World Service Business Conference 2022
Final Conference Report

We Can Do Together What We Could Never Do Alone

WSBC 2022
April 2022 • Virtual
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*Appointed in April 2022 to serve until WSBC 2023.

**Appointed in June 2022 to serve until WSBC 2023.
## World Service Delegate Cochairs 2022-2023

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<td><strong>Unity with Diversity</strong></td>
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Electronic Meetings

**Tuesday, April 26, 2022 – Business Meeting I**

Chair Judy H. called the 61st Annual World Service Business Conference to order at 10:00 a.m. Svitlana F., Region Nine, led the Serenity Prayer in Ukrainian and in English.

Christopher B., Region Five, read the Twelve Steps of Overeaters Anonymous; Judy L., Region Two, read the Twelve Traditions of Overeaters Anonymous; Barbara B., Region Six, read the Twelve Concepts of OA Service.

The chair welcomed all attendees to the Conference.

The chair announced the Conference theme: We Can Do Together What We Could Never Do Alone.

The chair introduced Conference Planning Chair Margie G.

The chair introduced the Board of Trustees: Region One Trustee Margie G., Region Two Trustee Anne O., Region Three Trustee Neva S., Region Four Trustee and Treasurer Meg M., Region Five Trustee Barb K., Region Six Trustee Beth B., Region Seven Trustee and First Vice Chair Karen B., Region Eight Trustee Katrina S., Region Nine Trustee Vasiliki T., Region Ten Trustee Letitia M., Virtual Region Trustee Dora P., General Service Trustee Tina C., General Service Trustee BJ J., General Service Trustee Bob L., General Service Trustee Sandra M.; and General Service Trustee and Chair of the Board Judy H.

The chair introduced the region chairs: Region One Chair Alice W., Region Two Chair Lynn K., Region Three Chair Elaine L., Region Four Chair Mary C., Region Five Chair Eileen C., Region Six Chair Carmen D., Region Seven Chair Terri B., Region Eight Chair Susan B., Region Nine Chair Alexandra D., Region Ten Chair Susan M., and Virtual Region Chair Claire M.

The chair introduced Managing Director Sarah Armstrong, Associate Director and Member Services Manager Sandy Zimmerman, Controller Rose Crown, Publications Manager DeDe DeMoss, Digital Communications Manager Kevin McGuire, Member Services Assistant Znona Fern, Board Administrator/Conference Secretary Rebbie Garza, Parliamentarian Tanya Johnson, and Center Microphone Monitors Bob F. and Francene A.
The chair appointed Elizabeth S., Virtual Region; Judy L., Region Two; and Amy D., Region Four, to serve as Minutes Approval Committee for the WSBC 2022 business meetings. Barbara M. was added to fill in due to illness.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming there were 218 eligible voters. By unanimous consent, the Credentials Report was adopted as presented.

The chair declared a quorum present.

**Conference Standing Rules**

**Standing Rules Motion 1**

Move to amend the Standing Rules by adding a new section and renumbering subsequent sections as follows:

7) **MOTIONS**

A) All motions to amend or add Continuing Effect Motions (e.g., policies) will be adopted by a majority vote of the delegates present and voting.

B) Rules regarding the adoption of amendments to OA, Inc. Bylaws, Subpart B are found in Article XII of OA, Inc. Bylaws, Subpart B.

C) Any amendment to a main motion (policy or bylaw) shall be adopted by a majority vote of all delegates present and voting.

Standing Rules Motion 1 adopted; 178 yes, 9 no.

**Standing Rules Motion 2**

Move to amend the Standing Rules, Item 2 to read as follows:

2) **GENERAL AND COMMUNICATIONS**

D) No eating or chewing gum on camera will be permitted in any meetings of the WSBC, including, but not limited to, business meetings and Reference Subcommittee meetings.

E) Any person who needs to eat or chew gum must first stop their video.

Standing Rules Motion 2 adopted as amended; 158 yes, 36 no.

**Standing Rules Motion 3**

Move to amend the Standing Rules by adding a new section and renumbering subsequent sections as follows:

5) **REPORTS**

A) Delegates may ask questions of reports included in the Delegate Binder.

B) Seven minutes are allotted for questions of each officer report.

C) Three minutes are allotted for questions of each Region, Unaffiliated Service Board, and Committee report.

D) Delegates may raise their hand and be recognized by the chair.
Consultation with the CMM is not necessary.

E) Delegates may ask one question with a follow-up if the answer is not clear to the delegate.

F) Support staff will lower the delegate’s hand.

G) Delegates may raise their hand again to ask another question if there is time remaining.

H) The chair has the option of allowing a delegate who has not asked a question of the report to ask their question rather than a delegate who has already asked a question of the report.

Standing Rules Motion 3 adopted; 190 yes, 3 no.

The Conference Standing Rules were adopted as amended; 182 yes, 3 no.

The chair reported service body voting results from the Agenda Questionnaire. New Business Motions that received approval and any newly submitted amendments to those motions were presented. Voting results of each New Business Motion were as follows:

Item A-a was a procedural motion and was not included on the Agenda Questionnaire. Per Conference policy, amendments to these motions are not in order.

Item A was submitted by Saint Louis Bi-State IG and approved by 86% of the responding service bodies. Item B was submitted by the WSBC Bylaws Committee and approved by 97% of the responding service bodies. Item C was submitted by OA Virtual IG UK Europe & Beyond of OA and approved by 96% of the responding service bodies. Item D was submitted by San Francisco IG and approved by 86% of the responding service bodies. Item E was submitted by Israel NSB and approved by 77% of the responding service bodies. Item F was submitted by East Bay Unity IG and approved by 66% of the responding service bodies. Item G was submitted by East Bay Unity IG and approved by 91% of the responding service bodies. Item H was submitted by OA Great Britain NSB and approved by 84% of the responding service bodies. Item I was submitted by Nassau County IG and approved by 72% of the responding service bodies.

Voting results of each Bylaw Amendment motion were as follows:

Bylaws Amendment Item 1 was submitted by Miami-Dade and the Keys of Overeaters Anonymous IG and approved by 86% of the responding service bodies. Item 2 was submitted by 12 Step 4 COEs Virtual IG and approved by 96% of the responding service bodies. Item 3 was submitted by Oregon OA IG and approved by 77% of the responding service bodies. Item 4 was submitted by the Board of Trustees and approved by 99% of the responding service bodies. Item 5 was submitted by the Board of Trustees and approved by 91% of the responding service bodies. Item 6 was submitted by the Board of Trustees and approved by 89% of the responding service bodies. Item 7 was submitted by the Board of Trustees and approved by 90% of the responding service bodies. Item 8 was submitted by the Board of Trustees and approved by 92% of the responding service bodies. Item 9 was
submitted by the Board of Trustees and approved by 96% of the responding
service bodies. Item 10 was submitted by the Board of Trustees and approved
by 97% of the responding service bodies. Item 11 was submitted by OA
Virtual IG UK Europe & Beyond of OA and approved by 97% of the responding
service bodies. Item 12 was submitted by Region Eight and approved by 95% of the responding service bodies. Item 13 was submitted by Karen B., Region Seven trustee and approved by 95% of the responding service bodies. Item 14 was submitted by Vasiliki T., Region Nine trustee; Letitia M., Region Ten trustee; Beth B., Region Six trustee and approved by 93% of the responding service bodies. Item 15 was submitted by Barb K., Region Five trustee; Karen B., Region Seven trustee; Beth B., Region Six trustee; Dora P., Virtual Region trustee; Meg M., Region Four trustee; Letitia M., Region Ten trustee and approved by 93% of the responding service bodies.

The following items were placed on the Consent Agenda: Proposal Item 9
(Bylaws, Subpart B, Article VI, Section 4), and Proposal Item 15 (Bylaws,
Subpart B, Article XII, Section 1).

Motion required 2/3 vote to adopt. The Consent Agenda was adopted; 184
yes, 7 no.

By unanimous consent, the 2022 World Service Business Conference agenda
was adopted as distributed.

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

There was a question/answer period and questions were asked and answered.

Following announcements, the chair adjourned the meeting at 1:58 p.m. with
I Put My Hand in Yours.

Wednesday, April 27, 2022 – Business Meeting II
Chair Judy H. called the second business meeting to order at 10:06 a.m.
Soffia R., Region Nine, led the Serenity Prayer in Icelandic and in English.

Kathryn M., Region Ten, read from For Today.

The first item of business was to adopt the Credentials Report. Sandy
Zimmerman presented the report, confirming there were 218 eligible voters.
The Credentials Report was adopted without objection as presented.

Parliamentarian Tan Johnson gave a presentation on Questions of Privilege,
Points of Order, and Scope of Notice.

Motion Number One
Tina C. moved to suspend the Conference Standing Rules and allow three
minutes for debate (per pro and con.)

Motion Number One failed; 89 yes, 95 no.
New Business Motion A-a
Move to grant the Conference Seal of Approval to the revised manuscript *The Twelve Traditions Workbook of Overeaters Anonymous.*

Motion required 2/3 vote to adopt. New Business Motion A-a adopted: 136 yes, 55 no.

Substitute New Business Motion A
The Reference Subcommittee recommended adoption of the substitute motion.

Move that the OA Responsibility Pledge be included in/on all published OA literature, social media, newsletters, and bulletins maintained by the World Service Office except where space is prohibitive in a printed document. The WSBC further suggests that all OA registered service bodies use the OA Responsibility Pledge on all OA locally produced literature.

Motion required majority to adopt. Substitute New Business Motion A adopted: 162 yes, 32 no.

New Business Motion B
Move to amend WSBC Policy 1991a to read as follows:

WSBC Policy 1991a
1) The Conference committees listed in Subpart B, Article IX of the Overeaters Anonymous, Inc. Bylaws should confer with the corresponding board committees.

2) Committee membership will be limited to a delegate cochair, trustee cochair, and an equal percentage of the year’s registered delegates (with exception listed in 1991a 6). Each committee will include delegates from across the regions, whenever possible. 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 meetings at WSBC and throughout the following year. 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 except for the Conference-approved Literature Committee and the Reference Subcommittee.
(OA, Inc. Bylaws, Subpart B, Article IX, Sections 1 and 2). Delegates will be notified of their committee assignment at or prior to WSBC. Service on a committee is expected and the commitment is maintained until the following WSBC. It is recommended that those serving at the world service level rotate committee assignments every two years.

Motion required majority to adopt. New Business Motion B **adopted**: 179 yes, 11 no.

Following announcements, the chair adjourned the meeting at 1:55 p.m. with I Put My Hand in Yours.

**THURSDAY, APRIL 28, 2022 – BUSINESS MEETING III**

Chair Judy H. called the third business meeting to order at 10:00 a.m. Mrinalini M., Virtual Region, led the Serenity Prayer in Hindi and English.

Mary T., Region Six, read from *Voices of Recovery*.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming there were 218 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

**New Business Motion D**

Move that the OA Board of Trustees refunds the US$134,800 initially received from the Paycheck Protection Program and subsequently forgiven.

Motion required majority to adopt. New Business Motion D **failed**: 48 yes, 146 no.

**New Business Motion E**

Move to establish the month of July as OA Service Month.

Motion required majority to adopt. New Business Motion E **failed**: 72 yes, 120 no.

**New Business Motion F**

New Business Motion F **withdrawn**.

**New Business Motion G**

Move to create a policy that OA makes a PDF of the board-approved newcomer-oriented pamphlet, *Where Do I Start?*, available to anyone to download and print.

Motion required majority to adopt. New Business Motion G **adopted** as amended; 140 yes, 52 no.

**New Business Motion H**

New Business Motion H ruled **out of order**.
New Business Motion I
New Business Motion I withdrawn.

Bylaw Amendment Proposal Twelve
Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 1 – Composition to read as follows:

Article VI – Service Bodies
Section 1 – Composition
e) There shall be eleven regions: one virtual region and ten geographic regions each composed of intergroups, groups, and service boards that fall within its region. Subject to region and BOT approval, language service boards that span more than one region may choose to affiliate with any single region or choose not to be affiliated with a region.

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 US Virgin Islands, the Caribbean Islands, Central America, and South America.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Twelve adopted; 164 yes, 26 no.

Following announcements, the chair adjourned the meeting at 2:04 p.m. with I Put My Hand in Yours.

FRIDAY, APRIL 29, 2022 – BUSINESS MEETING IV
Chair Judy H. called the fourth business meeting to order at 10:00 a.m. Marie S., Virtual Region, led the Serenity Prayer in ASL and in English.

Carole C., Region Three, read from For Today.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming there were 218 eligible voters. By unanimous consent, the Credentials Report was adopted as presented.

The region trustee and general service trustee election ballots were posted, cast, and counted.

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

Region Trustees
Region Five – Barb K.  184 yes, 3 no
Region Nine – Emilia I. 187 yes, 4 no

The chair declared Barb K. as Region Five trustee and Emilia I. as Region Nine trustee.
The chair announced the ballot results for the general service trustee election.

