any general service trustee who is absent from three Executive Committee meetings in a twelve-month period, beginning with the first such meeting following the adjournment (sine die) of the annual World Service Business Conference. Absences during a one-year term could be excused only by impassable weather, serious illness of a trustee, death, or serious illness of a trustee's immediate family member, war, or national strike. Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, a meeting of the Executive Committee, and/or an Executive Committee teleconference be approved for good cause. The motion may be presented at a Board of Trustees meeting prior to or the meeting subsequent to the meeting from which the trustee wishes to be excused. The motion to excuse an absence shall be treated as any other business motion and requires a three-fourths vote of the Board of Trustees. The vote to excuse the absence will be taken by written ballot.
- d) To be considered in attendance at a meeting, a trustee must attend 75 percent of the business meeting's schedule on the agenda for that meeting. This stipulation may be waived due to an emergency or other good cause that occurs during the business meeting if approved by a three-fourths vote of the trustees' present.
- e) One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities may be claimed by a member of the Board of Trustees during each of his/her elected terms of office for any reason. The provisions in Section 7c) above do not apply to any absences of any trustee while on a leave of absence.
- f) The Board of Trustees may remove any trustee for cause by an affirmative three-fourths vote of the trustees. The failure to perform the duties and responsibilities of a trustee, as enumerated in the OA Bylaws, Subpart B, Article IX, Section 2 may constitute cause for removal.
- g) No reduction in the authorized number of trustees will have the effect of removing any trustee before his/her term of office expires.

Section 8 – Vacancies

Vacancies on the Board of Trustees may be filled by a majority vote of the trustees then in office in accordance with Article IX, Section 7 of Subpart B of these bylaws, whether or not less than a quorum, or by a sole remaining trustee, and each trustee elected in this manner shall hold office until the conclusion of the next annual Conference or until his/her earlier resignation or removal or his office has been declared

vacant in the manner provided by these bylaws. A vacancy or vacancies on the Board of Trustees shall exist on the death, resignation, or removal of any trustee, or if the board declares vacant the office of a trustee if he/she is declared of unsound mind by an order of court or is convicted of a felony, or if the authorized number of trustees is increased, or if the delegates fail to elect the full authorized number of trustees to be voted for at any delegates meeting at which an election of trustees is held. If the resignation of a trustee states that it is to be effective at a future time, a successor may be elected to take office when the resignation becomes effective.

Section 9 – Waiver of Notice or Consent

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

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

Section 10 – Adjournment

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

Section 11 – Meetings by Virtual Conference

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

Section 12 – Action without a Meeting

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

Section 13 – Chair of the Board

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

Section 14 – Executive Committee

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

The ranking of the officers shall be as follows:

- a) First vice chair
- b) Second vice chair
- c) Treasurer

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

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

- a) The approval of any action for which law or these bylaws also require approval of the Board of Trustees or delegates or approval of the majority of the Board of Trustees or delegates.
- b) The filling of vacancies on the board or in any committee which has the authority of the board.
- c) The fixing of compensation of the trustees for serving on the board or on any committee.
- d) The amendment or repeal of bylaws or adoption of new bylaws.
- e) The amendment or repeal of any resolution of the board, which by its express terms is not so amendable or eligible for repeal.
- f) The appointment of committees of the board or members thereof.
- g) The expenditure of corporate funds to support a nominee for trustee when there are more people nominated for trustee than can be elected.
- h) The approval of any self-dealing transaction.

Section 15 – Other Committees

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

Section 16 – Managing Director

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

ARTICLE VI – OFFICERS

Section 1 – General

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

Section 2 – Qualification, Election, and Vacancies

- a) The Board of Trustees elect the chair, the first and second vice chairs of the board, and the treasurer of the Corporation from the current trustees at the first board meeting following the annual Conference.

Each nominated trustee may speak for up to five minutes on what they hope to bring to the position. If a tie vote occurs on two ballots, election shall then be decided by lot.

- b) No trustee shall serve in any one office for more than two consecutive one-year terms.
- c) Vacancies may be filled by the board.
- d) The board may elect such other officers, with such qualifications and duties as it may deem fit, to serve at the pleasure of the board.

Section 3 – Duties of Chair of the Board

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

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

Section 4 – Duties of Vice Chair of the Board

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

Section 5 – Duties of Secretary

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

Section 6 – Duties of Treasurer

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

Section 7 – Compensation

Officers who are trustees of the Corporation shall serve without compensation.

ARTICLE VII – INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES, AND OTHER AGENTS

To the maximum extent permitted by the New Mexico Nonprofit Corporation Act, the Corporation shall, as to its past and present trustees, and may, in other cases, indemnify each of its agents against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with any proceeding arising by reason of the fact that any such person is or was an agent of the Corporation, and shall advance to each such agent expenses incurred in defending any such proceeding to the maximum extent permitted by that law. For purposes of this Article, an "agent" of the Corporation includes any person

who is or was a trustee, officer, employee, or other agent of the Corporation, or is or was serving at the request of the Corporation as trustee, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, or was a director, officer, employee, or agent of a corporation which was a predecessor corporation of the corporation or of another enterprise serving at the request of such predecessor corporation. Notwithstanding anything to the contrary in this Article VII, the Corporation shall not be required to indemnify any past or present trustee to the extent that the matter to be indemnified against is covered by insurance purchased by the Corporation.

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

ARTICLE VIII – INSURANCE

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

ARTICLE IX – MISCELLANEOUS PROVISIONS

Section 1 – Fiscal Year

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

Section 2 – Corporate Seal

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

Section 3 – Execution of Checks, Notes, Contracts

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

Section 4 – Annual Report

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

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

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

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

The statement required by this subparagraph (5) shall describe briefly:

- (i) Any covered transaction during the previous fiscal year involving more than \$40,000, or which was one of a number of covered transactions in which the same interested person had a direct or indirect material financial interest, and which transactions in the aggregate involved more than \$40,000.
- (ii) The names of the interested persons involved in such transactions, stating such person’s relationship to the Corporation, the nature of such person’s interest in the transaction and, where practicable, the amount of such interest; provided, that in the case of a transaction with a partnership of which such person is a partner, only the interest of the partnership need be stated.

