

**UNDEREARNERS ANONYMOUS 2022
WORLD SERVICE CONFERENCE ANNUAL MEETING**

Theme: Power Up! Together, We Prosper.

DATE: October Friday, 21- Sunday, 23, - 2022

With a quorum of nine eligible voting members, the Annual Meeting of the UA World Service Conference is called to order via Zoom video conference at 1:00 PM EST,

Friday, 21 October 2022. GSB Chair Clara T. presided.

Thirty-five people registered for this Conference -14 voting members, 10 Group Service Representatives, and 4 General Service Board Trustees

Attendees Present:

There were 18 Participants: 9 voting members and 9 members-at-large.

Parliamentarian: Loraine Richardson McCray, Registered Parliamentarian

Recording Secretary: Kris E.

I. OPENING SESSION – 1 PM - 4 PM FRIDAY, 21-OCT-2022

- i. GSB Chair Clara T. welcomed everyone to the 2022 World Service Conference and thanked participants for their commitment.
- ii. Introductions and Roll Call
- iii. UA Twelve Steps and Twelve Traditions, each read by a member.
- iv. Moment of Silence and Third Step Prayer recited by the group
- v. The GSB Chair read the guidelines for the WSC and the Code of Conduct
- vi. Timed introductions of the attendees. The GSB Chair invited each to introduce themselves using a positive word starting with the first letter of the individual's name, e.g., L is for love, E is for encouragement, etc.

Break 2:00 PM - 3:15 PM

Resume WSC - Convocation 3:15 PM

Moment of Silence and Serenity Prayer

The GSB Chair read the Guidelines & Code of Conduct

Business

Motion: to adopt the following revised Voting Procedures for the 2022 Underearners Anonymous (UA) World Service Conference (WSC) and all future World

Presented by a GSB voting member

Seconded by a voting member

Voting Procedures for the 2022 UA WSC Service Conferences.

Qualified Voters:

Group Service Representatives (GSR)

Intergroup Service Representatives (ISR)

Alternate GSR or ISR votes only when the GSR or ISR is unable to vote. Trustees of the General Service Board (GSB)

A professional parliamentarian will be present at all sessions of the Convocation.

General Procedure for Handling a Motion

Making the motion:

A member must obtain the floor by being recognized by the chair.

A member will have up to 5 minutes to make the motion.

The chair will ask for a second to the motion.

A motion must be seconded by another member before it can be considered.

Friendly Amendments:

Before the chair restates the motion, any member can rise without waiting to be recognized and suggest a modification of the wording to clarify the motion. That member will have 1-minute to state their amendment.

The chair will ask the motion maker if they will accept the amendment.

The motion maker has 1-minute to respond.

The motion maker can accept or reject the modified wording (does not require a second).

Up to two (2) amendments will be allotted for each motion. If/When the motion is in order, the chair will restate the motion and open debate (if the motion is debatable).

Debate:

Debates shall be limited to ten (10) minutes per motion.

There will be up to 5 pros and 5 cons for each motion.

Pros and cons should be alternated in the debate.

Members have up to 1-minute to speak.

Members must finish their sentences when the timekeeper calls time. Debate ends when the round of pros and cons is complete. The Chair may ask for two more opinions at their discretion.

Voting on the motion and Convocation Format:

The chair restates the motion

The chair calls for a vote.

All "in favor" of the motion.

All "opposed" to the motion.

Any "abstentions"?

The voting members will use the raised hand option to vote on the motion.

The Recording Secretary will help the Chair with the vote count.

At 9 minutes before the close of each designated convocation time, the timekeeper will give a 2-minute signal that voting must start within 2 minutes. At 7 minutes the timekeeper will call "Time."

The chair restates the motion.

Any voting member of the Convocation may call for a "Serenity Moment," which consists of a 1-minute moment of silence. It is the Chair's discretion to accept or decline the call.