General Service Trustees
190 votes cast
Bob L.  182 yes votes
Sandra M.  185 yes votes

The chair declared Bob L. and Sandra M. as general service trustees.

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

**Bylaw Amendment Proposal Thirteen**
Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 3 – Delegates to read as follows:

Article VIII – Meetings of Delegates
Section 3 – Delegates
4) Each language or special-focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or special-focus service board.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Thirteen adopted; 178 yes, 18 no.

**Bylaw Amendment Proposal Two**
Bylaw Amendment Proposal Two withdrawn.

**Bylaw Amendment Proposal Three**
Bylaw Amendment Proposal Three withdrawn.

**Bylaw Amendment Proposal Four**
Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 3 – Delegates to read as follows:

Article VIII – Meetings of Delegates
Section 3 – Delegates
b) Non-delegates who may address the World Service Business Conference shall consist of officers of the Corporation or any parent or subsidiary of the Corporation who are not also trustees, the Conference parliamentarian, trustee nominees, the managing director, the managerial staff of the World Service Office, and interpreters for individual non-English speaking delegates and those with other special needs.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Four adopted as amended; 166 yes, 30 no.
**Bylaw Amendment Proposal Five**

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

Article VII – Board of Trustees
Section 1 – Composition
The Board of Trustees shall consist of seventeen trustees. Whenever possible, a minimum of two trustees shall come from outside of North America.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Five **adopted** as amended; 135 yes, 58 no.

**Bylaw Amendment Proposal Six**

Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 4 – Qualifications to read as follows:

Article VII – Board of Trustees
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 at least two World Service Business Conferences;
   4) Participation at the region level (the extent of participation to be determined by each region); and
   5) 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.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Six adopted; 164 yes, 24 no.

Following announcements, the chair adjourned the meeting at 2:03 p.m. with I Put My Hand in Yours.

SATURDAY, APRIL 30, 2022 – BUSINESS MEETING V

Chair Judy H. called the fifth business meeting to order at 10:00 a.m. Ayat B., Region Nine, led the Serenity Prayer in Persian and in English.

Shirley Q., Region Eight, read from Voices of Recovery.

The first item of business was to adopt the Credentials Report. Sandy Zimmerman presented the report, confirming there were 214 eligible voters. By unanimous consent, the Credentials Report was adopted as presented.

Bylaw Amendment Proposal Seven
Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 5 – Nomination of Trustees, to read as follows:

Article VII – Board of Trustees
Section 5 – Nomination of Trustees
a) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of Overeaters Anonymous, all groups within a region shall be notified by the region 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.
b) An incumbent trustee serving as liaison to a region different from the one from which they were originally nominated may submit an application for re-election through either the region in which they regularly attend meetings, or the region they serve as a trustee liaison.
c) At least ninety days prior to the annual Conference of Overeaters Anonymous, the region representatives of each region shall choose from the nominees submitted to it no more than three qualified nominees. Resumes of these nominees must be sent to the Board of Trustees within one week of their selection.
d) The (no more than three) nominees for trustees chosen by the region assembly or affirmed by the currently registered region representatives shall be submitted to the Conference for election.
e) Copies of resumes must be sent to all Conference delegates at least forty-five days prior to the annual Conference (see exception, Section 7).

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Seven adopted; 180 yes, 11 no.
Due to adoption of Proposal Item 7, the following housekeeping motions were adopted.

**Motion Number 1**
Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 4 – Functioning and WSBC Representation, to read as follows:

Article VI – Service Bodies
Section 4 – Functioning and WSBC Representation
b) Minimal requirement for registered service bodies to maintain their registration at the WSO:
   5) Region assemblies whose members shall be called “region representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all intergroups, national/language service boards, and unaffiliated registered groups, for the election of officers and/or the selection of nominees for trustee(s) from that region and any sitting trustee from outside of that region who is currently serving as their trustee liaison.

**Motion Number 2**
Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 4 – Functioning and WSBC Representation, to read as follows:

Article VI – Service Bodies
Section 4 – Functioning and WSBC Representation
d) In order to deregister, a service body submits a written request to the World Service Office, region chair, and trustee liaison; or in the case of a language service board or special-focus service board that is not affiliated with a region, the World Service Office and the trustee liaison.

**Motion Number 3**
Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 2 – Duties and Responsibilities, to read as follows:

Article VII – Board of Trustees
Section 2 – Duties and Responsibilities
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 assigned trustee liaisons shall be the representatives of the Board of Trustees in their respective regions and at the region assemblies.
   3) The Executive Committee 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 Executive Committee meetings to the Board of Trustees.

**Motion Number 4**

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

**Article VII – 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. 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.

**Motion Number 5**

Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 7 – Vacancies, to read as follows:

**Article VII – Board of Trustees**

**Section 7 – Vacancies**

a) Vacancies occurring among the trustees may be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference. The Board of Trustees shall solicit the names of eligible candidates through the regions.

b) Should such vacancy occur within one hundred twenty days prior to Conference, the usual deadlines for the selection of trustee nominees shall be suspended. In this case only, resumes of 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.
c) If the regions are unable to provide applicant(s), then Article VII, Section 7 applies.
d) A vacancy created by action of the Conference delegates shall be filled as stated in Section 7.

**Motion Number 6**
Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 3 – Delegates, to read as follows:

Article VIII – Meetings of Delegates
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 VI, Section 4c or Article VIII, Section 3c) 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. When selecting these delegates, the region shall give preference to delegates from intergroups and service bodies which would not otherwise be represented.
   6) Trustees.

**Credentials Report Update:** There were 213 eligible voters.

**Substitute Bylaw Amendment Proposal One and Eleven Combined**
The Reference Subcommittee recommended adoption of Substitute Motion One and Eleven combined.

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 1 – World Service Business Conference, to read as follows:

b) Time and Location
The 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 rotation as follows:

1) 2023: Face-to-face Conference in the Albuquerque, New Mexico area or at such place as the Board of Trustees may designate.
2) 2024: A hybrid Conference where the Board of Trustees and any delegate so choosing has the option to attend in person and the rest participating virtually.
3) 2025: A virtual Conference where the Board of Trustees has the option to attend in person.

Proviso 1: This bylaw will be reviewed in 2024 to ensure it is still current.
Proviso 2: The Conference, held in accordance with b)1 and b)3 may be moved to a hybrid model if deemed appropriate by the board.

Motion required 2/3 vote to adopt. Substitute Bylaw Amendment Proposal One and Eleven Combined failed as amended; 109 yes, 85 no.

Credentials Report Update: There were 211 eligible voters.

Bylaw Amendment Proposal Eight
Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 1 – Composition, to read as follows:

   Article VI – Service Bodies  
   Section 1 – Composition  
   Should states/provinces/territories/countries within a region, or service bodies within a state/province/territory/country wish to transfer to a region that is more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VI, Section 1e of the bylaws.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Eight adopted; 185 yes, 3 no.

Bylaw Amendment Proposal Nine
Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 4 – Functioning and WSBC Representation, to read as follows:

   Article VI – Service Bodies  
   Section 4 – Functioning and WSBC Representation  
   b) Minimal requirement for registered service bodies to maintain their registration at the WSO:  
      5) Region assemblies whose members shall be called “region representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all service bodies and unaffiliated registered groups, for the election of officers and/or the selection of nominees for regional trustee for that region.

Bylaw Amendment Proposal Nine adopted on the Consent Agenda.

Credentials Report Update: There were 208 eligible voters.
Bylaw Amendment Proposal Ten
Move to amend OA, Inc. Bylaws, Subpart B, Article XII – Bylaw Amendments, Section 1 – Procedure, to read as follows:

Article XII – 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) For the purpose of amendments, the English version of official documents is considered the version of record, and all amendments shall be made to the version of record.

c) 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.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Ten adopted: 180 yes, 13 no.

Credentials Report Update: There were 207 eligible voters.

Substitute Bylaw Amendment Proposal Fourteen
The Reference Subcommittee recommended adoption of the substitute motion.

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

c) Affiliation/Participation
   1) A group may affiliate with only one intergroup or national service board through the registration process.
   2) Unaffiliated groups that are not ready to form a service body or new groups without any intergroup or national service board in their language may affiliate with an intergroup or national service board that supports groups in their language, including translation of OA literature.
   3) Groups may also participate in the activities (including voting) of another service body (intergroup, national service board, language service board, special-focus service board, and/or region) with their permission.

Motion required 2/3 vote to adopt. Bylaw Amendment Proposal Fourteen adopted: 127 yes, 61 no.
Bylaw Amendment Proposal Fifteen
Move to amend OA, Inc. Bylaws, Subpart B, Article XII – Bylaw Amendments, Section 1 – Procedure, to read as follows:

Article XII – 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 1 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 5 prior to the annual Conference.

Bylaw Amendment Proposal Fifteen adopted on the Consent Agenda.

Credentials Report Update: There were 204 eligible voters.

Motion Number Two
Tom W. moved to extend the meeting for thirty minutes to allow time to finish NBM C.

Motion Number Two adopted; 123 yes, 59 no.

New Business Motion C
The Reference Subcommittee made no recommendation for this motion.

Move that the OA Board of Trustees permits registered OA groups to Screen Share and Voice Share OA-copyrighted material during OA meetings.

Screen Share means showing OA-copyrighted material within a videoconferencing program that lets one party view the desktop of another party without being able to make any changes. Screen shared material is temporary and removed from the screen at the end of the meeting. Voice Share means reading aloud from OA-copyrighted material within a videoconferencing program that lets one party hear another party without being able to make any changes.

Registered OA groups have permission to screen share and voice share OA-owned material during OA meetings without written permission.

The screen share and voice share of OA-copyrighted material will be accompanied by the citation “[Source of material], Copyright Overeaters Anonymous, Inc. All rights reserved.” The screen share and voice share will also include the following notice: “OA-copyrighted material may not be
copied, reproduced, distributed, transmitted, modified, used to create derivative works, or in any other way exploited without the prior written permission from Overeaters Anonymous, Inc.” The screen share will show the citation and notation in writing on screen. The voice share will make the citation and notation audibly.

It is the responsibility of the registered OA group to comply with the videoconferencing company’s terms and conditions.

Motion required majority to adopt. New Business Motion C failed; 90 yes, 97 no.

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

There being no further business to come before the assembly, the 61st Annual World Service Business Conference was adjourned at 2:25 p.m., with the Serenity Prayer and I Put My Hand in Yours.

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
Elizabeth S. – Minutes Approval Committee

Signature on File
Judy L. – Minutes Approval Committee

Signature on File
Amy D. – Minutes Approval Committee

Signature on File
Barbara M. – Minutes Approval Committee
Chair’s Report

What a year this has been!

Growth Opportunities
I’m sure you’ve all experienced the wonderful growth that comes when we step outside our comfort zone into uncharted territory. That’s been one of the greatest gifts I’ve found in our beloved program! While the pandemic has been difficult on so many fronts, it has also pushed us further into the twenty-first century as we came to rely on web-based meetings when we couldn’t meet face-to-face. After successfully staging the 2021 virtual WSBC, we stepped off the cliff and decided to hold WSBC 2022 as a hybrid meeting, a plan subsequently dashed by Mr. Omicron and friends. Thus, we are back to meeting virtually and hoping that next year we might be able to meet face-to-face once again. Another huge frontier we are venturing into this Conference is interpretation for our non-English speakers. This serves to open our Fellowship up even more. All good!

Copyright
As meetings shifted to virtual, we encountered problems related to copyright infringement. The Board of Trustees fully understands the importance of our literature to meetings, even when meetings are not held face-to-face, but we cannot afford to put our copyrights in jeopardy. We hold our literature in trust for the Fellowship of OA, and as fiduciaries of our Fellowship, we cannot breach that. The board has put out more than one letter laying out the problem and what can and cannot be done. The first letter generated a bit of a commotion, and the board heard the protests. The board responded with an updated letter, adopted at its February meeting, and now distributed. The guidelines in the updated letter loosens up things somewhat, while still protecting our copyrights through other means.

Convention
It was a difficult decision to cancel Convention, already postponed from 2020 to 2021, but with the intensity of the pandemic in Florida, we had little choice. So please mark your calendars now for August 21-23, 2025, again in Orlando, Florida USA. After missing 2021, Convention 2025 should be over-the-top wonderful!

Lifeline: Stories of Recovery Blog
One of the most exciting happenings this year is the launch of our new Lifeline: Stories of Recovery blog this spring. You can expect to see member submissions in different formats. In addition to the traditionally written stories, we used to read in our former print Lifeline publication, members are now able to submit original artwork and audio or video recordings. Please consider what you might have to contribute that is relevant to your recovery!

Literature
On the literature front, two publications approved last year are now in print: the newly updated The Tools of Recovery pamphlet, and A New Plan of Eating pamphlet that combined and updated the former Dignity of Choice and Plan of Eating pamphlets. Do you have your copies? Publication of the updated Voices of Recovery has been delayed until later this year due to a nationwide paper shortage. OA literature is also now becoming available as audiobooks. Overeaters Anonymous, Third Edition is out now, and work has begun recording The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition.