The statement required by this subparagraph (5) shall describe briefly the amount and circumstances of any indemnifications or advances aggregating more than \$10,000 paid during the fiscal year to any officer or trustee of the Corporation.

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

Section 5 – Inspection

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

Section 6 - Choice of Law

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

ARTICLE X – DISSOLUTION

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

located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XI – AMENDMENTS

Section 1 – Board of Trustees

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

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

Section 2 – Record of Amendments

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

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

OA, Inc. Bylaws, Subpart B

ARTICLE I – TWELVE STEPS

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

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

ARTICLE II – TWELVE TRADITIONS

The Twelve Traditions of Overeaters Anonymous are:

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

ARTICLE III – TWELVE CONCEPTS

The Twelve Concepts of OA Service are:

- 1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.

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

ARTICLE IV – MEMBERS

Section 1 – Legal Status

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

Section 2 – Qualifications

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

ARTICLE V – OVEREATERS ANONYMOUS GROUPS

Section 1 – Definition

These points shall define an Overeaters Anonymous group:

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

Section 2 – Composition

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

ARTICLE VI – INTERGROUPS

Section 1 – Definition

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

Section 2 – Composition

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

Section 3 – Registration

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

Section 4 – Functioning

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

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

ARTICLE VII – REGIONS

Section 1 – Definition

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

Section 2 - Composition

- a) There shall be ten regions composed of intergroups, groups within each region, service boards that fall within regional boundaries, and one virtual region. Subject to regional and BOT approval, language service boards that span more than one region may choose to affiliate with one of the regions that it spans or choose not to be affiliated with any region.
- b) The regions shall be as follows:
 - 1) Region No. 1 shall be the Pacific Northwest Region composed of Alaska, Idaho, Montana, Oregon, Washington, Wyoming, Alberta, British Columbia, Northwest Territories, Saskatchewan, and Yukon.
 - 2) Region No. 2 shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.
 - 3) Region No. 3 shall be the Southwest Region composed of Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, and Utah.
 - 4) Region No. 4 shall be the West Central Region composed of Illinois (except the Greater Chicago area and Central Illinois Intergroup), Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Manitoba, Northwestern Ontario, and the territory of Nunavut.
 - 5) Region No. 5 shall be the Central Region composed of the Greater Chicago area and Central Illinois Intergroup, Indiana, Kentucky, Michigan, Ohio, Wisconsin, and Southwestern Ontario.
 - 6) Region No. 6 shall be the Northeast Region composed of Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, and Bermuda.
 - 7) Region No. 7 shall be the Eastern Region composed of Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.
 - 8) Region No. 8 shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, the Virgin Islands, Central America, and South America.
 - 9) Region No. 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia.
 - 10) Region No. 10 shall be composed of countries and territories in Australia, the Far East, New Zealand, South East Asia, and the Western Pacific Basin.
 - 11) Virtual Region is non-geographic and is composed of virtual groups and virtual intergroups.
- c) Should states/provinces/countries/territories within a region, or intergroups/national/language service boards within a state/province/country/territory wish to transfer to a region that is geographically more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VII, Section 2b of the bylaws.

Section 3 – Regional Assemblies

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

Section 4 – Registration

- a) Each region shall be duly registered with the World Service Office of Overeaters Anonymous by submitting bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those with the problems of compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed.
- b) Each region shall submit a copy of its bylaws and/or summary of purpose to the WSO whenever either is updated or revised.
- c) Each region shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that the region bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by electronic transmission to the registered chair and/or secretary/coordinator representing each region. Any updates shall be submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VII, Section 4a) above.

Section 5 – Functioning

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

ARTICLE VIII – SERVICE BOARDS

Section 1 – Definition

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

Section 2 – Composition

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

Section 3 – Registration

- a) Each service board shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:
 - 1) a completed registration form;
 - 2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a

statement indicating that its primary purpose is to aid those with the problems of compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed; and

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

Section 4 – Functioning

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

ARTICLE IX – BOARD OF TRUSTEES

Section 1 – Composition

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

Section 2 – Duties and Responsibilities

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

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

c) Specific Duties

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

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

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

Section 3 – Term of Office

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

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

Terms of office for regional trustees shall be staggered according to the following rotation:

Regions One, Four, and Seven

Regions Three, Six, Nine, and Virtual
Regions Two, Five, Eight, and Ten

Section 4 – Qualifications

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

Section 5 – Nomination of Trustees

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

- b) Regional Trustees for Newly Approved Regions
 - 1) Appointment
 - (i) The board shall appoint the first regional trustee for the region.
 - (ii) Each region may submit one nominee for the new regional trustee appointment in accordance with the provisions of Section 5 a) and b) with the exception of the new region who may submit three nominees.
 - 2) Elections
 - (i) The first election of the regional trustee shall occur at the World Service Business Conference the year following approval of the new region.
 - (ii) Applicants for the first elected regional trustee who live within the new region shall submit their resume to the Board of Trustees ninety days prior to the annual Conference.
 - (iii) If there are at least three qualified nominees from the new region, nominees from other regions shall not be accepted. One nominee for the elected regional trustee position may also be submitted from each other region in accordance with the provisions of Section 5 a) and b) except as otherwise provided in Section 5 b) 2) (ii).
 - 3) Copies of resumes must be sent to all Conference delegates at least forty-five days prior to the annual Conference.
- c) General Service Trustees
 - 1) All applicants for open position(s) of general service trustee must submit their resume to the Board of Trustees ninety days prior to the annual Conference. Such resumes must be affirmed by a majority vote of the applicant's intergroup/service board or a region in which the applicant has recently served, or a majority vote of the Board of Trustees if the applicant is a sitting trustee.
 - 2) The Board of Trustees, acting as a nominating committee, shall submit a list of nominees for the open position(s), with copies of the nominees' resumes, to all Conference delegates at least forty-five days prior to the Conference.