Results:

A motion will pass when substantial unanimity is reached. A simple majority will suffice if a substantial unanimity is not reached.

Substantial unanimity is defined as $\frac{2}{3}$ of the voting members.

A simple majority is defined as more than half of the voting members.

Quorum:

A quorum is defined as 50% of the voting members who have registered to attend the World Service Conference.

The General Service Board Ratification Process:

Trustees will remain in the conference.

Each Trustee is ratified one at a time.

A trustee will be ratified when substantial unanimity is reached.

A simple majority will suffice if a substantial unanimity is not reached.

Substantial unanimity is defined as 2/3 of the voting members.

A simple majority is defined as more than half of the voting members.

Friendly Amendments (FA):

FA - The GSB committees also adopt the same voting procedures when deciding on a motion to bring forth at the convocation.

Accepted

FA - Add ten (10) minutes before the discussion and the pros and cons debate.

Accepted

GSB Chair restates the motion:

Motion:

Motion to adopt the following revised voting procedures for the 2022 Underearners Anonymous World Service conference and all future World Service conferences. The GSB committees also adopt the same voting procedures when deciding on a motion to bring forth at a convocation. Add 10 minutes for clarifying questions to the voting process before debating the pros and cons.

Qualified Voters:

Group Service Representatives (GSR)

Intergroup Service Representatives (ISR)

Alternate GSR or ISR votes only when the GSR or ISR is unable to vote. Trustees of the General Service Board (GSB)

A professional parliamentarian will be present at all sessions of the Convocation.

General Procedure for Handling a Motion

Making the motion:

A member must obtain the floor by being recognized by the chair.

A member will have up to 5 minutes to make the motion.
The chair will ask for a second to the motion.
Another member must second a motion before it can be considered.

Friendly Amendments:

Before the chair restates the motion, any member can rise without waiting to be recognized and suggest a wording modification to clarify the motion.
That member will have 1-minute to state their amendment.
The chair will ask the motion maker if they will accept the amendment. The motion maker has 1-minute to respond.
The motion maker can accept or reject the modified wording (does not require a second).
Up to two (2) amendments will be allotted for each motion. If/When the motion is in order, the chair will restate the motion and open debate (if the motion is debatable).
Ten minutes of clarifying questions be added to the voting process before the debate (pros and cons).

Debate:

Debates shall be limited to ten (10) minutes per motion.
There will be up to 5 pros and 5 cons for each motion.
Pros and cons should alternate in the debate.
Members have up to 1-minute to speak.
Members must finish their sentences when the timekeeper calls time. The discussion ends when the round of pros and cons is complete. The Chair may ask for two more opinions at their discretion.

Voting on the motion and Convocation Format:

The chair restates the motion

The chair calls for a vote.

All “in favor” of the motion.

All “opposed” to the motion.

Any “abstentions”?

The voting members will use the raised hand option to vote on the motion. The Recording Secretary will help the Chair with the vote count. At 9 minutes before the close of each designated convocation time, the timekeeper will give a 2-minute signal that voting must start within 2 minutes. At 7 minutes timekeeper will call “Time”

Voting will begin.

This allows time for the chair to count the votes properly.

The chair announces the result.

No motions for an extension of time will be allowed.

Any voting member of the Convocation may call for a “Serenity Moment,” which consists of a 1-minute moment of silence. It is the Chair's discretion to accept or decline the call.

Results:

A motion will pass when substantial unanimity is reached.

A simple majority will suffice if a substantial unanimity is not reached.

Substantial unanimity is defined as 2/3 of the voting members.

A simple majority is defined as more than half of the voting members.

Quorum:

A quorum is defined as 50% of the voting members who have registered to attend the World Service Conference.

The General Service Board Ratification Process:

Trustees will remain in the conference.

Each Trustee is ratified one at a time.

A trustee will be ratified when substantial unanimity is reached.

A simple majority will suffice if a substantial unanimity is not reached.

Substantial unanimity is defined as 2/3 of the voting members.