This year delegates will consider approving an entirely new publication: The Twelve Traditions Workbook of Overeaters Anonymous. And please, please, please heed the second call for stories for the new Diverse Voices publication that our Conference-approved Literature Committee is working on. We need your input!
Board of Trustees
I am truly lucky to be working alongside an incredible team of trustees. It’s the ole “together we can” principle! That togetherness was hampered a bit when we were forced to meet virtually due to the pandemic. We found that meetings work more smoothly when we can all be together, as we are able to get to know each other and work through issues before addressing them at the formal board meetings. Our February meeting has been virtual for a number of years now, and we will continue with that pattern. But we hope-hope-hope to meet face-to-face in August and November.

After WSBC 2021, we quickly picked up new trustees to fill vacancies. We filled the Region Two position with Anne O. and two general service trustee positions with Bob L. and Sandra M. Unfortunately, we later lost two more trustees due to illness, one of whom was replaced by Katrina S. for Region Eight. There are again vacancies this year as trustees rotate out at the end of their terms. Please consider these positions as possibilities that will enhance your recovery. It works!

Judy H.
Chair, Board of Trustees
February 2022
Thank you, everyone, for keeping Overeaters Anonymous viable to all of us who embrace this life-saving
organization, to those who want to, and to those who see our message of hope. In addition, thank you to
our efficient and dedicated staff, whose many years of longevity, knowledge, and commitment help us all
by managing our money, assets, and information.

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

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

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

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

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

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

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

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

- **Board Designated Funds**: Because of a continuing net surplus for several years, the board has been able to establish board designated funds. These funds are for projects and events for which the board has set aside designated funding, such as creating a new PSA and updating WSO equipment and facilities. These and other projects are being given an extra boost to help the still-suffering compulsive eater. Monies in these funds are not restricted and may be moved into the general fund when a project is completed.

- **Automatic Recurring Contributions (ARC)**: Currently, we have approximately 500 members who are using this method of contribution, for a monthly average of about US$11,000. ARC is a convenient option as it is “set, forget, and done.”

**Literature and Book Sales**

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

**In Closing**

I am blessed to have the opportunity to act as treasurer. It is satisfying to incorporate my experience as treasurer for several nonprofit organizations over the years—some with small budgets and some with active management. It has also been a joy to work with the WSO staff in having questions answered, engaging in discussions, and in planning for and walking through the budgeting process.

Thank you to Rose Crown, controller; Rose’s staff; and Sarah Armstrong, managing director. What is so incredible is that these two women have worked with numerous volunteers over the years, adjusting to different styles of questions, working methods, and levels of understanding.

Respectfully submitted,
Meg M.
Treasurer, Board of Trustees
February 2022
Managing Director’s Report

2021 was a year of many firsts for Overeaters Anonymous.

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

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

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

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

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

We ended 2021 with an audited unrestricted surplus of US$403,396.

Find a Meeting

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

In 2021, the following projects were completed.

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

We will continue to work with our web developer on future projects and updates.
Groups and Service Bodies
In 2021, the number of OA meetings worldwide, including virtual meetings, averaged 6,566 in over seventy-five countries, with 337 service bodies (including region offices). Below is a five-year average.

<table>
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<th>2021</th>
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<tr>
<td>Service Bodies</td>
<td>337</td>
<td>334</td>
<td>336</td>
<td>338</td>
<td>337</td>
</tr>
</tbody>
</table>

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.

Professional Exhibits Fund
Due to the COVID-19 pandemic, tradeshows were cancelled or were held virtually. The tradeshows that were funded in 2021 were postponed until 2022.

Conference-Approved Literature
One manuscript for a new piece of OA literature is being presented this year to receive the Conference Seal of Approval:

- *The Twelve Traditions Workbook of Overeaters Anonymous*

Two manuscripts adopted at WSBC 2021 are now available for purchase. Both are available in print from bookstore.oa.org and as e-books from Amazon (Kindle), Barnes & Noble (Nook), and Apple Books. OA receives a royalty share for e-book purchases made through these third-party vendors. They are:

- *Tools of Recovery: Helping us live and work the Twelve Steps* (#160)
  - OA’s Abridged Tools of Recovery is also updated and available at oa.org.
- *A New Plan of Eating: A Physical, Emotional, and Spiritual Journey* (#144)
  - This new OA-approved pamphlet is a combination and replacement of former pamphlets *Dignity of Choice* and *A Plan of Eating* and includes suggested food plans reviewed and updated by a registered dietitian.

Also adopted at WSBC 2021, *Voices of Recovery*, Second Edition has been finalized, including an updated index, and sent to the printer. US printers have been hit hard by the global pandemic and ensuing supply chain issues. There is a shortage of paper, which is causing extended print timelines and costs to rise. We do not expect to receive *Voices of Recovery*, Second Edition before fall 2022.

Board-Approved Literature
These resources were Board-approved for distribution and, other than the wallet card, are available on oa.org:

- The *Twelve Freedoms* wallet card (#447) (new) available at bookstore.oa.org
- OA Region Map (revised)
- OA Service Pyramid (revised)
- *Affiliation and Participation Flow Chart* (new)
- Young People’s Meeting Format (revised)
- Frequently Asked Questions about OA Bylaws (new)
- Contributor Guidelines for Lifeline: Stories of Recovery blog on oa.org
**Audiobooks**

Overeaters Anonymous, Third Edition (#657) is available as an audiobook from Audible, Amazon, and Apple Books. OA receives a royalty share for audiobook purchases made through these third-party vendors.

For the Overeaters Anonymous audiobook, the readings by OA members for the book’s CD set were used. Work on an audiobook of The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition has begun.

**E-books**

The OA bookstore (bookstore.oa.org) includes links for OA literature distributed as e-books through Amazon (Kindle), Barnes & Noble (Nook), and Apple Books. OA receives a royalty share for e-book purchases made through these third-party vendors.

All OA books are available as e-books. Our three e-workbooks are available as PDFs from the OA bookstore.

Seven OA pamphlets are now available as e-books:

- A Lifetime of Abstinence: One Day at a Time (#155)
- A New Plan of Eating: A Physical, Emotional, and Spiritual Journey (#144)
- In OA, Recovery Is Possible: About Compulsive Eating and the OA Program of Recovery (#135)
- OA Handbook for Groups, Service Bodies, and Members: Recovery Opportunities (#120)
- The Tools of Recovery: Helping us live and work the Twelve Steps (#160)
- To the Young Person: Do you have a problem with food, eating behaviors, or body image? (#280). Also available as a PDF download from oa.org.
- Where Do I Start? Everything a Newcomer Needs to Know (#705). Also available, Por Onde Começo?, OA’s Portuguese-language edition of Where Do I Start?

As new and revised OA pamphlets are developed, publishing them in e-book format will be considered.

**Print on Demand**

OA distributes three books in print solely via Amazon’s print-on-demand format (paperback). The OA bookstore includes links to order these books in print, and OA receives a royalty share for print-on-demand purchases made from the third-party vendor. They are:

- A New Beginning: Stories of Recovery from Relapse (#976)
- OA Twelve and Twelve, Second Edition, Large Print (#990-2)
- Lifeline Sampler (#982)

**Periodicals**

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

The following OA periodicals were also published in 2021:

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

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

OA®

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

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

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

**International Publications/Translations**

OA literature has been translated or is in the process of being translated into more than thirty languages.

More than thirty-three digital documents of translated OA literature were added to the WSO archives in 2021, with the greatest number of contributions being in the French (Quebec), Italian, Latvian, Persian, Portuguese, Russian, and Spanish (Colombian) languages. For a list of translations in the WSO archives, see *Guidelines for Translation of OA Literature and Materials* at oa.org.

OA’s newest pieces of literature, including *A New Plan of Eating*, the revised *Tools of Recovery*, and the *Twelve Freedoms* wallet card, are available to be translated. *A New Plan of Eating* is a combination of former OA pamphlets *Dignity of Choice* and *A Plan of Eating*, which OA groups may have already translated. If that’s the case, contact the WSO and request a copy of the edited manuscript showing the changes. This may save your group time in translating.

OA’s Executive Committee has designated additional funds for translations with the intent both to support service bodies in countries where OA is becoming established, but the lack of literature is a barrier, and to assist in the goals of the International Publications and Translations Committee. In 2021 and early 2022, the IP/T tapped the Board Designated Fund for Translations for the following:

- Grant to OA Cluj (Romania) for the translation of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous*, Second Edition
• Grant to Lansthjónusta Iceland National Service Board for the translation of *The Twelve Steps and Twelve Traditions of Overeaters Anonymous*, Second Edition and *Where Do I Start?*

At the start of 2022, there was more than US$50,000 in the Board Designated Fund for Translations, and the IP/T is actively seeking opportunities to support OA groups with translations of the *OA Twelve and Twelve* and *Twelve Step Workbook*, either for the first time or to update a first edition translation to the second edition. Applications to this fund are reviewed monthly.

At the start of 2022, there was more than US$18,000 in the Translation Assistance Fund (TAF). The deadlines to apply to this fund are February 1 and June 1, annually. Find the application at oa.org.

For more information about how to apply for translation funds, contact your region trustee or the WSO.

Included in OA’s 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 2021, OA received US$5,059.07 in royalties from eight service bodies: Finland’s OA IG, First Hungarian IG, IG Mexico City, Iran’s Overeaters Anonymous NSB, Israel NSB (Masha), OA Great Britain NSB, Moscow IG, and NSB OA of Greece. If your group or service body translates and sells OA literature, remember to send royalties to the WSO annually.

**OA Websites**

This past year has been a busy and productive time for “under the hood” improvements to oa.org and bookstore.oa.org. Some of these changes came in response to problems that arose in the moment, such as urgent fixes to Find a Meeting when our hybrid-meeting functionality was first introduced. Other changes resulted from increased attention to detail, and our hope is that members have had smoother and better experiences with our websites as a result of the following improvements:

• **OA Bookstore**
  - Reduced number of clicks needed to order certain products.
  - Added search engine optimization data and SEO-friendly URLs to all product pages.
  - Refreshed bookstore product images.
  - Fixed estimated-shipping utility to enable international shipping estimates.
  - Added all-available third-party e-book links to product descriptions to allow members to easily find both paper and e-book versions of OA literature.
  - Added a dedicated Newcomers section to guide newcomers to appropriate first purchases.
  - Finished configuring data privacy tools to comply with European privacy regulations (GDPR) and similar regulations worldwide.
  - Strengthened our Sixth Tradition by removing a third-party brand name from the website footer.

• **OA.org**
  - Fixed all broken hyperlinks and fixed links on intergroup and service board websites by redirecting those broken links to the right pages on oa.org.
  - Audited all 260+ website documents to standardize file names, URLs, and document metadata, and strengthened our Twelfth Tradition in a handful of cases by removing member names from document metadata.
  - Restored missing media files to the website, such as classic OA public service announcements and Twelve Step podcasts.
  - Added fifteen additional countries to the flag menu located in the website header.
  - Reconfigured oa.org’s search tool to remove some persistent, erroneous search results.
  - Reconfigured oa.org’s server for improved website performance.
  - Upgraded to a new website analytics platform.
- Strengthened our Sixth Tradition by removing third-party brand names from website features.

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

- **Event Calendar:** Currently maintained via OA’s social media page at [facebook.com/overeatersanonymousofficial](http://facebook.com/overeatersanonymousofficial), our Event Calendar will move back to oa.org and will list event information for OA workshops, retreats, and conventions worldwide as submitted by OA service bodies.

- **Lifeline: Stories of Recovery blog:** After a fifteen-month hiatus, Lifeline, our “meeting on the go” since 1965, is returning as a new blog on oa.org. Freed from the limitations of a print magazine, we look forward to seeing the new ways members share their recovery using many forms of digital media. As members share their stories of recovery through OA’s Twelve Steps and find inspiration in each other, their service will also help improve OA’s presence online and attract the still-suffering compulsive eater who is searching online for a solution.

**Social Media**

In 2021, OA’s social media page at [facebook.com/overeatersanonymousofficial](http://facebook.com/overeatersanonymousofficial) grew by 11.5 percent to 14,581 followers. In the same period, our Instagram page grew by 68.3 percent to 4,213 followers.

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

I appreciate the opportunity to serve as managing director for Overeaters Anonymous. We truly Can Do Together What We Could Never Do Alone!

With gratitude,
Sarah Armstrong
Managing Director
March 2022 *(Updated June 2022)*
Bylaws Committee Report

The 2022-2023 Bylaws Committee met on May 16 and again on June 4, 2022.

Thirty-five delegates participated in the May meeting. After introductions were made, a brainstorming session was held to determine the subcommittee work for the next twelve months. The top four priorities were selected, and a sign-up sheet was posted for the members to indicate their choice.

The subcommittees formed for the upcoming year are:

- Review the current OA, Inc. Bylaws, Subpart B and Business Conference Policy Manual for items that need to be updated or rescinded and create motions for submission to the Agenda Questionnaire
- Develop a guide for service bodies on the ins and outs of creating their own bylaws (i.e., where to start, who to contact, etc.)
- Create another graphic presentation about bylaws that can be easily translated
- Continue work on policy and procedure and standing rules guidelines

At the June meeting fifteen delegates participated. Progress reports were made and the overall process of how the committee works and the approval process for the resulting work of the subcommittees was reviewed.