Section 6 – Election of Trustees

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

Section 7 – Vacancies

- a) Regional Trustees
 - 1) Vacancies occurring among the regional trustees shall be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference. When possible, the trustee shall be selected from the region involved. The Board of Trustees shall solicit the names of eligible candidates from the region involved.
 - 2) Should such vacancy occur within 120 days prior to Conference, the usual deadlines for the selection of regional trustee nominees shall be suspended. In this case only, resumes of regional trustee candidates nominated by the region shall be received by the Board of Trustees at least two

weeks prior to the official opening of Conference to be considered for election at that Conference. Regions may affirm the nominations in a manner determined by the region. Copies of these resumes shall be supplied to the delegates by the opening of Conference.

- 3) If a region is unable to provide applicant(s), then Article IX, Section 7 a) (1) applies.
- b) Vacancies occurring among the general service trustees may be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference.
- c) A vacancy created by action of the Conference delegates shall be filled for each category of trustee as stated in Section 7.

ARTICLE X – MEETINGS OF DELEGATES

Section 1 – World Service Business Conference

a) Annual Meeting

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

b) Time and Location

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

Section 2 – Special Meetings

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

Section 3 – Delegates

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

- a) Voting delegates shall consist of the following persons chosen in accordance with OA, Inc. Bylaws, Subpart B, Article IX, Section 6 or Article X, Section 3(c)1:
 - 1) Delegates from intergroups.
 - 2) Delegates from service boards chosen from groups, intergroups, and countries not otherwise represented.
 - 3) Delegates from countries not having any geographically based service board.
 - 4) Each region shall be entitled to one vote through its duly elected chair or alternate.
 - 5) A region that was represented at the last WSBC by fewer than 40 percent of its intergroups and other eligible service bodies may send up to five additional delegates from the region. Preference shall be given to delegates selected from intergroups and service bodies which would not otherwise be represented by delegates.
 - 6) Regional trustees.
 - 7) General service trustees.
- b) Nondelegates who may address the World Service Business Conference shall consist of officers of the Corporation or any parent or subsidiary of the Corporation who are not also trustees, the Conference parliamentarian, trustee nominees, the managing director, and/or the managerial staff of the World Service Office.
- c) Qualifications/Selection
 - 1) Qualifications for selection of world service delegates/alternates shall be set by each intergroup, region (in the case of region delegates), or service board provided that each delegate/alternate shall have at least one year of current abstinence and at least two years of service beyond the group level. (Permission for any exception in qualifications for valid reasons, if deemed credible by the trustees, may be received by application to the World Service Office.)

- 2) Each intergroup or service board shall be entitled to have one qualified delegate for up to the first fifteen groups it represents and one for each additional fifteen groups or any fraction thereof, as per the January Service Body Information Report from WSO, except that the service board shall not represent the same groups as intergroups represent. A group shall be recognized as registered and represented by an intergroup or service board.
- 3) Countries without intergroups or national/language service boards which seek representation at the annual Conference shall have at least one delegate. Larger representation shall be determined by the Board of Trustees, with delegate approval in accordance with the number of groups in that country.
- 4) Delegates and alternates should be selected at least seventy days before the annual Conference, and the names forwarded immediately upon selection to the World Service Office of Overeaters Anonymous.
- 5) If a region, intergroup, or service board does not select its delegate(s) and alternate(s) or fails to inform the World Service Office of Overeaters Anonymous before the annual meeting, such delegate(s) and alternate(s) may appear at the Conference with evidence of their due selection deemed credible by the trustees, and such delegate(s) shall be seated.

Section 4 – Notice

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

Section 5 – Voting

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

Section 6 – Presiding Officer

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

Section 7 – Parliamentary Authority

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

Section 8 – Business Agenda

- a) The chair shall provide that the agenda for the annual Conference includes written reports of the treasurer, managing director, board, and Conference committee chairs.
- b) Notwithstanding any action of the chair or mandate of Section 7 above, questions of policy shall take precedence over proposed Bylaw Amendments at all Conference meetings, except for such Bylaw Amendments as may be required to conform with or be mandated by any action of State or Federal statute, code, or law. The agenda of the Conference shall specifically provide for consideration of policy questions before consideration of Bylaw Amendments.
- c) New business to be placed on the agenda prior to Conference shall follow the same procedure for submission as for Bylaw Amendments and shall be approved by fifty percent of all intergroups and service boards responding to an Agenda Questionnaire by sixty days prior to the Conference. Other

new business of an urgent nature must receive a majority vote of the Reference Subcommittee in order to be brought to the Conference floor.

ARTICLE XI – CONFERENCE COMMITTEES

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

Section 1 – Conference-Approved Literature Committee

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

Section 2 – Bylaws Committee

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

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

Section 3 – Region Chairs Committee

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

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

Section 5 – Disbanding Conference Committees

- a) A Conference committee established by the Board of Trustees may be disbanded by the Board of Trustees if it is found not to have been working or meeting outside of WSBC for more than one year.
- b) A Conference committee established by an act of the World Service Business Conference may be suspended by the Board of Trustees if it is found not to have been working or meeting outside WSBC for more than one year.

Section 6 – Conference Committee Chair

- a) Election. A Conference cochair and a vice chair for each Conference committee shall be elected annually by a majority of the delegates present at the annual Conference committee meetings. The

Conference cochair shall be a delegate and shall not serve more than two consecutive one-year terms. The vice chair shall assume all responsibilities in the absence of the Conference cochair.