A simple majority is defined as more than half of the voting members.

Debate:

- i. Pro - 2
- ii. Con - 1

Vote: Motion #1 PASSED

- i. In Favor - 8
- ii. Opposed - 1

iii. Abstention - 1

Closed session with the Serenity Prayer

**UNDEREARNERS ANONYMOUS 2022
WORLD SERVICE CONFERENCE ANNUAL MEETING**

Theme: Power Up! Together, We Prosper

Date: SATURDAY, 22 OCT 2022 10 AM - 11 AM EST

OPENING SESSION – 10 AM-11 AM EST SATURDAY, 22 OCT 2022

With a quorum of 12 eligible voting members, the UA World Service Conference is called to order via Zoom video conference at 10 AM - 11 AM EST SATURDAY, 22 OCT 2022. GSB Chair Clara T. presided.

Attendees Present:

There were 17 Participants: 12 Voting Members and 5 members-at-large in attendance.
Parliamentarian: Loraine Richardson McCray, Registered Parliamentarian
Recording Secretary: Kris E.

- The GSB Chair Welcomed everyone and thanked the participants for their service.
- Serenity Prayer
- Read UA Twelve Steps and Twelve Traditions
- Roll Call and Introductions - See appendix B for the Roll Call list
- Read the Code of Conduct
 - *Question: Can we change the word “warning” to “signal” within the Code of Conduct document?*
 - *Answer: By Unanimous Consent, we will change the word “warning” to the word “signal” within the Code of Conduct document*
- Announcement of Committee Breakout Working Sessions
 - Participants invited to participate in the Breakout rooms
 - Finance
 - Group Service Representative
 - Literature
 - Phone/Tech
 - Public Information
 - Service Structure
 - Traditions

- World Service Conference - Planning Committee
- Recited Serenity Prayer - Closed main room

WSC - Convocation 2:30 PM - 6:30 PM

- i. Convocation opened with Serenity Prayer
- ii. Roll Call - See appendix B for the Roll Call list
- iii. A quorum was established with 15 Participants: 12 Voting Members and 5 members-at-large in attendance

Business

I. From the Traditions Committee Breakout session

Motion: In order to be considered a UA meeting, all UA meeting's format must include the following Seven Tradition language:

*Presented by a GSR of the GSRC breakout committee,
Seconded by voting member*

“Seventh Tradition:

Now it's time for our seventh tradition and announcements. UA has no dues or fees, and we are self-supporting through our own contributions. But we do have expenses: for the dissemination of UA literature, the maintenance of its website, and costs incurred by the General Service Board.

Contributions can be made via PayPal on the UA website at www.underearnersanonymous.org, or by check, to UA, Box 1839, New York, New York 10163.

Contributions to this meeting can be made online through....

Please give what you can, but if you can give nothing, for now, keep coming back because you are more important than your money.”

Q & A, and Friendly Amendments (FA)

- i. FA - In order to be considered a UA meeting, it is suggested...
FA - Accepted

- ii. FA - In the spirit of the seventh tradition and to be in alignment with the seventh tradition and to support UA's prosperous vision as a whole, it is suggested that groups make the following announcement...
FA - Rejected

Motion is restated by the GSR of the GSRC breakout committee

Motion: It is suggested that a UA meeting's format include the following seven tradition language:

“Seventh Tradition:

Now it's time for our seventh tradition and announcements. UA has no dues or fees, and we are self-supporting through our own contributions. But we do have expenses: for the dissemination of UA literature, the maintenance of its website, and costs incurred by the General Service Board.

Contributions can be made via PayPal on the UA website at www.underearnersanonymous.org, or by check, to UA, Box 1839, New York, New York 10163.

Contributions to this meeting can be made online through....

Please give what you can, but if you can give nothing, for now, keep coming back because you are more important than your money.”