Elections were held. Cyndy L. was selected delegate cochair and Paula Z. acted as secretary. No vice chair was elected. Bob L. was appointed as trustee cochair.

The subcommittees were formed, and the chairs and secretaries were selected.

- **Bylaw Review**: Sharlotte G. and Alix Sandra S.
- **Bylaw Support**: The committee has agreed to share the responsibilities of chairing the work sessions.
- **Pretty as a Picture**: Terry G. and Loudovika P.
- **Policy and Procedures and Standing Rules**: Kimberly C. and Carol C.

Each subcommittee will set their own schedule and how they will communicate. Deadlines for reports have been set and a timeline for completed projects was established.

The Reference Subcommittee (RS) met each day of the Conference for two hours. The attendance by delegates was high, with as many observers during each session.

The RS was tasked with reviewing the motions (C and F) that addressed copyright and screen sharing. Item F was withdrawn and after much deliberation Item C was returned to the floor unchanged. The motion was defeated.

Motions that referred to the future of Conference attendance methods (1 and 11) were also a topic of great concern. The RS recommended a combination of methods, but in the end the recommendation was defeated, and the planning of the next Conference was left to the BOT.

In service,
Cyndy L., Bylaws Delegate Cochair
Bob L., Bylaws Trustee Cochair
June 2022
Conference-Approved Literature Committee Report

Committee Officers 2021-2022

- Delegate Cochair: Marjorie T.
- Trustee Cochair: Neva S.
- Vice Chair: Lee R.
- Secretary: Christina D.

Meeting Discussion

The Twelve Traditions Subcommittee was acknowledged for its work in preparing *The Twelve Traditions Workbook of Overeaters Anonymous*, which was approved by the 2022 Conference nearly unanimously.

Committee procedures, including the steps to be taken in getting a manuscript to the CLC and lines of communication within the CLC were outlined. It was made clear to the delegates that hard work is the expected norm of the CLC, and that this is what it takes to get a manuscript through all the procedural steps by WSBC 2023.

Decisions Made

Election of delegate cochair, vice chair, and secretary were held. Three subcommittees for ongoing CLC projects were formed and adjusted according to subcommittee needs and to the experience, preference, and skills of the delegates.

Subcommittee Goals and Actions

- Combo #6 (Handbook/Small Meetings): This subcommittee is currently with publications for review and editing. It is tentatively scheduled to return to CLC for review and comments by September 2022.
- Sponsorship Combo Subcommittee: The subcommittee hopes to have a draft ready for CLC review and comments by August 2022, and to the BOT by November 2022.
- Diverse Voices (Common Solutions expansion/revision including Bariatric Surgery) Subcommittee: This subcommittee is moving towards having a draft go to CLC for review and comment in September 2022, and to the BOT in October 2022.
- Traditions Projects Subcommittee: The creation of *The Twelve Traditions Workshop and Study Guide* is expected to be a multi-year project.

Committee Officers 2022-2023

- Delegate Cochair: Elizabeth S.
- Trustee Cochair: Neva S.
- Vice Chair: Don C.
- Secretary: Christina D.

Respectfully submitted,
Elizabeth S., Delegate Cochair
Neva S., Trustee Cochair
June 2022
The Region Chairs Committee (RCC) met throughout 2021-2022 via a videoconferencing platform (May, June, July, August, November, January, March, April, and May 22, 2022). Throughout this time, we accomplished the following goals: created a podcast in Spanish, updated the RCC Manual, developed a Forum workshop, and participated on the BOT Strategic Planning Committee. The Region Chairs Committee was responsible for assigning and supporting Mentors for Green Dots and hosting daily OA meetings at 2022 World Service Business Conference (WSBC).

Prior to the 2020 COVID pandemic, the RCC elected officers at WSBC. This gave ample opportunity for transition as region chairs are elected at fall assemblies. The officers who served from October 2020 to October 2021 were Katrina S., chair; Elaine L., vice chair; Lynn K., recording secretary; and CJ M. and Barb K., trustee cochairs. In October 2021 the officers were Elaine L., chair; Carmen D., vice chair; Lynn K., secretary; and Meg M., trustee cochair.

The Region Chairs Committee met on May 22, 2022, to develop the 2022-2023 goals. The RCC reviewed the 2021 goals, the RCC mission statement, recent WSBC actions, and finalized the RCC vision based on work we had done after the November 2021 strategic planning presentation with the Board of Trustees, region chairs, and WSO staff.

The RCC vision is a bridge between the Fellowship (i.e., groups, meetings, and service bodies) and the strategic arm of OA. The vision was adopted May 22, 2022. The RCC mission is unchanged:

1) To network among the regions for the purpose of sharing resources, solutions, and support.
2) To provide channels of information and communication among regions and between the regions and the Board of Trustees.
3) To develop a workshop annually that can be presented either virtually or face to face. The workshop will be made available to the Fellowship and region websites.
4) To offer input to the Board of Trustees Strategic Plan.

This was revised and adopted February 13, 2021.

The 2022-2023 goals are:
- Review and update the RCC Reference Manual and service task list
- Develop the 2023 Forum (if invited and given an appropriate time slot)
- Review and determine the region comparisons
- Review and/or update the resources file
- Increase podcasts in languages other than English
- Orient new chairs
- Participate in/on BOT and ad hoc committees (i.e., Strategic Planning, Realignment/Reapportionment Ad Hoc, Use of OA Literature Ad Hoc)

Elaine L., Delegate Cochair
Meg M., Trustee Cochair
June 2022
Twelfth Step Within Committee Report

Outgoing committee officers were Jane C. (who didn’t attend), delegate cochair and Barb K., trustee cochair. The incoming officers are Larry K., delegate cochair; Barb B., vice chair; Pat G., secretary; and Lee R., trustee cochair.

Three subcommittees were created:
  - **Sponsorship**: Larry K., chair
  - **Each One Reach One**: Ron J. and Michael P., cochairs
  - **Make Face to Face Meetings Awesome Again**: Angela C. and Patricia G., cochairs

The Sponsorship Subcommittee goals are:
  - Creating suggestions for information from sponsors for sponsor banks or lists; deadline is August 31
  - Creating suggestions for information for sponsees for sponsor banks or lists; the deadline is August 31
  - Hosting a special sponsorship workshop on Sponsorship Day/weekend; deadline is August 15

The Each One Reach One Subcommittee goals are:
  - Create a Twelfth Step Within connection on the 12th of the month
  - Create a card for those that haven’t entered the meetings lately letting them know we’ve been waiting for them
  - Send an eblast on the 12th of the month

This committee didn’t meet to further complete their goals and deadlines.

Make Face to Face Meetings Awesome Again Subcommittee goals are:
  - Create a list of ideas to get face-to-face meetings going again; deadline is August 31
  - Develop flyers for monthly meetups that groups can use; deadline is August 31

Respectfully ours,
Larry K., Delegate Cochair
Lee R., Trustee Cochair
June 2022
Unity with Diversity Committee Report

The outgoing committee officers from 2021-2022 were:
- Delegate Cochair: Mollie Kaye M.
- Trustee Cochair: Beth B.
- Secretary: Patricia O.

The incoming committee officers for 2022-2023 are:
- Delegate Cochairs: Cindy C. and Amodini K.
- Trustee Cochair: Beth B.
- Secretary: Cindy C.

The incoming delegates met on April 23, 2022, to elect officers. Amodini K. and Cindy C. (both Green Dots) agreed to be delegate cochairs and Cindy C. also agreed to be the secretary. We also voted to present a motion to amend Bylaw Amendment Proposal 4 by adding “individual delegates with medically-confirmed speech or hearing disabilities.” The motion was withdrawn during discussion of an earlier amendment. The incoming delegates were also excited to learn of the accomplishments of the 2021 committee and were enthusiastic in looking forward to our work.

On June 4, 2022, we met again to brainstorm ideas for the coming year. The committee chose four projects and delegates joined the four subcommittees. Briefly, the subcommittee titles and goals are:
- Welcoming Men and Bariatries: To attract, include, and welcome men and people with bariatric surgery into OA to participate fully (in Brazil and everywhere)
- Bylaw Proposal Language: To propose new wording for the phrase “those with other special needs.”
- Welcoming Quiz: To review, revise, and reimagine a welcoming quiz to promote inclusivity in OA
- Special-Focus Support: To support and provide more representation for, visit, and communicate with special-focus groups to find out how we might help them

Amodini K., Delegate Cochair
Cindy C., Delegate Cochair
Beth B., Trustee Cochair
June 2022
Last year’s YP Committee was very active, and several things were completed. There is now a young people’s intergroup which is affiliated with the Virtual Region. There is also a young people’s webpage: https://oayoungpeople.org/ which is affiliated with Young People’s Virtual Intergroup of Overeaters Anonymous.

The committee has met three times: May 15, May 28, and June 12, 2022. We have elected several officers.

- Vice Chair: Brian V. (Brian is willing to help whoever can step up to be delegate cochair.)
- Co-Secretaries: Adele and Kathy

On June 12, we started with four proposals for subcommittee goals:

1) Support to groups and service bodies with resources and suggestions
2) Minors attending OA meetings and safety protocols
3) Updating and creating young people-focused resources
4) Letting professionals know that there are resources which are available for young people

First, we talked about the legal issues and complications of hosting minors in OA meetings and making sure that minors are safe. Several people volunteered to write a letter to the BOT requesting that they urgently take up this issue.

We combined Items 3 and 4; some of the subcommittee will focus on updating and expanding the resources. The other part of the subcommittee will begin reaching out to professionals. We also decided to support groups and service bodies who are welcoming young people.

The subcommittees will meet and finish their goals in the next month. We plan to find a delegate cochair via email.

Vacant, Delegate Cochair
Margie G., Trustee Cochair
June 2022
Our Primary Purpose: How Do We Carry the Message Workshop

Leaders
- Chuck F., Region Six
- Tawna W., Region One

Discussion Questions
1) In what ways do we support our intergroups, service boards, regions, and the WSO to continue their work in carrying the OA message?
2) What resources are available to members and groups who want to carry the message more effectively?
3) How can we grow in our practice of Tradition Five at all levels of our service structure?

Purpose
The purpose of this workshop was to better understand Tradition Five and to identify and share resources available to help members and groups carry the message.

Overall Participation
The workshop was well attended, with approximately 175 attendees. Members were engaged by asking many questions and making suggestions on spreading the message.

Structure
The structure of the agenda worked very well as the Q&A section allowed attendees to ask any question, unrestricted from any one speaker’s message. Tawna focused on carrying the message to service bodies. Chuck focused on carrying the message on a personal level. We received positive feedback from attendees.

Feedback
- The handout worked very well as a takeaway.
- We did divert a bit into debate on diversity approaches that may not have been taken positively by all. These are difficult, but essential conversations to have.
- We wonder if perhaps the workshops were not held back-to-back with another workshop, that a significant break would improve engagement.
Using Spiritual Principles to Do Together What We Could Never Do Alone Forum

**Leaders**
- Region Chairs

The title of the 2022 WSBC Forum presented by the Region Chairs Committee was “Using Spiritual Principles in Our Recovery Journey to Do Together What We Could Never Do Alone.”

The Forum moderator, Terri B., Region Seven chair, provided a delightful ice breaker where participants used the videoconferencing platform’s chat function to enter anything they had done that they could never do alone. We heard wonderful ideas: recovery, go on a date, be a trustee, move, learn how to handle a two-person kayak, and get sunscreen on my back, among many others. Over eighty participants gave examples in the chat!

After Terri introduced the Spiritual Principles for each Step and Tradition, she asked three region chairs to describe how they used Spiritual Principles in their lives and how important these were to their growth and recovery. Eileen C., Region Five chair; Lynn K., Region Two chair; and Susan B., Region Eight chair highlighted principles of honesty, responsibility, and service. Once these thirty minutes was completed, participants were assigned to breakout rooms to discuss probing questions. After thirty minutes of discussion on the questions below, the participants convened and shared their take aways.

1) Looking at our list of Principles consider how you apply Spiritual Principles on a daily basis. How do I practice these principles “in all my affairs”? What actions do I take when I realize I have fallen short?

2) “Those who have studied them carefully have found that these Traditions can be applied to all human relationships, both inside and outside OA.” *The Twelve Steps and Twelve Traditions of Overeaters Anonymous*, Second Edition, p.89

3) How do I apply the Principles of the Traditions to all my relationships?

4) “It is in the OA message—in our Steps and Traditions—that we find solutions to our problems. Living by these principles has saved our lives.” *The Twelve Steps and Twelve Traditions of Overeaters Anonymous*, Second Edition, p. 120. How has this statement come true for you? Which Principles do you find particularly challenging?