- b) Responsibilities. One year's active service with the committee members and chairing the Conference committee meetings at the next annual World Service Business Conference if re-elected as a delegate.
- c) Vacancies. If, for any reason, the Conference committee cochair is unable to fulfill the position and there is no vice chair, the chair of the Board of Trustees, in consultation with the trustee cochair responsible for liaison between the Conference committee and the board, shall appoint a delegate from the committee to serve as Conference cochair.
- d) A vacancy shall be presumed if the Conference committee cochair fails to communicate with the committee for three consecutive months.

ARTICLE XII – FINANCES

Section 1 – Procedure

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

ARTICLE XIII – CORPORATION ASSETS

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

All delegates to the Conference and all members of local groups which are members of Overeaters Anonymous shall be deemed to have expressly consented and agreed that, upon such dissolution or winding up of the affairs of the Corporation, whether voluntary or involuntary, the assets of the Corporation then remaining in the hands of the Board of Trustees, after all debts have been paid, shall be delivered and paid over in such amounts as the Board of Trustees may determine or as may be determined by a court of competent jurisdiction upon application of the Board of Trustees, exclusively to charitable, religious, scientific, literary, or educational organizations which would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

ARTICLE XIV – BYLAW AMENDMENTS

Section 1 – Procedure

Subpart B of these bylaws may be amended as follows:

- a) Amendments to Subpart B of these bylaws may be proposed by any registered service body, trustee, the Region Chairs Committee, or the Conference Bylaws Committee and shall be submitted to the chair of the Board of Trustees, postmarked or be date and time stamped through electronic transmission by December 10 before the annual meeting of the Conference. The Board of Trustees may also submit amendments to the bylaws.

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

OA, Inc. FY2019 Financial Report



OVEREATERS ANONYMOUS, INC.

**FINANCIAL STATEMENTS AND
INDEPENDENT AUDITOR'S REPORT**

DECEMBER 31, 2019 AND 2018



OVEREATERS ANONYMOUS, INC.
TABLE OF CONTENTS
DECEMBER 31, 2019

Independent Auditor’s Report.....	1
Statements of Financial Position	3
Statements of Activities and Changes in Net Assets	4
Statements of Cash Flows.....	5
Statements of Functional Expenses.....	6
Notes to Financial Statements.....	8



INDEPENDENT AUDITOR'S REPORT

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

Report on the Financial Statements

We have audited the accompanying financial statements of Overeaters Anonymous, Inc. (OA) (a not-for-profit corporation) which comprise the statement of financial position as of December 31, 2019 and 2018, and the related statements of activities and changes in net assets, cash flows, and functional expenses for the years then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

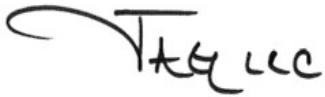
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or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

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

Board of Trustees and Management
Overeaters Anonymous, Inc.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Overeaters Anonymous, Inc. as of December 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

A handwritten signature in black ink, appearing to read "JAG LLC". The signature is stylized with a large, sweeping initial "J" and "A" followed by "G LLC".

Jaramillo Accounting Group LLC (JAG)
Albuquerque, New Mexico
February 21, 2020

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2019 AND 2018

	2019	2018
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 478,009	\$ 600,809
Cash - restricted	47,687	39,014
Accounts receivable	2,790	-
Inventories	163,877	170,221
Prepaid expenses	30,184	48,835
Total current assets	722,547	858,879
Property and equipment, net	721,796	785,996
Other Assets		
Investments	857,087	727,510
Intangible assets, net	42,512	48,312
Total other assets	899,599	775,822
Total assets	\$ 2,343,942	\$ 2,420,697
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable	\$ 31,365	\$ 266,123
Accrued expenses and other liabilities	43,032	36,372
Unearned subscription revenue	84,460	119,171
Total current liabilities	158,857	421,666
Net Assets		
Without donor restrictions	2,137,398	1,960,017
With donor restrictions	47,687	39,014
Total net assets	2,185,085	1,999,031
Total liabilities and net assets	\$ 2,343,942	\$ 2,420,697

See Accompanying Notes.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
YEARS ENDED DECEMBER 31, 2019 AND 2018

CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS

REVENUES AND OTHER SUPPORT	<u>2019</u>	<u>2018</u>
Revenues		
Sales of literature	\$ 913,963	\$ 1,106,324
Sales of magazines	127,331	110,149
Contributions	708,184	671,628
Conference registration fees	24,972	23,490
Insurance recovery	<u>39,892</u>	<u>183,418</u>
Total revenues	<u>1,814,342</u>	<u>2,095,009</u>
Other Support		
Investment income (loss), net	129,817	(23,295)
Interest income	278	65
Other	<u>12,990</u>	<u>10,723</u>
Total other support	<u>143,085</u>	<u>(12,507)</u>
Total revenues and other support	<u>1,957,427</u>	<u>2,082,502</u>
Net assets released from restrictions	<u>25,759</u>	<u>35,615</u>
Total revenues and other support after release	<u>1,983,186</u>	<u>2,118,117</u>
EXPENSES		
Program Expenses		
Literature production and distribution	605,685	666,379
Magazine production and distribution	191,786	204,865
Group support and referral services	<u>500,417</u>	<u>464,774</u>
Total program expenses	<u>1,297,888</u>	<u>1,336,018</u>
Supporting Expenses		
General and administrative	<u>507,916</u>	<u>432,009</u>
Total expenses	<u>1,805,804</u>	<u>1,768,027</u>
Change in net assets without donor restrictions	<u>177,382</u>	<u>350,090</u>
Net assets without donor restrictions, beginning of year	<u>1,960,017</u>	<u>1,609,927</u>
Net assets without donor restrictions, end of year	<u>\$ 2,137,398</u>	<u>\$ 1,960,017</u>
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS		
Contributions	\$ 34,432	\$ 25,208
Net assets released from restrictions	<u>(25,759)</u>	<u>(35,615)</u>
Total changes in net assets with donor restrictions	<u>8,673</u>	<u>(10,407)</u>
Net assets with donor restrictions, beginning of year	<u>39,014</u>	<u>49,421</u>
Net assets with donor restrictions, end of year	<u>\$ 47,687</u>	<u>\$ 39,014</u>