Debate

- i. Pro - 2
- ii. Con - 2

Vote Motion PASSED

- i. In Favor - 8
- ii. Opposed - 1
- iii. Abstention -2

II. Traditions Committee

The GSB Chair passed the gavel to the Parliamentarian so the GSB Chair could represent the Traditions committee.

Motion: To approve as Conference-approved literature

Appendices one through nine; to be submitted to the UA GSB for publishing, printing, and sale.

Presented by GSB Chair

Seconded by Voting Member

Appendices

1. UA Step Writing Guide
2. Action Meeting Formats I and II
3. UA Newcomer Packet
4. Vision/Goals/Action Worksheets
5. UA Timesheet side 1 & UA Timesheet side 2
6. Underearning and Thinking
7. Goals Pages
8. Business Meeting Format
9. Regular Meeting Format

Additional Motions

1. Tool #2
2. Tool # 9

Friendly Amendments related to a “Regular Meeting Format”

- i. FA -To make the UA Steps and UA Symptoms required readings at each UA meeting.
FA - Rejected
- ii. FA - The suggested reading for each UA meeting is available in UA conference approved literature.
FA - Rejected

Discussion - Pro and Con

- i. Pro - 0
- ii. Con - 2

Unanimous consent - *TABLE THE MOTION TO THE NEXT WSC 2023 DUE TO TIME CONSTRAINTS*

III. Traditions Committee - revisit the Tabled motion within the time remaining.

The GSB Chair passed the gavel to the Parliamentarian so the GSB Chair could present for the Traditions committee.

Motion: To approve as Conference-approved literature

Appendices one through nine; are to be submitted to the UA GSB for publishing, printing, and sale.

Presented by GSB Chair

Seconded by Voting Member

Friendly Amendment

Friendly Amendments - Related to a "Regular Meeting Format"

- i. FA: Accept the following suggested format for a "New Meeting" to include the steps and symptoms.

FA - Accepted

- ii. FA: Include some or all of the other conference approved literature.

FA - Accepted

Motion is restated by the GSB Chair presenting for the Traditions committee.

Motion: To accept the following suggested format for new meetings: to include the steps and symptoms and for regular meetings to read some or all of the other conference approved literature.

Debate (Pro & Con)

- i. Pro - 2

- ii. Con - 0

Vote: Motion PASSED

- i. In Favor - 9

- ii. Opposed - 0

- iii. Abstentions - 2

Motion to add the word listen/listening to Tool #2

Meetings – We attend UA meetings regularly to share our experience, strength, and hope in order to help ourselves and others recover from underearning.

Seconded by voting member

Friendly Amendment

No Friendly Amendments offered

The Parliamentarian restates the motion: Tool # 2

Meetings – We attend UA meetings regularly to share our experience, strength,

and hope and to listen in order to help ourselves and others recover from underearning.

Debate (Pro & Con)

- i. Pro - 1
- ii. Con - 0

Vote: Motion PASSED

- i. In Favor - 9
- ii. Opposed - 0
- iii. Abstentions - 0

Motion: Change the wording in UA Tool #9.

From: Solvency – We do not debt one day at a time. Debting leads to underearning.

To: Solvency - We do not debt one day at a time. Underearning leads to debting.

Seconded by voting member

Friendly Amendment

- i. FA - We do not debt one day at a time, debting may lead to under-earning, and in turn, under-earning may lead to debting.
Accepted

The Parliamentarian restates the motion Tool # 9.

Solvency – We do not debt one day at a time. Debting may lead to underearning, and in turn, underearning may lead to debting.

Debate (Pro & Con)

- i. Time for Pro and Con depleted during FA

Vote: Motion PASSED

- i. In Favor - 8
- ii. Opposed - 0
- iii. Abstentions - 2

IV. Finance Committee

With a quorum established of 13 voting members and 6 members-at-large in attendance, and 19 participants in total, the convocation continues.

The GSB Chair passes the gavel to the Parliamentarian so the GSB Chair can present the Finance committee's motion.