5) “Because ours is a program of principles, not personalities, we expect that what we share here won’t be gossiped about or judged, inside or outside of OA.” *The Twelve Steps and Twelve Traditions of Overeaters Anonymous*, Second Edition, p. 164. What Principle(s) safeguards us from gossip, both inside and outside the rooms?

6) How do the Principles help us do together what we cannot do alone?

The Region Chairs Committee is grateful for the opportunity to share the Forum with 2022 WSBC and we thank you for your wonderful ideas and examples of using Spiritual Principles to do together what we can never do alone.
We Can Do Together What We Could Never Do Alone Workshop

**Leaders**
- Kimberly C., Region Six
- Veronica L., Region Eight

**Discussion Questions**
1) What do our service boards (national, language, or special-focus) and intergroups do to support their member groups?
2) Why should we join the local service body? What do they do with the money our groups send them?
3) What services do regions provide to OA groups and members? What does the OA World Service Office (WSO) do to help groups and members?

**Purpose**
The purpose of this workshop was to better understand how our service bodies serve members and groups by coming together.

Veronica L. (Junccab NSB) and Kimberly C. (Connecticut IG) facilitated a two-hour workshop. There were 130 members in attendance from an estimated twenty countries, and the feedback received was very positive.

Kimberly shared examples of what intergroups can do by sharing strategic plans from three different intergroups and giving examples of many different activities the intergroups undertook to support the plans. Activities include workshops, PI events, newsletters, Step studies, billboards, placemats in restaurants, locally produced literature, training sessions, and more.

Veronica gave an overview of Junccab NSB, including the following information: eighty groups in Brazil, all in Portuguese (as less than 5 percent of the population speaks English). This year they have thirteen delegates attending WSBC, only three of whom speak English. The NSB is constantly working on translating English to Portuguese, plus spreading the message through social media and their website. The internet, including social media, in Brazil is clearly the main gateway for attracting members.
## World Service Attending Delegates

For Use Within OA Only

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

<table>
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<tr>
<th>Region</th>
<th>Number of Delegates</th>
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<tr>
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</tr>
<tr>
<td>TOTAL</td>
<td>218</td>
</tr>
</tbody>
</table>

The total number includes Board of Trustees, region chairs, and delegates.
Business Conference Policy Manual

A Summary of Continuing Effects Motions
1962-2022

Adopted by the World Service Business Conference of Overeaters Anonymous, Inc.
A
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**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 VIII, Section 1a) which states:

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

**CONTINUING EFFECT MOTIONS**


**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.


**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.


**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.


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.


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.
The World Service Convention will be held at a time and place to be determined by the Board of Trustees.

Business Conference committees not raise or maintain funds.

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.

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.

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.


1986a 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.


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.

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 VIII, 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, 2019, and 2021. The following policy statement was adopted:

The WSBC 2021 accepts the following definitions:
Abstinence is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.

Spiritual, emotional, and physical recovery is the result of living and working the Overeaters Anonymous Twelve Step program on a daily basis.

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.


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, 2017, and 2022. It was adopted that:
1) The Conference committees listed in Subpart B, Article IX 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 an equal percentage of the year’s registered delegates (with exception listed in 1991a 6). Each committee will include delegates from across the regions, whenever possible. 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 and throughout the following year. 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 except the Conference-approved Literature Committee and the Reference Subcommittee (OA, Inc. Bylaws, Subpart B, Article IX, Sections 1 and 2). Delegates will be notified of their committee assignment at or prior to WSBC. Service on a committee is expected and the commitment is maintained until the following WSBC. It is recommended that those serving at the world service level rotate committee assignments every two years.

1991b  Superseded by 2005c.
1991c Amended 2018. It was adopted that:
The terms “compulsive overeater, compulsive eater” and “compulsive eating, compulsive overeating” be used interchangeably in OA literature, as determined to be appropriate to the topic and context by the Literature Committee during the regular literature writing, editing, and approval process.

1992a Amended 2013 and 2021. The following policy statement was adopted:

“Unity with Diversity” Policy
THE FELLOWSHIP of Overeaters Anonymous 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 attribute. We welcome all who share our compulsion. Everyone with the desire to stop eating compulsively is welcome in Overeaters Anonymous.

THE FELLOWSHIP 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 approaches to recovery within our Fellowship need not divide us.

THE FELLOWSHIP respects the rights of members, groups, and service bodies to follow a particular concept of recovery within Overeaters Anonymous and encourages each member, group, and service body to respect those rights as they extend the 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.


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.


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.

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.


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.


1995a 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.


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.


2003  Amended 2014. It was adopted:
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 VIII, 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.

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.

Rescinded 2014.

Rescinded 2009.

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.


**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 and 2021. It was adopted to:
Establish an OA Young People’s 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
deleagtes 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.

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.
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.

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.

*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.

The following policy statement was adopted:

**Statement on Individual Member Donations to the OA World Service Office**
1) A member may contribute up to US$5,000 per year to the general fund, up to US$5,000 per year to any special fund, and up to US$5,000 per year to honor the memory of a deceased member.

2) OA, Inc. may accept a bequest from the will of a deceased member in cash or cash equivalent. There is no limit on the amount of such a bequest.

Rescinded 2017.

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.


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.


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  Amended 2021. It was adopted that:
The term hybrid is used to describe a group composed of members attending a single meeting where
all can hear and share but may be present either in the same physical location (face-to-face) or
through some form of electronic device (virtual).

A hybrid group may register only once and is assigned one group number but may appear on oa.org
in both the face-to-face listing and the virtual listing and will clearly indicate that they are a hybrid
meeting.

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  Amended 2021. The following policy statement was adopted:
The World Service Business Conference established the following annual events.

**OA Birthday:** The third full weekend (Friday included) of January as the annual celebration of the
**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 full weekend (Friday included) in August.

**International Day Experiencing Abstinence (IDEA):** The third full weekend (Friday included) in November.

**2021** The following policy statement was adopted:

**Diverse Voices Policy**
When developing new and updating existing literature published by Overeaters Anonymous World Service, the Literature Committees will make a concerted effort to include stories and/or quotes from members of diverse populations that are underrepresented in OA (i.e., reflect a variety of compulsive food behaviors, belief systems, nationalities, genders, sexual orientations, indigenous peoples, and peoples of color, etc.).

**2022a** It was adopted that:
The OA Responsibility Pledge be included in/on all published OA literature, social media, newsletters, and bulletins maintained by the World Service Office except where space is prohibitive in a printed document. The WSBC further suggests that all OA registered service bodies use the OA Responsibility Pledge on all OA locally produced literature.

**2022b** It was adopted to:
Create a policy that OA makes a PDF of the board-approved newcomer-oriented pamphlet, *Where Do I Start?*, available to anyone to download and print.

**END**

**Note:** The World Service Office shall oversee that the Business Conference minutes are researched annually in order to update this summary with any Business Conference motions which have a continuing effect. This includes new, revised, or rescinded motions adopted by the World Service Business Conference.
1962  At OA’s first Business Conference, then called the National Conference, it was adopted that:
We endorse as our only basic creed the only thing that OA in general subscribes to (from headquarters), the Twelve Steps and the Twelve Traditions. That this is the only basic program that OA (headquarters) believes as its creed. We acknowledge that these two things are the only creed that OA subscribes to, basically. (Rescinded 2014)

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

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

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

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

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

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

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

The current World Service Business Conference policy on literature be a list (to be updated as necessary) which includes the amended 1976 Statement on OA/AA-approved literature: “In accordance with our Traditions, we suggest OA groups maintain unity and protect our Traditions by selling only program books and pamphlets at their meetings. This would include AA Conference-approved literature and OA Conference- and board-approved literature. Intergroup or group prepared local literature should be used with the greatest discretion. Even then, we suggest that you submit it to the World Service Office for their information. This type of local literature should be considered temporary and discontinued when OA literature approved for general use is available to cover the topic.” (The complete list which includes this statement, literature, and explanations is available from the World Service Office.) (Rescinded 2010)
1982d  It was adopted that:
The Board of Trustees presents a written Business Conference report of all Board of Trustees’
policies, to be updated for each Business Conference beginning May 1983. (Rescinded 2001)

1982f  It was adopted that:
Future Business Conferences begin proposed bylaw amendments directly following the last
completely debated article of the previous year.
(Note: The intent is to apply this recommendation only in a year following a Business Conference
that was unable to debate and vote on all proposed bylaw amendments due to a lack of time.)
(Rescinded 2012)

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:

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)*
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 is to promote the public health, and to work with and furnish charitable and cultural assistance to those with problems of obesity; and to conduct such other activities as are appropriate to these objectives. Subject to the foregoing, the Corporation may also engage in all other activities which are permissible by law. The Corporation is the guardian of the world services and the Twelve Steps and Twelve Traditions of Overeaters Anonymous and shall preserve the exclusive right to use the name Overeaters Anonymous. The Corporation shall maintain a World Service Office to serve Overeaters Anonymous.

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

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

Section 1 – Powers
Subject to the limitations of the Articles of Incorporation, these bylaws, and the laws of the State of New Mexico, all corporate powers shall be exercised by or under the authority of the Board of Directors, which shall be known as the Board of Trustees and shall control the business and affairs of this Corporation. The term “trustees” as used in the Articles of Incorporation and these bylaws shall mean “directors” as that term is used in the New Mexico Nonprofit Corporation Act and other laws. The use of the term “trustees” is historic only and is not intended to vary the duties of the trustees of this Corporation from that imposed on directors, or to establish a trust relationship.

Section 2 – Number of Trustees and Qualifications
The authorized number of trustees of the Corporation shall be seventeen until changed by amendment to the Articles of Incorporation or by the amendment of this Section 2, Article V, Subpart A adopted by the delegates, as provided in Article VII, 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 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 VIII 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.

3) Any general service trustee who is absent from three Executive Committee meetings in a twelve-month period.

4) Absences of a trustee serving only 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.

d) Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, and/or a meeting of the Executive Committee, be approved for good cause.

1) 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.

2) 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.

e) 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.

f) 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.

g) 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 VII, Section 2 may constitute cause for removal.

h) 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 VII, 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
a) Any actions required or permitted to be taken by the Board of Trustees may be taken without a meeting.  
b) A two-thirds vote of the board shall be required for approval. Any vote taken will occur over a minimum period of twenty-four hours.  
c) Such actions shall be ratified by the board at the next scheduled meeting.

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 officers and up to five additional trustees; preference will be given to trustees who are not region liaisons. The Board of Trustees will elect from their members those trustees who will serve on the Executive Committee. 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.

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) Election Process

1) 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.

2) Each nominated trustee may speak for up to five minutes on what they hope to bring to the position.
3) If there are more than two candidates and no one receives a majority vote on any ballot, the candidate receiving the fewest votes will be withdrawn from the ballot until two candidates remain.
4) If a tie vote occurs on two ballots (when only two candidates remain), 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 execute 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 US$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 one hundred twenty days after close of the Corporation’s fiscal year. Such report shall contain in appropriate detail the following:

1) The assets and liabilities, including the trust funds, of the Corporation as of the end of the fiscal year.

2) The principal changes in assets and liabilities, including trust funds, during the fiscal year.

3) The revenue or receipts of the Corporation both unrestricted and restricted to particular purposes, for the fiscal year.

4) The expenses or disbursements of the Corporation, for both general and restricted purposes, during the fiscal year.

5) A statement of any transaction or indemnification in which the Corporation, a parent or subsidiary was party, and in which either of the following had a direct or indirect material financial interest:
   (i) A trustee or officer of the Corporation, or its parent or subsidiary.
   (ii) Any holder of more than 10 percent of the voting power of the Corporation, its parent or subsidiary.

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

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

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

(i) Any covered transaction during the previous fiscal year involving more than forty thousand dollars, or which was one of a number of covered transactions in which the same interested person had a direct or indirect material financial interest, and which transactions in the aggregate involved more than forty thousand dollars.

(ii) The names of the interested persons involved in such transactions, stating such person’s relationship to the Corporation, the nature of such person’s interest in the transaction and, where practicable, the amount of such interest; provided, that in the case of a transaction with a partnership of which such person is a partner, only the interest of the partnership need be stated.

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

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

Section 5 – Inspection

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

Section 6 - Choice of Law

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

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

**ARTICLE XI – AMENDMENTS**

**Section 1 – Board of Trustees**

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

a) Two-thirds vote of the board provided the amendment has been given in writing to the board administrator twenty-five days prior to the next board meeting.

b) Seven-eighths vote of the board provided the amendment has been given in writing to the chair of the board at least one hour prior to the vote.

**Section 2 – Record of Amendments**

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

If any bylaw is repealed, the fact of repeal and the date of the meeting at which the repeal was enacted or written consent was filed, must be noted in the minutes and adjacent to the original bylaw.
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 its 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 (hybrid).
b) Groups compose the intergroups and service boards set forth in Article VI hereof.
c) Affiliation/Participation:
   1) A group may affiliate with only one intergroup or national service board through the registration process.
   2) Unaffiliated groups that are not ready to form a service body or new groups without any intergroup
      or national service board in their language may affiliate with an intergroup or national service board
      that supports groups in their language including translation of OA literature.
   3) Groups may also participate in the activities (including voting) of another service body (intergroup,
      national service board, language service board, special-focus service board, and/or region) with
      their permission.