See Accompanying Notes.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 2019 AND 2018

	2019	2018
Cash Flows From Operating Activities		
Cash received from		
Literature and magazine sales	\$ 1,003,793	\$ 1,241,516
Contributions	742,616	696,836
Conference and convention registration fees	24,972	23,490
Other sources	52,882	194,141
Interest income	278	65
Cash paid to employees and suppliers	(1,933,322)	(1,418,230)
Net cash flows (used in) provided by operating activities	(108,781)	737,818
Cash Flows From Investing Activities		
Purchase of property and equipment	(5,346)	(239,087)
Investment in intangible assets	-	(8,867)
Net cash flows used in investing activities	(5,346)	(247,954)
Net (decrease) increase in cash, restricted cash and, cash equivalents	(114,127)	489,864
Cash, restricted cash, and cash equivalents, beginning of year	639,823	149,959
Cash, restricted cash, and cash equivalents, end of year	\$ 525,696	\$ 639,823

See Accompanying Notes.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2019

	Program Services			Total Program Services	General and Administrative	Total
	Literature Production and Distribution	Magazine Production and Distribution	Group Support & Referral Services			
SALARY AND RELATED EXPENSES						
Salaries	\$ 158,189	\$ 75,664	\$ 174,510	\$ 408,363	\$ 253,387	\$ 661,750
Employee benefits	32,415	15,835	32,364	80,614	48,402	129,016
Payroll taxes	13,416	6,428	13,396	33,240	18,031	51,271
Total salary and related expenses	<u>204,020</u>	<u>97,927</u>	<u>220,270</u>	<u>522,217</u>	<u>319,820</u>	<u>842,037</u>
OTHER EXPENSES						
Banquet and entertainment	-	-	15,011	15,011	-	15,011
Delegate support payments	-	-	12,172	12,172	-	12,172
Equipment maintenance and repairs	-	-	-	-	1,704	1,704
Equipment rental	-	-	17,318	17,318	10,099	27,417
Insurance	-	-	1,156	1,156	20,649	21,805
Literature development	5,964	-	-	5,964	-	5,964
Miscellaneous	-	1,849	95,314	97,163	5,485	102,648
Occupancy	15,094	9,057	15,094	39,245	21,132	60,377
Outside services	8,475	-	-	8,475	26,000	34,475
Parliamentarian	-	-	6,158	6,158	-	6,158
Postage and shipping	148,033	19,178	236	167,447	1,567	169,014
Printing and duplicating	166,804	41,575	16,112	224,491	-	224,491
Professional exhibits	-	-	7,587	7,587	-	7,587
Promotions and attractions	-	-	90	90	22,313	22,403
Supplies	11,446	1,769	1,260	14,475	21,551	36,026
Taxes - other than payroll	-	-	-	-	547	547
Telephone	-	-	109	109	9,048	9,157
Translation fund	6,000	-	-	6,000	-	6,000
Travel, lodging, and meals	-	-	58,480	58,480	329	58,809
Utilities	4,506	2,704	4,506	11,716	6,309	18,025
Website maintenance	12,097	7,259	12,098	31,454	16,938	48,392
Total other expenses	<u>378,419</u>	<u>83,391</u>	<u>262,701</u>	<u>724,511</u>	<u>163,671</u>	<u>888,182</u>
Total salary and other expenses before non-cash expenses	<u>582,439</u>	<u>181,318</u>	<u>482,971</u>	<u>1,246,728</u>	<u>483,491</u>	<u>1,730,219</u>
NON-CASH EXPENSES						
Depreciation expense	17,446	10,468	17,446	45,360	24,425	69,785
Amortization expense	5,800	-	-	5,800	-	5,800
Total non-cash expenses	<u>23,246</u>	<u>10,468</u>	<u>17,446</u>	<u>51,160</u>	<u>24,425</u>	<u>75,585</u>
Total functional expenses	<u>\$ 605,685</u>	<u>\$ 191,786</u>	<u>\$ 500,417</u>	<u>\$ 1,297,888</u>	<u>\$ 507,916</u>	<u>\$ 1,805,804</u>

See Accompanying Notes.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED DECEMBER 31, 2018

	Program Services					Total
	Literature Production and Distribution	Magazine Production and Distribution	Group Support & Referral Services	Total Program Services	General and Administrative	
SALARY AND RELATED EXPENSES						
Salaries	\$ 142,368	\$ 83,190	\$ 175,679	\$ 401,237	\$ 233,416	\$ 634,653
Employee benefits	37,429	22,923	42,165	102,517	35,549	138,066
Payroll taxes	12,661	7,753	14,260	34,674	7,716	42,390
Total salary and related expenses	<u>192,458</u>	<u>113,866</u>	<u>232,104</u>	<u>538,428</u>	<u>276,681</u>	<u>815,109</u>
OTHER EXPENSES						
Banquet and entertainment	-	-	13,224	13,224	-	13,224
Delegate support payments	-	-	21,596	21,596	-	21,596
Equipment maintenance and repairs	-	-	-	-	1,229	1,229
Equipment rental	-	-	20,672	20,672	9,730	30,402
Insurance	-	-	1,076	1,076	18,764	19,840
Literature development	6,854	-	-	6,854	-	6,854
Miscellaneous	-	2,329	28,569	30,898	5,870	36,768
Occupancy	6,855	4,113	6,855	17,823	9,598	27,421
Outside services	24,220	-	-	24,220	26,236	50,456
Parliamentarian	-	-	6,097	6,097	-	6,097
Postage and shipping	167,303	19,266	580	187,149	2,220	189,369
Printing and duplicating	216,031	40,505	16,546	273,082	-	273,082
Professional exhibits	-	-	8,019	8,019	-	8,019
Promotions and attractions	-	8	84	92	11,238	11,330
Supplies	8,272	4,955	1,229	14,456	14,824	29,280
Taxes - other than payroll	-	-	-	-	546	546
Telephone	-	-	195	195	8,282	8,477
Translation fund	6,000	-	-	6,000	-	6,000
Travel, lodging, and meals	-	-	74,888	74,888	423	75,311
Utilities	5,293	3,175	5,293	13,761	7,410	21,171
Website maintenance	11,281	6,769	11,281	29,331	15,794	45,125
Total other expenses	<u>452,109</u>	<u>81,120</u>	<u>216,204</u>	<u>749,433</u>	<u>132,164</u>	<u>881,597</u>
Total salary and other expenses before non-cash expenses	<u>644,567</u>	<u>194,986</u>	<u>448,308</u>	<u>1,287,861</u>	<u>408,845</u>	<u>1,696,706</u>
NON-CASH EXPENSES						
Depreciation expense	16,465	9,879	16,466	42,810	23,164	65,974
Amortization expense	5,347	-	-	5,347	-	5,347
Total non-cash expenses	<u>21,812</u>	<u>9,879</u>	<u>16,466</u>	<u>48,157</u>	<u>23,164</u>	<u>71,321</u>
Total functional expenses	<u>\$ 666,379</u>	<u>\$ 204,865</u>	<u>\$ 464,774</u>	<u>\$ 1,336,018</u>	<u>\$ 432,009</u>	<u>\$ 1,768,027</u>