Motion: To approve as Conference-approved literature - Appendices one through nine; to be submitted to the UA GSB for further editing, publishing, printing, and sale. The Finance Committee will do more editing, if necessary after it is conference approved.

Seconded by Voting Member

DRAFT:

What the Underearners Anonymous Group Treasure Needs to Know
(pamphlet)

- Why does our U.A. Does the group need money?
- Why do we need a group treasurer?
- How do we manage the money and keep it safe?
- How do we create a spending plan for our treasury?
- How do we pick a good treasurer?
- Why does a group contribute money to the U.A. as a whole?
- What are the U.A. 's operating expenses?
- How do we distribute the money to UA as a whole and to other entities such as a local Intergroup?
- How does the treasurer give a monthly or weekly report about the treasury?
- What is a prudent reserve, and why do we need one?
- How much do we need to keep in a prudent reserve?
- How often do we rotate the treasurer position?
- Why does a group support their General Service Representative to attend the World Service Conference?

Friendly Amendment

- i. FA-Suggested wording for the section "How do we pick a good treasurer?" adding that the candidate has "Financial Solvency of at least 6 months" to be in the treasurer position.

FA - Accepted

Motion restated by GSB Chair presenting the motion for the Finance committee

Motion: To approve as Conference-approved literature - Appendices one through nine; to be submitted to the UA GSB for further editing, publishing, printing, and

sale. The Finance Committee will do more editing, if necessary after it is conference approved. Adding the wording within the section "How do we pick a good treasurer?" The ideal candidate possesses qualities such as willingness, regularly attends the group meeting, has provided service in the past, perhaps as a former GSR or Business Chair, has completed Steps 1-9 (suggested) in U.A. with a U.A. sponsor, has familiarity with the 12 Traditions (or working towards that), and has financial solvency of at least 6 months.

Debate (Pro & Con)

- i. Pro - 2
- ii. Con - 0

Vote: Motion PASSED

- i. In Favor - 13
- ii. Opposed - 0
- iii. Abstentions - 0

From the Group Service Representatives Breakout session

Quorum Established:14 Voting Members and 6 non-voting members in attendance, 20 participants, total

Motion: The GSR committee of the UA GSB determines the role of the GSR committee under the UA GSB charter, articles of incorporation, and bylaws.

Presented by a GSR

Seconded by Voting member

Debate & Friendly Amendments

- i. Pro - 2
- ii. Con - 2

Vote: Motion PASSED

- i. In Favor - 8
- ii. Opposed - 1
- iii. Abstentions - 5

VI. *World Service Conference Planning Committee*

No Motions were presented from the GSB committee or the Breakout Session

VII. *Motion to adjourn*

Seconded by a voting member

**UNDEREARNERS ANONYMOUS 2022
WORLD SERVICE CONFERENCE ANNUAL MEETING**

Theme: Power Up! Together, We Prosper

Date: 11 AM - 3 PM EST SUNDAY, 23 OCT 2022

With a quorum of thirteen eligible voting members, the UA World Service Conference is called to order via Zoom video conference at 11 AM- 3 PM EST SUNDAY, 23 OCT 2022. GSB Chair Clara T. presided.

There were 20 Participants: 13 Voting Members and 7 members-at-large in attendance.
Parliamentarian: Loraine Richardson McCray, Registered Parliamentarian
Recording Secretary: Kris E.

VII. Literature Committee

- i. No Motions were presented from the GSB committee or the Breakout Session
- ii. Using the time allotted for this section to discuss the needs and concerns of the committee resulted in the following notes.
 - a. Restructure the Literature Committee for more participation, clear guidelines, vision, and autonomy
 - b. Security and protection of the Literature committee meetings and the work product created, e.g., trademarks
 - c. Online UA newsletter
 - d. Continue work on the pamphlets about Diversity and the other about Health

VIII. Public Information Committee

- i. No Motions were presented from the GSB committee or the Breakout Session
- ii. The interim Chair reported in the time allotted for the committee.