ARTICLE VI – SERVICE BODIES
Service bodies are formed to support the groups in matters the group cannot accomplish on their own.

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

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

Section 1 – Composition
a) Intergroups are composed of two or more groups that have formed a service body for the purpose of
   supporting and representing these groups that are affiliated with it. Each state/province/country may
   have at least one service body (intergroup or national service board). In a state/province/country having
   only one group, that group may function as an intergroup.
b) National service boards are composed of groups and intergroups who share a common purpose; to deal
   with issues that require a combination of membership and financial resources of intergroups and groups
   established within a single country.
c) Language service boards are composed of groups, intergroups, and national service boards to serve the
   common needs of a language group, regardless of geographic proximity.
d) Special-focus service boards are composed of two or more groups or intergroups to serve the common
   needs of groups/intergroups with the same special focus, regardless of geographic proximity.
e) There shall be eleven regions: one virtual region and ten geographic regions each composed of
   intergroups, groups, and service boards that fall within its region. Subject to regional and BOT
   approval, language service boards that span more than one region may choose to affiliate with any
   single region or choose not to be affiliated with a region.
   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 US Virgin Islands, the Caribbean 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, including all of Russia.
10) Region No. 10 shall be composed of countries and territories in Australia, East Asia, New Zealand, South East Asia, and the Western Pacific Basin.
11) Virtual Region is nongeographic and is primarily composed of virtual groups and virtual intergroups.

Should states/provinces/territories/countries within a region, or service bodies within a state/province/territory/country wish to transfer to a region that is more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The BOT then submits a motion to WSBC to amend Subpart B, Article VI, Section 1e of the bylaws.

Section 2 – Registration

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

Section 3 – Affiliation and Participation

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

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

For the purpose of registration and WSBC representation:

a) An intergroup may affiliate with one national service board if it exists, shall be affiliated with one region, and may participate in one or more language service boards.

b) A national service board is affiliated with the region where their nation exists and may participate in one or more language service boards.

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

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

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

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

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

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

Section 4 – Functioning and WSBC Representation

a) Service bodies may conduct their business by any method they choose.

b) Minimal requirement for registered service bodies to maintain their registration at the WSO:

1) Intergroups shall convene at least once a year, after prior notice has been given to all affiliated member groups, and for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.

2) National service boards shall convene at least once a year, after prior notice has been given to all affiliated member groups and intergroups for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.

3) Language service boards shall convene at least once a year, after prior notice has been given to all member groups, intergroups, and national service boards for election of officers and selection,
when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.

4) Special-focus service boards shall convene at least once a year, after prior notice has been given to all member groups for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.

5) Region assemblies whose members shall be called “region representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all service bodies and unaffiliated registered groups, for the election of officers and/or the selection of nominees for trustee(s) from that region and any sitting trustee from outside of that region who is currently serving as their trustee liaison.

c) To send delegates to the WSBC a service body must be formally registered, along with its delegate information, thirty days prior to Conference opening. (See Article VIII, Section 3(c) for qualifications and selection of delegates.)

d) In order to deregister, a service body submits a written request to the World Service Office, region chair, and trustee liaison; or in the case of a language service board or special-focus service board that is not affiliated with a region, the World Service Office and the trustee liaison.

**ARTICLE VII – BOARD OF TRUSTEES**

**Section 1 – Composition**

The Board of Trustees shall consist of seventeen trustees. Whenever possible, a minimum of two trustees shall come from outside of North America.

**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 XII 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.
To furnish counsel and guidance to the members, groups, and service bodies.

To supervise and guide education and attraction efforts of Overeaters Anonymous.

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.

To perform such other duties as may be directed by the delegates at the Conference.

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 assigned trustee liaisons shall be the representatives of the Board of Trustees in their respective regions and at the region assemblies.

3) The Executive Committee 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 Executive Committee 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. 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.

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;
  4) Participation at the region level (the extent of participation to be determined by each region); and
  5) 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.

Section 5 – Nomination of Trustees
a) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of
   Overeaters Anonymous, all groups within a region shall be notified by the region 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.

b) An incumbent trustee serving as a liaison to a region different from the one from which they were
   originally nominated may submit an application for re-election through either the region in which they
   regularly attend meetings, or the region they serve as a trustee liaison.

c) At least ninety days prior to the annual Conference of Overeaters Anonymous, the region
   representatives of each region shall choose from the nominees submitted to it no more than three
   qualified nominees. Resumes of these nominees must be sent to the Board of Trustees within one week
   of their selection.

d) The (no more than three) nominees for trustees chosen by the regional assembly or affirmed by the
   currently registered region representatives shall be submitted to the Conference for election.

e) Copies of resumes must be sent to all delegates at least forty-five days prior to the annual Conference.
   (see exception, Section 7.)

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) Vacancies occurring among the trustees shall be filled by the Board of Trustees to serve until the
   conclusion of the next World Service Business Conference. The Board of Trustees shall solicit the
   names of eligible candidates through the regions.

b) Should such vacancy occur within one hundred twenty days prior to Conference, the usual deadlines
   for the selection of trustee nominees shall be suspended. In this case only, resumes of 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.

c) If a region is unable to provide applicant(s), then Article VII, Section 7 applies.
d) A vacancy created by action of the Conference delegates shall be filled as stated in Section 7.

**ARTICLE VIII – 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 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.

c) **Emergency**
   In the event of an emergency, as determined by the Board of Trustees, the board may call the Conference, or any part of it, by virtual methods(s).

**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 VI, Section 4(c) or Article VIII, Section 3(c):
   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 language or special-focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or special-focus service board.
   5) Each region shall be entitled to one vote through its duly elected chair or alternate.
   6) 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. When selecting these delegates, the region shall give preference to delegates from intergroups and service bodies which would not otherwise be represented.
   7) 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, the managerial staff of the World Service Office, and interpreters for individual non-English speaking delegates and those with other special needs.

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 national 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 national service board shall not represent the same groups as intergroups represent.

3) Countries without intergroups or national service boards that seek representation at the annual Conference shall have at least one delegate. Larger representation shall be determined by the Board of Trustees, with the delegate approval in accordance with the number of groups in that country.

4) Each language or special-focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or special-focus service board.

5) 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.

6) 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 50 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 IX – CONFERENCE COMMITTEES**

The delegates may submit their preference for Conference committees in accordance with this Article IX. 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 IX 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 of WSBC for more than one year. A motion to disband the committee shall be placed on the agenda of the next World Service Business Conference for consideration.
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 X – 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 XI – 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 XII – 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 1 before the annual meeting of the Conference. The Board of Trustees may also submit amendments to the bylaws.

b) For the purpose of amendments, the English version of official documents is considered the version of record, and all amendments will be made to the version of record.

c) 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 5 prior to the annual Conference.

d) 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.

e) 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.

f) 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.

g) 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.

h) Amendments to Subpart B of these bylaws shall be effective at the close of the Conference except as otherwise specified.
OVEREATERS ANONYMOUS, INC.

Financial Statements and
Independent Auditor’s Report

December 31, 2021 and 2020
OVEREATERS ANONYMOUS, INC.

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Independent Auditor’s Report

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

Opinion
We have audited the accompanying financial statements of Overeaters Anonymous, Inc. (OA) (a not-for-profit corporation) which comprise the statements of financial position as of December 31, 2021 and 2020, and the related statements of activities, cash flows, and functional expenses for the years then ended and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Overeaters Anonymous, Inc. as of December 31, 2021 and 2020, 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.

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of OA and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about OA’s ability to continue as a going concern for one year after the date that the financial statements are issued.
Board of Directors and Management  
Overeaters Anonymous, Inc.  
Rio Rancho, New Mexico  

**Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 OA’s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about OA’s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.

**Porch & Associates, LLC**  
Albuquerque, New Mexico  
June 13, 2022
OVEREATERS ANONYMOUS, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2021 and 2020

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$899,810</td>
<td>730,554</td>
</tr>
<tr>
<td>Cash - restricted</td>
<td>72,287</td>
<td>35,899</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>-</td>
<td>1,431</td>
</tr>
<tr>
<td>Inventories</td>
<td>163,283</td>
<td>195,602</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>70,499</td>
<td>51,821</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>1,205,879</td>
<td>1,015,307</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>663,144</td>
<td>709,036</td>
</tr>
<tr>
<td>Other Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>1,271,854</td>
<td>976,868</td>
</tr>
<tr>
<td>Intangible assets, net</td>
<td>30,914</td>
<td>36,713</td>
</tr>
<tr>
<td><strong>Total other assets</strong></td>
<td>1,302,768</td>
<td>1,013,581</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$3,171,791</td>
<td>2,737,924</td>
</tr>
</tbody>
</table>

| LIABILITIES AND NET ASSETS                  |             |             |
| Current Liabilities                         |             |             |
| Accounts payable                            | $35,396     | 30,121      |
| Accrued expenses                            | 34,563      | 37,423      |
| Unearned revenue                            | -           | 8,332       |
| **Total current liabilities**               | 69,959      | 75,876      |
| Net Assets                                  |             |             |
| Without donor restrictions                  | 3,029,545   | 2,626,149   |
| With donor restrictions                     | 72,287      | 35,899      |
| **Total net assets**                        | 3,101,832   | 2,662,048   |
| **Total liabilities and net assets**        | $3,171,791  | 2,737,924   |

The accompanying notes are an integral part of these financial statements.
OVEREATERS ANONYMOUS, INC.
STATEMENTS OF ACTIVITIES
Years Ended December 31, 2021 and 2020

<table>
<thead>
<tr>
<th>Change in Net Assets Without Donor Restrictions</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues and Other Support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales of literature</td>
<td>$705,351</td>
<td>714,719</td>
</tr>
<tr>
<td>Sales of magazines</td>
<td>3,920</td>
<td>91,451</td>
</tr>
<tr>
<td>Contributions</td>
<td>1,112,219</td>
<td>948,957</td>
</tr>
<tr>
<td>Conference registration fees</td>
<td>37,548</td>
<td>19,501</td>
</tr>
<tr>
<td>Convention registrations and banquet fees</td>
<td>1,442</td>
<td>-</td>
</tr>
<tr>
<td>Payroll Protection Program</td>
<td>-</td>
<td>134,800</td>
</tr>
<tr>
<td><strong>Total revenues</strong></td>
<td>1,860,480</td>
<td>1,909,428</td>
</tr>
<tr>
<td>Other Support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income, net</td>
<td>93,754</td>
<td>120,831</td>
</tr>
<tr>
<td>Interest income</td>
<td>185</td>
<td>249</td>
</tr>
<tr>
<td>Other</td>
<td>8,143</td>
<td>24,544</td>
</tr>
<tr>
<td><strong>Total other support</strong></td>
<td>102,082</td>
<td>145,624</td>
</tr>
<tr>
<td><strong>Total revenues and other support</strong></td>
<td>1,962,562</td>
<td>2,055,052</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>3,335</td>
<td>37,902</td>
</tr>
<tr>
<td><strong>Total revenues and other support after release</strong></td>
<td>1,965,897</td>
<td>2,092,954</td>
</tr>
<tr>
<td>Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Literature production and distribution</td>
<td>579,820</td>
<td>558,616</td>
</tr>
<tr>
<td>Magazine production and distribution</td>
<td>18,850</td>
<td>154,960</td>
</tr>
<tr>
<td>Group support and referral services</td>
<td>467,706</td>
<td>388,291</td>
</tr>
<tr>
<td><strong>Total program expenses</strong></td>
<td>1,066,376</td>
<td>1,101,867</td>
</tr>
<tr>
<td>Supporting Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General and administrative</td>
<td>496,125</td>
<td>502,336</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>1,562,501</td>
<td>1,604,203</td>
</tr>
<tr>
<td><strong>Change in net assets without donor restrictions</strong></td>
<td>403,396</td>
<td>488,751</td>
</tr>
</tbody>
</table>

Net assets without donor restrictions, beginning of year  2,626,149  2,137,398

**Net assets without donor restrictions, end of year**  3,029,545  2,626,149

Change in Net Assets With Donor Restrictions

<table>
<thead>
<tr>
<th>Contributions</th>
<th>39,723</th>
<th>26,114</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets released from restrictions</td>
<td>(3,335)</td>
<td>(37,902)</td>
</tr>
<tr>
<td><strong>Change in net assets with donor restrictions</strong></td>
<td>36,388</td>
<td>(11,788)</td>
</tr>
</tbody>
</table>

Net assets with donor restrictions, beginning of year  35,899  47,687

**Net assets with donor restrictions, end of year**  72,287  35,899

*The accompanying notes are an integral part of these financial statements.*
OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
Years Ended December 31, 2021 and 2020