See Accompanying Notes.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2019 AND 2018

NOTE 1. ORGANIZATION

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

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

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

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

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

Literature Production and Distribution

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

Magazine Production and Distribution

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

Group Support and Referral Services

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

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

Basis of Presentation. OA's financial statements are presented in accordance with the Financial Accounting Standards Board Accounting Standards Codification (ASC) 958-205, *Not-for-Profit Entities, Presenting Financial Statements*. Under ASC 958-205, OA is required to report information regarding its financial position and activities according to two classes of net assets; net assets without donor restrictions and net assets with donor restrictions.

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

Concentrations of Risk. OA maintains cash and cash equivalents with financial institutions. At times, such amounts may exceed FDIC limits. OA limits the amount of credit exposure with any one financial institution and believes that no significant credit risk exists with respect to cash. OA's cash balances were not in excess of FDIC insurance at December 31, 2019 and 2018.

Contributions. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for specific purpose are reported as net assets with donor restrictions. However, if a restriction is fulfilled in the same time period in which the contribution is received, OA reports the support as without donor restrictions.

Donated Goods and Services. Generally accepted accounting principles requires that professional service hours (attorney, accountants, doctors, etc.) be recorded in the financial statements, but not volunteer hours. Volunteers and board members have donated significant amounts of their time in OA's programs. The value of these hours is not recorded in the financial statements. There was no in-kind expense or revenue for the years ending December 31, 2019 or 2018.

Functional Expense Allocation. The Statement of Functional Expenses report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include depreciation, interest, and office and occupancy, which are allocated on a square footage basis, as well as salaries and benefits, which are allocated on the basis of estimates of time and effort.

Income Taxes. OA is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code and the Statutes of New Mexico. OA's open audit periods are fiscal years 2016 through 2019 (generally three years after filing). In addition, OA has been classified as other than a private foundation.

The Financial Accounting Standards Board has issued ASC 740-10 which prescribes a comprehensive model for how an organization should measure, recognize, present, and disclose in its financial statements uncertain tax positions that an organization has taken or expects to take on a tax return. OA has no uncertain tax positions.

Intangible Assets. Under ASC 350-30-25, *Intangibles - Goodwill and Other*, costs of internally developing, maintaining, or restoring intangible assets that are not specifically identifiable, that have indeterminate lives, or that are inherent in a continuing business or nonprofit activity and related to an entity as a whole, shall be

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

recognized as an expense when incurred. Because costs of renewing and maintaining trademarks and foreign registrations have specifically identifiable costs with determinate useful lives they have been capitalized. Trademark and foreign registration costs are being amortized using the straight-line method over the following renewal or extension terms:

European Union Registration	10 years
Australian Trademark	10 years
Canadian Trademark	15 years

Inventories. Inventories, consisting primarily of books and pamphlets held for resale, are stated at the lower of cost (first-in, first-out method) or market. Due to the unique nature of OA's mission, a large number of items are included in inventory. For some of these items, more than a one-year supply is on hand.

Investments. Investments consist of mutual funds and money market funds. Investments are carried at fair market value or appraised value, and realized and unrealized gains and losses and investment income are reported in the statements of activities as increases or decreases in net assets without donor restrictions unless a donor or law temporarily or permanently restricts their use. Investment income consists of interest, dividends, and unrealized and realized gains and losses, net of related fees.

OA's future cash flows are not materially impacted by its ability to extend or renew agreements related to its amortizable intangible assets.

Magazine Subscription Revenue. OA publishes and distributes a periodical called Lifeline Magazine, which describes the experiences and opinions of various individuals as they relate to recovery from compulsive overeating. Subscriptions are received on a prepaid basis and are recognized as revenue over the subscription period.

Net Assets. Net assets are composed of the following:

Without Donor Restrictions. Net assets that are not subject to restrictions imposed by donors. Contributions without donor restrictions are recorded as income when constructively received.

With Donor Restrictions. Net assets that are subject to restrictions imposed by donors that may or will be met by the occurrence of a specific event or the passage of time. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and are reported in the Statement of Activities as net assets released from restrictions.

The governing board has designated, from net assets without donor restrictions of \$2,137,398, net assets for the following purposes as of December 31, 2019. An operating reserve in the amount of \$423,050, a building and capital reserve in the amount of \$7,435, a reserve for the purpose of updating oa.org including the FAM database in the amount of \$52,784, a reserve for the purpose of hiring professional translators in the amount of \$59,782, a reserve for the purpose of completing the GDPR project in the amount of \$8,058, a reserve for the purpose of developing a platform to replace the Lifeline magazine in the amount of \$60,000, and a reserve for the purpose of increasing OA's Public Information/Public Outreach in the amount of \$60,000.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Promises to Give. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. There were no unconditional promises to give at year-end.