Since 2020 this committee has connected with the World Health Organization (WHO) and was invited to participate in panel discussions at the World Health Organization, other International groups, and within the US.

Also, the committee decimated UA literature via the Postal Service domestically and internationally as well as in person, e.g.,

- Mental and Medical Health Services
- High Schools and Colleges
- Online PSAs about UA

- Focus groups within BIPOC Communities

Q: How do we get the UA message and information out to the public, and people in service toward the disease concept?

A: Need More participation - Boots on the ground- to inform as many people in need of the UA message and vision and explain how the UA program could help them.

IX. *Phone/Tech Committee*

- i. No Motions were presented from the GSB committee or the Breakout Session
- iii. Using the time allotted for this section to discuss the needs and concerns of the committee resulted in the following notes.

Q: What does the Phone/Tech committee do?

A: This committee is heavily involved with understanding the use of and how best to use technology to support UA meetings and carry the UA message.

A: This committee provides guidelines and creates videos and PDFs on how to keep phone and online meetings safe and free from disruptions, e.g., how to use the dashboard.

A: This committee would create a plan to have the UA meeting phone numbers listed on the website with a direct link to the scheduled meeting, reducing the opportunity for disruption

A: This committee would create a donation APP that can directly link to UA without having to use a 3rd party, e.g., PayPal or CashApp