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash Flows From Operating Activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash received from:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Literature and magazine sales</td>
<td>$702,370</td>
<td>731,401</td>
</tr>
<tr>
<td>Contributions</td>
<td>1,151,942</td>
<td>975,071</td>
</tr>
<tr>
<td>Conference and convention registration fees</td>
<td>38,990</td>
<td>19,501</td>
</tr>
<tr>
<td>Other sources</td>
<td>8,143</td>
<td>24,544</td>
</tr>
<tr>
<td>Interest income</td>
<td>185</td>
<td>249</td>
</tr>
<tr>
<td>Cash paid to employees and suppliers</td>
<td>(1,493,790)</td>
<td>(1,597,571)</td>
</tr>
<tr>
<td><strong>Net cash provided by operating activities</strong></td>
<td>407,840</td>
<td>153,195</td>
</tr>
</tbody>
</table>

| **Cash Flows From Investing Activities**  |            |            |
| Purchase of property and equipment        | (964)      | (48,288)   |
| Purchase of investments                   | (200,000)  | -          |
| Change in money market funds in investments| (1,232)    | 1,050      |
| **Net cash used by investing activities**  | (202,196)  | (47,238)   |

| **Cash Flows From Financing Activities**  |            |            |
| Proceeds from the Payroll Protection Program | -          | 134,800    |

| **Net change in cash and cash equivalents** | 205,644    | 240,757    |

| **Cash and cash equivalents, beginning of year** | 766,453    | 525,696    |

| **Cash and cash equivalents, end of year**     | $972,097   | 766,453    |

Cash and cash equivalents are reported on the statement of financial position as follows:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$899,810</td>
<td>730,554</td>
</tr>
<tr>
<td>Cash - restricted</td>
<td>72,287</td>
<td>35,899</td>
</tr>
<tr>
<td><strong>$972,097</strong></td>
<td></td>
<td>766,453</td>
</tr>
</tbody>
</table>

*The accompanying notes are an integral part of these financial statements.*
OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2021

<table>
<thead>
<tr>
<th>Programmatic Services</th>
<th>Literature Production and Distribution</th>
<th>Magazine Production and Distribution</th>
<th>Group Support and Referral Services</th>
<th>General and Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and related expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>$ 204,362</td>
<td>-</td>
<td>172,761</td>
<td>290,833</td>
<td>667,956</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>17,958</td>
<td>-</td>
<td>15,664</td>
<td>17,855</td>
<td>51,477</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>39,635</td>
<td>-</td>
<td>34,475</td>
<td>41,717</td>
<td>115,827</td>
</tr>
<tr>
<td>Total salaries and related expenses</td>
<td>261,955</td>
<td>-</td>
<td>222,900</td>
<td>350,405</td>
<td>835,260</td>
</tr>
</tbody>
</table>

Other expenses

<table>
<thead>
<tr>
<th>Item</th>
<th>Literature Production and Distribution</th>
<th>Magazine Production and Distribution</th>
<th>Group Support and Referral Services</th>
<th>General and Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banquet and entertainment</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Delegate support payments</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equipment maintenance and repairs</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equipment rental</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Literature development</td>
<td>2,885</td>
<td>-</td>
<td></td>
<td></td>
<td>2,885</td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>90,354</td>
<td></td>
<td></td>
<td>98,004</td>
</tr>
<tr>
<td>Occupancy</td>
<td>5,527</td>
<td>3,316</td>
<td>5,527</td>
<td>7,737</td>
<td>22,107</td>
</tr>
<tr>
<td>Outside services</td>
<td>13,325</td>
<td></td>
<td></td>
<td>17,473</td>
<td>30,798</td>
</tr>
<tr>
<td>Parliamentarian</td>
<td>-</td>
<td>7,982</td>
<td></td>
<td></td>
<td>7,982</td>
</tr>
<tr>
<td>Postage and shipping</td>
<td>111,256</td>
<td></td>
<td>195</td>
<td>1,557</td>
<td>113,008</td>
</tr>
<tr>
<td>Printing and duplicating</td>
<td>141,567</td>
<td></td>
<td>7,142</td>
<td></td>
<td>148,709</td>
</tr>
<tr>
<td>Professional exhibits</td>
<td>-</td>
<td>1,020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promotions and attractions</td>
<td>-</td>
<td>44</td>
<td></td>
<td></td>
<td>2,095</td>
</tr>
<tr>
<td>Supplies</td>
<td>9,816</td>
<td></td>
<td>1,391</td>
<td>32,245</td>
<td>43,452</td>
</tr>
<tr>
<td>Taxes - nonpayroll</td>
<td>-</td>
<td>-</td>
<td></td>
<td>683</td>
<td>683</td>
</tr>
<tr>
<td>Telephone</td>
<td>-</td>
<td>-</td>
<td></td>
<td>9,637</td>
<td>9,637</td>
</tr>
<tr>
<td>Translation fund</td>
<td>1,800</td>
<td></td>
<td></td>
<td></td>
<td>1,800</td>
</tr>
<tr>
<td>Travel, lodging, and meals</td>
<td>-</td>
<td>55,787</td>
<td></td>
<td>23</td>
<td>55,810</td>
</tr>
<tr>
<td>Utilities</td>
<td>4,410</td>
<td>2,646</td>
<td>4,410</td>
<td>6,175</td>
<td>17,641</td>
</tr>
<tr>
<td>Website maintenance</td>
<td>9,766</td>
<td>5,860</td>
<td>9,768</td>
<td>13,673</td>
<td>39,067</td>
</tr>
<tr>
<td>Total other expenses</td>
<td>300,352</td>
<td>11,822</td>
<td>233,092</td>
<td>129,320</td>
<td>674,586</td>
</tr>
</tbody>
</table>

Total salary and other expenses before non-cash expenses

<table>
<thead>
<tr>
<th>Item</th>
<th>Literature Production and Distribution</th>
<th>Magazine Production and Distribution</th>
<th>Group Support and Referral Services</th>
<th>General and Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total salary and other expenses</td>
<td>562,307</td>
<td>11,822</td>
<td>455,992</td>
<td>479,725</td>
<td>1,509,846</td>
</tr>
</tbody>
</table>

Non-Cash Expenses

<table>
<thead>
<tr>
<th>Item</th>
<th>Literature Production and Distribution</th>
<th>Magazine Production and Distribution</th>
<th>Group Support and Referral Services</th>
<th>General and Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depreciation</td>
<td>11,714</td>
<td>7,028</td>
<td>11,714</td>
<td>16,400</td>
<td>46,856</td>
</tr>
<tr>
<td>Amortization</td>
<td>5,799</td>
<td>-</td>
<td>-</td>
<td></td>
<td>5,799</td>
</tr>
<tr>
<td>Total non-cash expenses</td>
<td>17,513</td>
<td>7,028</td>
<td>11,714</td>
<td>16,400</td>
<td>52,655</td>
</tr>
</tbody>
</table>

Total functional expenses

$ 579,820  18,850  467,706  496,125  1,562,501

The accompanying notes are an integral part of these financial statements.
OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2020

<table>
<thead>
<tr>
<th>Programmatic Services</th>
<th>Literature Production and Distribution</th>
<th>Magazine Production and Distribution</th>
<th>Group Support and Referral Services</th>
<th>General and Administrative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and related expenses</td>
<td>$ 183,328</td>
<td>65,703</td>
<td>184,868</td>
<td>263,326</td>
<td><strong>697,225</strong></td>
</tr>
<tr>
<td>Salaries</td>
<td>15,631</td>
<td>5,060</td>
<td>13,585</td>
<td>18,548</td>
<td><strong>52,824</strong></td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>37,002</td>
<td>11,912</td>
<td>32,040</td>
<td>44,778</td>
<td><strong>125,732</strong></td>
</tr>
<tr>
<td>Total salaries and related expenses</td>
<td><strong>235,961</strong></td>
<td><strong>82,675</strong></td>
<td><strong>230,493</strong></td>
<td><strong>326,652</strong></td>
<td><strong>875,781</strong></td>
</tr>
<tr>
<td>Other expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Banquet and entertainment</td>
<td>-</td>
<td>-</td>
<td>1,914</td>
<td>-</td>
<td><strong>1,914</strong></td>
</tr>
<tr>
<td>Delegate support payments</td>
<td>-</td>
<td>-</td>
<td>4,432</td>
<td>-</td>
<td><strong>4,432</strong></td>
</tr>
<tr>
<td>Equipment maintenance and repairs</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,952</td>
<td><strong>1,952</strong></td>
</tr>
<tr>
<td>Equipment rental</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>8,642</td>
<td><strong>8,642</strong></td>
</tr>
<tr>
<td>Insurance</td>
<td>-</td>
<td>-</td>
<td>1,156</td>
<td>18,462</td>
<td><strong>19,618</strong></td>
</tr>
<tr>
<td>Literature development</td>
<td>6,124</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td><strong>6,124</strong></td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>526</td>
<td>88,427</td>
<td>6,984</td>
<td><strong>95,937</strong></td>
</tr>
<tr>
<td>Occupancy</td>
<td>6,053</td>
<td>3,632</td>
<td>6,052</td>
<td>8,473</td>
<td><strong>24,210</strong></td>
</tr>
<tr>
<td>Outside services</td>
<td>5,344</td>
<td>-</td>
<td>-</td>
<td>28,717</td>
<td><strong>34,061</strong></td>
</tr>
<tr>
<td>Parliamentarian</td>
<td>-</td>
<td>-</td>
<td>3,250</td>
<td>-</td>
<td><strong>3,250</strong></td>
</tr>
<tr>
<td>Postage and shipping</td>
<td>129,958</td>
<td>11,641</td>
<td>661</td>
<td>1,101</td>
<td><strong>143,361</strong></td>
</tr>
<tr>
<td>Printing and duplicating</td>
<td>118,784</td>
<td>35,025</td>
<td>15,828</td>
<td>-</td>
<td><strong>169,637</strong></td>
</tr>
<tr>
<td>Professional exhibits</td>
<td>-</td>
<td>-</td>
<td>1,093</td>
<td>-</td>
<td><strong>1,093</strong></td>
</tr>
<tr>
<td>Promotions and attractions</td>
<td>-</td>
<td>-</td>
<td>41</td>
<td>20,198</td>
<td><strong>20,239</strong></td>
</tr>
<tr>
<td>Supplies</td>
<td>9,512</td>
<td>2,091</td>
<td>1,789</td>
<td>26,808</td>
<td><strong>40,200</strong></td>
</tr>
<tr>
<td>Taxes - nonpayroll</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>547</td>
<td><strong>547</strong></td>
</tr>
<tr>
<td>Telephone</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>8,593</td>
<td><strong>8,593</strong></td>
</tr>
<tr>
<td>Translation fund</td>
<td>8,800</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td><strong>8,800</strong></td>
</tr>
<tr>
<td>Travel, lodging, and meals</td>
<td>-</td>
<td>-</td>
<td>874</td>
<td>12</td>
<td><strong>886</strong></td>
</tr>
<tr>
<td>Utilities</td>
<td>4,309</td>
<td>2,586</td>
<td>4,309</td>
<td>6,033</td>
<td><strong>17,237</strong></td>
</tr>
<tr>
<td>Website maintenance</td>
<td>12,710</td>
<td>7,626</td>
<td>12,710</td>
<td>17,795</td>
<td><strong>50,841</strong></td>
</tr>
<tr>
<td>Total other expenses</td>
<td>301,594</td>
<td>63,127</td>
<td>142,536</td>
<td>154,317</td>
<td><strong>661,574</strong></td>
</tr>
<tr>
<td>Total salary and other expenses before non-cash expenses</td>
<td><strong>537,555</strong></td>
<td><strong>145,802</strong></td>
<td><strong>373,029</strong></td>
<td><strong>480,969</strong></td>
<td><strong>1,537,355</strong></td>
</tr>
<tr>
<td>Non-Cash Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>15,262</td>
<td>9,158</td>
<td>15,262</td>
<td>21,367</td>
<td><strong>61,049</strong></td>
</tr>
<tr>
<td>Amortization</td>
<td>5,799</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td><strong>5,799</strong></td>
</tr>
<tr>
<td>Total non-cash expenses</td>
<td>21,061</td>
<td>9,158</td>
<td>15,262</td>
<td>21,367</td>
<td><strong>66,848</strong></td>
</tr>
<tr>
<td>Total functional expenses</td>
<td>$ 558,616</td>
<td>154,960</td>
<td>388,291</td>
<td>502,336</td>
<td><strong>1,604,203</strong></td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
NOTE 1. 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.

Programs and Services. During the year ended December 31, 2021 and 2020, OA incurred program and service expenses in the following major categories:

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. This service was in transition throughout 2021, but expects to be available in blog format in 2022.

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

This summary of significant accounting policies of OA is presented to assist in the understanding of OA’s financial statements. The financial statements and notes are the representations of OA’s management who is responsible for their integrity and objectivity.

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. OA had no accounts receivable at December 31, 2021, and $1,431 at December 31, 2020.

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.

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.

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 in excess of FDIC insurance by $568,153 and $540,782 at December 31, 2021 and 2020, respectively. OA has not experienced any losses on uninsured balances and does not believe this is a significant risk.
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Revenue and Revenue Recognition. OA follows ASC Topic 606, Revenue from Contracts with Customers, which requires the recognition of revenue when promised goods or services are transferred by the Association in an amount that reflects the consideration to which the Association expects to be entitled to in exchange for the goods or services.