Property and Equipment, Net. OA capitalizes expenditures over \$1,000 with a useful life greater than one year. Property and equipment is recorded at cost if purchased or fair value if donated. If donors stipulate how long the assets must be used, the contributions are recorded as restricted support. In the absence of such stipulations, contributions of property and equipment are recorded as unrestricted support. Depreciation is provided for using the straight-line method over the following estimated useful lives:

Land improvements	15 years
Building and improvements	5 to 40 years
Furniture and fixtures	5 to 10 years
Equipment	3 to 5 years

Related Party Transactions. Certain sales of literature and donations are made to and received from member's groups, intergroups, and National/Language Service Boards or Regions registered with OA. The groups and service bodies are legally separate from OA.

Shipping and Handling Costs. Freight billed to customers is considered sales revenue and the related freight costs is expensed in postage and shipping.

Subsequent Events. Subsequent events are events or transactions that occur after the balance sheet date but before the financial statements are issued or are available to be issued. OA recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the balance sheet, including the estimates inherent in the process of preparing the financial statements. OA's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the balance sheet, but arose after the balance sheet date and before financial statements are available to be issued.

OA has evaluated subsequent events through February 21, 2020, which is the date the financial statements are available to be issued, and does not believe that any events occurring during this period require either recognition or disclosure in the accompanying financial statements.

Use of Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual events and results could differ from those assumptions and estimates.

NOTE 3. RESTRICTED CASH

Restricted cash consists of donor-restricted contributions. OA had \$26,837 and \$20,102 restricted for travel assistance for conference delegates, \$6,765 and \$7,141 for translation assistance, and \$14,085 and \$11,771 restricted for professional exhibit assistance at December 31, 2019 and 2018, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 4. INVESTMENTS

OA had the following investments at December 31:

At December 31, 2019			
	Cost	Fair Value	Gross Unrealized Gain (Loss)
Individual stocks	\$ 76,486	\$ 100,909	\$ 22,423
Mutual funds			
Equity	337,464	370,470	33,006
Fixed income	388,121	385,708	(2,413)
Total investments	\$ 802,071	\$ 857,087	\$ 53,016
At December 31, 2018			
	Cost	Fair Value	Gross Unrealized Gain (Loss)
Individual stocks	\$ 89,953	\$ 93,377	\$ 3,424
Mutual funds			
Equity	301,472	311,486	10,014
Fixed income	321,715	322,647	932
Total investments	\$ 713,140	\$ 727,510	\$ 14,370

NOTE 5. FAIR VALUE OF ASSETS AND LIABILITIES

OA applies ASC 820-10 for fair value measurements of financial assets that are recognized or disclosed at fair value in the financial statements on a recurring basis. ASC 820-10 established a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value: the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to measurements involving significant unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

- Level 1 Quoted prices in active markets for identical assets or liabilities.
- Level 2 Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.
- Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 5. FAIR VALUE OF ASSETS AND LIABILITIES (CONTINUED)

The following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There have been no changes in the methodologies used at December 31, 2019 and 2018:

Individual Stocks – valued at quoted prices on active markets.

Equity & Fixed Income Mutual Funds – valued at quoted prices on active markets.

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying Statement of Financial Position measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31:

	Total	Active Markets for Identical Assets Level 1	Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
2019				
Individual stocks	\$ 100,909	\$ 100,909	\$ -	\$ -
Mutual funds	<u>756,178</u>	<u>756,178</u>	-	-
	<u>\$ 857,087</u>	<u>\$ 857,087</u>	<u>\$ -</u>	<u>\$ -</u>
2018				
Individual stocks	\$ 93,377	\$ 93,377	\$ -	\$ -
Mutual funds	<u>634,133</u>	<u>634,133</u>	-	-
	<u>\$ 727,510</u>	<u>\$ 727,510</u>	<u>\$ -</u>	<u>\$ -</u>

NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment, net, consists of the following:

	2018	Additions	Deletions	2019
Property and equipment not depreciated				
Land	\$ 200,208	\$ -	\$ -	\$ 200,208
Work in progress	-	-	-	-
Property and equipment depreciated				
Land improvements	175,016	-	-	175,016
Building and improvements	928,055	4,575	-	932,630
Furniture and fixtures	133,256	-	-	133,256
Equipment	<u>193,277</u>	<u>1,011</u>	-	<u>194,288</u>
Total	1,629,812	5,586	-	1,635,398
Accumulated depreciation	<u>(843,816)</u>	<u>(69,786)</u>	-	<u>(913,602)</u>
Property and equipment, net	<u>\$ 785,996</u>	<u>\$ (64,200)</u>	<u>\$ -</u>	<u>\$ 721,796</u>

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 6. PROPERTY AND EQUIPMENT, NET (CONTINUED)

	<u>2017</u>	<u>Additions</u>	<u>Deletions</u>	<u>2018</u>
Property and equipment not depreciated				
Land	\$ 200,208	\$ -	\$ -	\$ 200,208
Work in progress	21,577	3,607	(25,184)	-
Property and equipment depreciated				
Land improvements	175,016	-	-	175,016
Building and improvements	761,465	235,480	(68,890)	928,055
Furniture and fixtures	133,256	-	-	133,256
Equipment	<u>193,277</u>	<u>-</u>	<u>-</u>	<u>193,277</u>
Total	1,484,799	239,087	(94,074)	1,629,812
Accumulated depreciation	<u>(842,140)</u>	<u>(65,974)</u>	<u>64,298</u>	<u>(843,816)</u>
Property and equipment, net	<u>\$ 642,659</u>	<u>\$ 173,113</u>	<u>\$ (29,776)</u>	<u>\$ 785,996</u>

Depreciation expense was \$69,786 and \$65,974 for the years ended December 31, 2019 and 2018, respectively.

NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets, net, consists of the following:

	<u>2018</u>	<u>Additions</u>	<u>Deletions</u>	<u>2019</u>
European Union registration	\$ 12,845	\$ -	\$ -	\$ 12,845
Australian trademark	2,328	-	-	2,328
Canadian trademark	13,119	-	-	13,119
United States trademark	12,490	-	-	12,490
World Intellectual Property				
Organization (WIPO) foreign filing	17,207	-	-	17,207
Other trademarks	10,596	-	-	10,596
BENELUX trademark	<u>1,936</u>	<u>-</u>	<u>-</u>	<u>1,936</u>
Total	70,521	-	-	70,521
Accumulated amortization	<u>(22,209)</u>	<u>(5,800)</u>	<u>-</u>	<u>(28,009)</u>
Intangible assets, net	<u>\$ 48,312</u>	<u>\$ (5,800)</u>	<u>\$ -</u>	<u>\$ 42,512</u>

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 7. INTANGIBLE ASSETS, NET (CONTINUED)

	<u>2017</u>	<u>Additions</u>	<u>Deletions</u>	<u>2018</u>
European Union registration	\$ 12,845	\$ -	\$ -	\$ 12,845
Australian trademark	2,328	-	-	2,328
Canadian trademark	8,252	4,867	-	13,119
United States trademark	12,490	-	-	12,490
World Intellectual Property Organization (WIPO) foreign filing	13,207	4,000	-	17,207
Other trademarks	10,596	-	-	10,596
BENELUX trademark	1,936	-	-	1,936
Total	<u>61,654</u>	<u>8,867</u>	<u>-</u>	<u>70,521</u>
Accumulated amortization	<u>(16,862)</u>	<u>(5,347)</u>	<u>-</u>	<u>(22,209)</u>
Intangible assets, net	<u>\$ 44,792</u>	<u>\$ 3,520</u>	<u>\$ -</u>	<u>\$ 48,312</u>

Amortization expense was \$5,800 and \$5,347 for the years ended December 31, 2019 and 2018, respectively.

NOTE 8. OPERATING LEASES

In September 2015, OA entered into a 63-month operating lease for the lease of a postage meter. The monthly payments are \$321 plus taxes.

In July 2019, OA entered into a three-year operating lease to replace the lease of a copier. The new payments are \$277 monthly for 36 payments. The agreement also consists of free 6 months for a total of \$1,662.

The lease obligations outstanding at year end is as follows:

Year Ending December 31,	
2020	\$ 3,851
2021	3,325
2022	3,325
2023	<u>3,325</u>
Total	<u>\$ 13,826</u>

Rental expense for the above operating leases was \$10,099 and \$9,730 for the years ended December 31, 2019 and 2018, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 9. LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

The following reflects OA's financial assets as of the Statement of Financial Position date, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the Statement of Financial Position date. Donor-restricted amounts that are available for use within one year for general purposes include the travel assistance for conference delegates in the amounts of \$26,837 and \$20,102, the amounts for translation assistance of \$6,765 and \$7,141, and amounts for professional exhibit assistance of \$14,085 and \$11,771 at December 31, 2019 and 2018, respectively.

	2019	2018
Financial assets at year end	\$ 1,385,573	\$ 1,367,333
Less those unavailable for general expenditures within one year, due to:		
Donor-restricted for purposes greater than one year	(47,687)	(39,014)
Financial assets available to meet cash needs for general expenditure within one year	\$ 1,337,886	\$ 1,328,319

NOTE 10. CONFERENCE AND CONVENTION INCOME

OA holds conferences every year and conventions periodically. No conventions were held in 2019 and 2018. The financial results of the conferences are as follows:

	2019 Conference	2018 Conference
Registration fees and miscellaneous income	\$ 24,972	\$ 23,490
Expenses	(53,399)	(51,129)
Expenses over revenue	\$ (28,427)	\$ (27,639)

OA does not allocate salaries and related costs to conferences and conventions as no salaries are incurred for the primary purpose of supporting conferences and conventions.

NOTE 11. EMPLOYEE BENEFITS

Retirement. OA has a defined contribution retirement plan in which all employees meeting certain eligibility requirements are able to participate. The plan enables all eligible employees to defer a portion of their salaries to a tax-sheltered annuity. OA matches employees' contributions each year up to a maximum of five percent of their salaries. OA's matching contribution was \$24,991 and \$25,379 in 2019 and 2018, respectively.

Compensated Absences. Employees of OA are entitled to paid absence time (PAT) depending on job classification and length of service. Earned PAT accrues to a maximum of one hundred fifty hours and accumulated balances will be paid to employees upon termination. The estimated liability for compensated absences was \$22,956 and \$22,260 as of December 31, 2019 and 2018, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
DECEMBER 31, 2019 AND 2018

NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2020. As part of these agreements, there are cancellation fees per event ranging from \$3,544 to \$219,098 depending on the timing of the cancellation.

Economic Dependency. OA receives a significant portion of its support and revenues from its donor base and is, therefore, subject to possible loss of funding due to changes in general economic conditions and donor discretion. OA received approximately 37% and 32% of its revenues from their donor base for the years ended December 31, 2019 and 2018, respectively.

In addition, OA receives a significant portion of its revenues from the sale of literature and magazines and is, therefore, subject to possible loss of revenue due to changes in general economic conditions. OA received approximately 52% and 58% of its revenues from the sale of literature and magazines for the years ended December 31, 2019 and 2018, respectively.

Risk Management. OA is exposed to various risks of loss from torts; theft of, damage to, and destruction of assets; business interruption; errors and omissions; employee injuries and illnesses; natural disasters; and employee health, dental, and accident benefits. OA has obtained commercial insurance coverage to mitigate such losses.