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.

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. The magazine was discontinued as of December 2020, but expects to be available in blog format in 2022.

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, 2021 or 2020.

Functional Expense Allocation. The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Costs are allocated on the basis of time and effort.

Income Taxes. OA is organized as a New Mexico nonprofit corporation and has been recognized by the IRS as exempt from federal income taxes under IRC Section 501(a). The IRS determined that OA, under IRC Section 501(c)(3), qualifies for the charitable contribution deduction under IRC Sections 170(b)(1)(A)(vi) and (viii), and has been determined not to be private foundation. OA is required to file a Return of Organization Exempt from Income Tax (Form 990) with the IRS. OA’s open audit periods are 2019 through 2021.
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

OA evaluates uncertain tax positions in accordance with ASC 740 whereby the effect of the uncertainties in tax positions would be recorded if the outcome was considered probable and reasonably estimable. OA believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

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 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

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

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 certificates of deposit, individual stocks, 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.

Net Assets. Net assets are composed of the following:

Net Assets Without Donor Restrictions. Net assets that are not subject to usage restrictions based on donor-imposed requirements. This class also includes assets previously restricted where restrictions have expired or have been met.
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Net Assets 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 net assets without donor restrictions for the following purposes as of December 31, 2021:

An operating reserve in the amount of $467,875, a building and capital reserve in the amount of $50,000, a reserve for the purpose of producing audiobooks in the amount of $10,000, a reserve for the purpose of updating oa.org including the FAM database in the amount of $21,720, a reserve for the purpose of hiring professional translators in the amount of $53,030, a reserve for the purpose of developing a platform to replace the Lifeline magazine in the amount of $53,713, a reserve for the purpose of updating the OA.org website in the amount of $57,550, and a reserve for the purpose of increasing OA’s Public Information/Public Outreach in the amount of $116,358.

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:

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Useful Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land improvements</td>
<td>15 years</td>
</tr>
<tr>
<td>Building and improvements</td>
<td>5 to 40 years</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>5 to 10 years</td>
</tr>
<tr>
<td>Equipment</td>
<td>3 to 5 years</td>
</tr>
</tbody>
</table>
NOTE 2.  SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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. Therefore, they are not considered to be related party transactions.

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

Use of Estimates. The preparation of financial statements in conformity with generally accepted accounting principles requires OA to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates, and those differences could be material.

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 protect itself against such losses.

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 June 13, 2022, which is the date the financial statements are available to be issued. There were no material subsequent events.

NOTE 3.  RESTRICTED CASH

Restricted cash consists of donor-restricted contributions. OA had $37,308 and $17,756 restricted for travel assistance for conference delegates, $16,878 and $5,110 for translation assistance, and $18,101 and $13,033 restricted for professional exhibit assistance at December 31, 2021 and 2020, respectively. Total restricted cash was $72,287 and $35,899 at December 31, 2021 and 2020, respectively.
NOTE 4. INVESTMENTS

OA had the following investments at December 31:

At December 31, 2021

<table>
<thead>
<tr>
<th>Investment Type</th>
<th>Cost</th>
<th>Fair Value</th>
<th>Gain (Loss)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificates of deposit</td>
<td>$200,599</td>
<td>200,557</td>
<td>(42)</td>
</tr>
<tr>
<td>Individual stocks</td>
<td>83,919</td>
<td>169,060</td>
<td>85,141</td>
</tr>
<tr>
<td>Mutual funds:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>347,941</td>
<td>435,211</td>
<td>87,270</td>
</tr>
<tr>
<td>Balanced - equity and fixed income</td>
<td>64,589</td>
<td>72,758</td>
<td>8,169</td>
</tr>
<tr>
<td>Fixed income</td>
<td>410,787</td>
<td>394,268</td>
<td>(16,519)</td>
</tr>
<tr>
<td>Total investments</td>
<td>$1,107,835</td>
<td>1,271,854</td>
<td>164,019</td>
</tr>
</tbody>
</table>

At December 31, 2020

<table>
<thead>
<tr>
<th>Investment Type</th>
<th>Cost</th>
<th>Fair Value</th>
<th>Gain (Loss)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual stocks</td>
<td>$81,150</td>
<td>134,125</td>
<td>52,975</td>
</tr>
<tr>
<td>Mutual funds:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>375,353</td>
<td>446,324</td>
<td>70,971</td>
</tr>
<tr>
<td>Fixed income</td>
<td>399,963</td>
<td>396,419</td>
<td>(3,544)</td>
</tr>
<tr>
<td>Total investments</td>
<td>$856,466</td>
<td>976,868</td>
<td>120,402</td>
</tr>
</tbody>
</table>

NOTE 5. FAIR VALUE MEASUREMENTS AND DISCLOSURES

OA reports certain assets at fair value in the financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal, or most advantageous, market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity’s own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available.
NOTE 5. FAIR VALUE MEASUREMENTS AND DISCLOSURES (CONTINUED)

A three-tier hierarchy categorizes the inputs as follows:

**Level 1** Quoted prices (unadjusted) in active markets for identical assets or liabilities at the measurement date.

**Level 2** Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.

**Level 3** Unobservable inputs for the asset or liability. In these situations, inputs were developed using the best information available in the circumstances.

A significant portion of OA’s investment assets are classified within Level 1 because they comprise open-end mutual funds and exchange traded funds with readily determinable fair values based on daily redemption values.

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying Statements of Financial Position measured at fair value on a recurring basis as of:

<table>
<thead>
<tr>
<th>December 31, 2021</th>
<th>Active Markets for Identical Assets</th>
<th>Other Observable Inputs</th>
<th>Significant Unobservable Inputs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Level 1</td>
<td>Level 2</td>
</tr>
<tr>
<td>Certificates of deposit</td>
<td>$200,557</td>
<td>200,557</td>
<td>-</td>
</tr>
<tr>
<td>Individual stocks</td>
<td>$169,060</td>
<td>169,060</td>
<td>-</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>$902,237</td>
<td>902,237</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,271,854</td>
<td><strong>1,271,854</strong></td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>December 31, 2020</th>
<th>Active Markets for Identical Assets</th>
<th>Other Observable Inputs</th>
<th>Significant Unobservable Inputs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Level 1</td>
<td>Level 2</td>
</tr>
<tr>
<td>Individual stocks</td>
<td>$134,126</td>
<td>134,125</td>
<td>-</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>$842,743</td>
<td>842,743</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$976,869</td>
<td><strong>976,868</strong></td>
<td>-</td>
</tr>
</tbody>
</table>
NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment consists of the following at December 31, 2021:

Property and equipment, not depreciated
  Land $ 200,208

Property and equipment, depreciated
  Land improvements 175,016
  Building and improvements 949,641
  Furniture and fixtures 134,975
  Equipment 176,379

$1,636,219

Accumulated depreciation (973,075)

Property and equipment, net $ 663,144

Property and equipment consists of the following at December 31, 2020:

Property and equipment, not depreciated
  Land $ 200,208

Property and equipment, depreciated
  Land improvements 175,016
  Building and improvements 949,641
  Furniture and fixtures 134,975
  Equipment 175,415

$1,635,255

Accumulated depreciation (926,219)

Property and equipment, net $ 709,036

Depreciation expense was $46,856 and $61,049 for the years ended December 31, 2021 and 2020, respectively.
NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets consists of the following at December 31, 2021:

<table>
<thead>
<tr>
<th>Intangible Asset</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Union registration</td>
<td>$12,845</td>
</tr>
<tr>
<td>Australian trademark</td>
<td>2,328</td>
</tr>
<tr>
<td>Canadian trademark</td>
<td>13,119</td>
</tr>
<tr>
<td>United States trademark</td>
<td>12,490</td>
</tr>
<tr>
<td>World Intellectual Property Organization (WIPO) foreign filing</td>
<td>17,207</td>
</tr>
<tr>
<td>BENELUX trademark</td>
<td>1,936</td>
</tr>
<tr>
<td>Other trademarks</td>
<td>10,596</td>
</tr>
<tr>
<td><strong>Accumulated amortization</strong></td>
<td>(39,607)</td>
</tr>
<tr>
<td><strong>Intangible assets, net</strong></td>
<td>$30,914</td>
</tr>
</tbody>
</table>

Intangible assets consists of the following at December 31, 2020:

<table>
<thead>
<tr>
<th>Intangible Asset</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Union registration</td>
<td>$12,845</td>
</tr>
<tr>
<td>Australian trademark</td>
<td>2,328</td>
</tr>
<tr>
<td>Canadian trademark</td>
<td>13,119</td>
</tr>
<tr>
<td>United States trademark</td>
<td>12,490</td>
</tr>
<tr>
<td>World Intellectual Property Organization (WIPO) foreign filing</td>
<td>17,207</td>
</tr>
<tr>
<td>BENELUX trademark</td>
<td>1,936</td>
</tr>
<tr>
<td>Other trademarks</td>
<td>10,596</td>
</tr>
<tr>
<td><strong>Accumulated amortization</strong></td>
<td>(33,808)</td>
</tr>
<tr>
<td><strong>Intangible assets, net</strong></td>
<td>$36,713</td>
</tr>
</tbody>
</table>

Amortization expense was $5,799 for the years ended December 31, 2021 and 2020, respectively.
NOTE 8. OPERATING LEASE COMMITMENTS

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.

In April 2021, OA entered into a 60 month lease for a postage meter. The monthly payments are $188 plus tax.

Future minimum lease payments are as follows:

<table>
<thead>
<tr>
<th>Year ending December 31:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>$5,581</td>
</tr>
<tr>
<td>2023</td>
<td>5,581</td>
</tr>
<tr>
<td>2024</td>
<td>3,919</td>
</tr>
<tr>
<td>2025</td>
<td>2,256</td>
</tr>
<tr>
<td>2026</td>
<td>752</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$18,089</strong></td>
</tr>
</tbody>
</table>

Rent expense for the years ended December 31, 2021 and 2020 was $7,993 and $8,642, respectively.

NOTE 9. INFORMATION REGARDING LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, comprise the following:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$899,810</td>
<td>730,554</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>-</td>
<td>1,431</td>
</tr>
<tr>
<td>Investments</td>
<td>1,271,854</td>
<td>976,868</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,171,664</strong></td>
<td><strong>1,708,853</strong></td>
</tr>
</tbody>
</table>
NOTE 10. CONFERENCE AND CONVENTION INCOME

OA holds conferences every year and conventions periodically. The Conference in 2021 was held virtually rather than face to face due to COVID-19 and public health orders from the Governor of New Mexico. The Convention scheduled for 2021 in Orlando, FL was cancelled by the OA Executive Committee due to rising COVID-19 numbers in the state, and a new contract was secured for 2025 in Orlando, FL. OA had already placed a deposit with the hotel, the hotel agreed to take that payment as penalty if OA signed a contract with the hotel for 2025. This deposit/penalty was $36,921, which is included in the expense figure in the amount of $62,102 below.

The financial results of conferences and conventions are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2021 Conference</th>
<th>2020 Conference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fees and miscellaneous income</td>
<td>$37,548</td>
<td>$19,501</td>
</tr>
<tr>
<td>Expenses</td>
<td>(31,358)</td>
<td>(12,976)</td>
</tr>
<tr>
<td>Revenue over (under) expenses</td>
<td>$6,190</td>
<td>$6,525</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2021 Convention</th>
<th>2020 Convention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fees and miscellaneous income</td>
<td>$1,442</td>
<td>-</td>
</tr>
<tr>
<td>Expenses</td>
<td>(62,102)</td>
<td>(5,357)</td>
</tr>
<tr>
<td>Revenue over (under) expenses</td>
<td>$ (60,660)</td>
<td>(5,357)</td>
</tr>
</tbody>
</table>

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 provides 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 $26,748 and $27,486 in 2021 and 2020, 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 $35,466 and $33,740 as of December 31, 2021 and 2020, respectively.
NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2022 and 2025. As part of these agreements, there are cancellation fees per event ranging from $2,644 to $234,016 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 57% and 49% of its revenues from their donor base for the years ended December 31, 2021 and 2020, 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 35% and 41% of its revenues from the sale of literature and magazines for the years ended December 31, 2021 and 2020, respectively.

NOTE 13. ACCOUNTING STANDARDS CHANGES

In February 2016, the FASB issued Accounting Standards Update No. 2016-02, Leases (Topic 842), which is a comprehensive lease accounting standard that requires entities that lease assets (lessees) to recognize the assets and related liabilities for the rights and obligations created by the leases on the balance sheet for leases with terms exceeding twelve months. The lessee in a lease will be required to initially measure the right-of-use assets and the lease liability at the present value of the remaining lease payments, as well as capitalize initial direct costs as part of the right-of-use asset. The guidance is required to be applied by OA for the year ending December 31, 2022. OA is currently evaluating the impact this guidance will have on its consolidated financial statements.