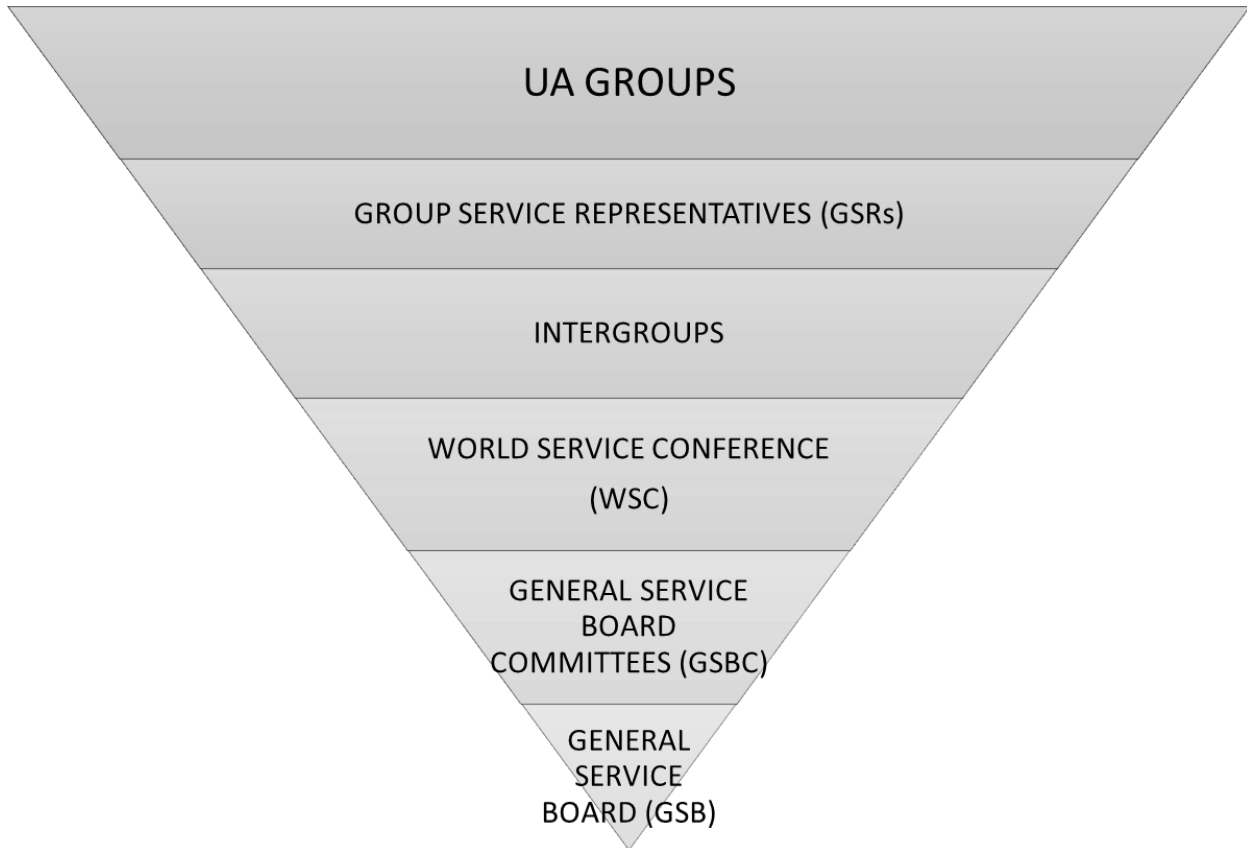
X. Service Structure -Breakout Session

Motions - To adopt the inverted Service Triangle to include the following categories in this order: UA Groups, Group Service Representatives (GSRs), Intergroup, General Service Board Committee (GSBC), and General Service Board (GSB).

See figure 1.

Presented by outgoing Service Structure Committee Chair
2nd by Voting Member

Fig 1.



Friendly Amendment

- i. FA - add the WSC between the intergroups and the GSB Committees
Accepted

GSB Chair restated the motion:

Motion: To adopt the inverted Service Triangle to include the following categories in this order: UA Groups, Group Service Representatives (GSRs), Intergroups, World Service Conference (WSC), General Service Board Committee (GSBC), and General Service Board (GSB).

Debate:

- i. Pro - 4
- ii. Con - 1

VOTE: Motion PASSED

- i. In Favor - 11
- ii. Opposed - 0
- iii. Abstention - 1

XI. *Budgetary Reports, 2023 Spending Plan, and Treasury Report, Presented by the GSB Special Office Worker and the GSB Treasurer, respectively.*

[UA BUDGET WORKSHEET 2022_2023 - Sheet.pdf](#)

[UA 2023 SPENDING PLAN - Sheet1.pdf](#)

[UA GSB Approved Treasury Report 2022](#)

[UA GSB APPROVED ACCRUAL 2021_2022 \(SAVINGS ACCOUNT #9525\).xlsx](#)

Motion: To accept the 2023 Spending Plan

Motion presented by GSB Treasurer

Seconded by a voting member

Q & A, Debate (Pro & Con), Friendly Amendment

- i. Pro - 5
- ii. Con - 2
- iii. FA -: to reduce the projected 2023 spending plan by 25%
FA - Rejected

Vote: Motion PASSED

- i. In Favor - 9
- ii. Opposed - 0
- iii. Abstention - 4

XII. *Ratification of GSB Trustees*

The GSB Chair passes the gavel to the Parliamentarian for the ratification session.

The voting body for this session total is 13.

The Parliamentarian re-read the GSB By-Laws for ratification of trustees, followed by the continued reading of the criteria of elected trustees by the GSB Chair.

Ratification for the UA General Service Board of Trustees

Questions for the trustees'

A call for the vote

Results recorded by the Recording Secretary

Trustee Ratification Vote:

Clara T.	In Favor - 11	Opposed - 1	Abstention - 1
Toni T.	In Favor - 11	Opposed - 1	Abstention - 1
John A.	In Favor - 12	Opposed - 0	Abstention - 1
Jason T.	In Favor - 11	Opposed - 0	Abstention - 2

The Parliamentarian states the count then passes the gavel back to the GSB Chair

GSB Chair restates the count and names of the ratified GSB Trustees

Clara T GSB Chair
Toni T GSB Treasurer
John A GSB Class A Trustee
Jason T GSB Class B Trustee

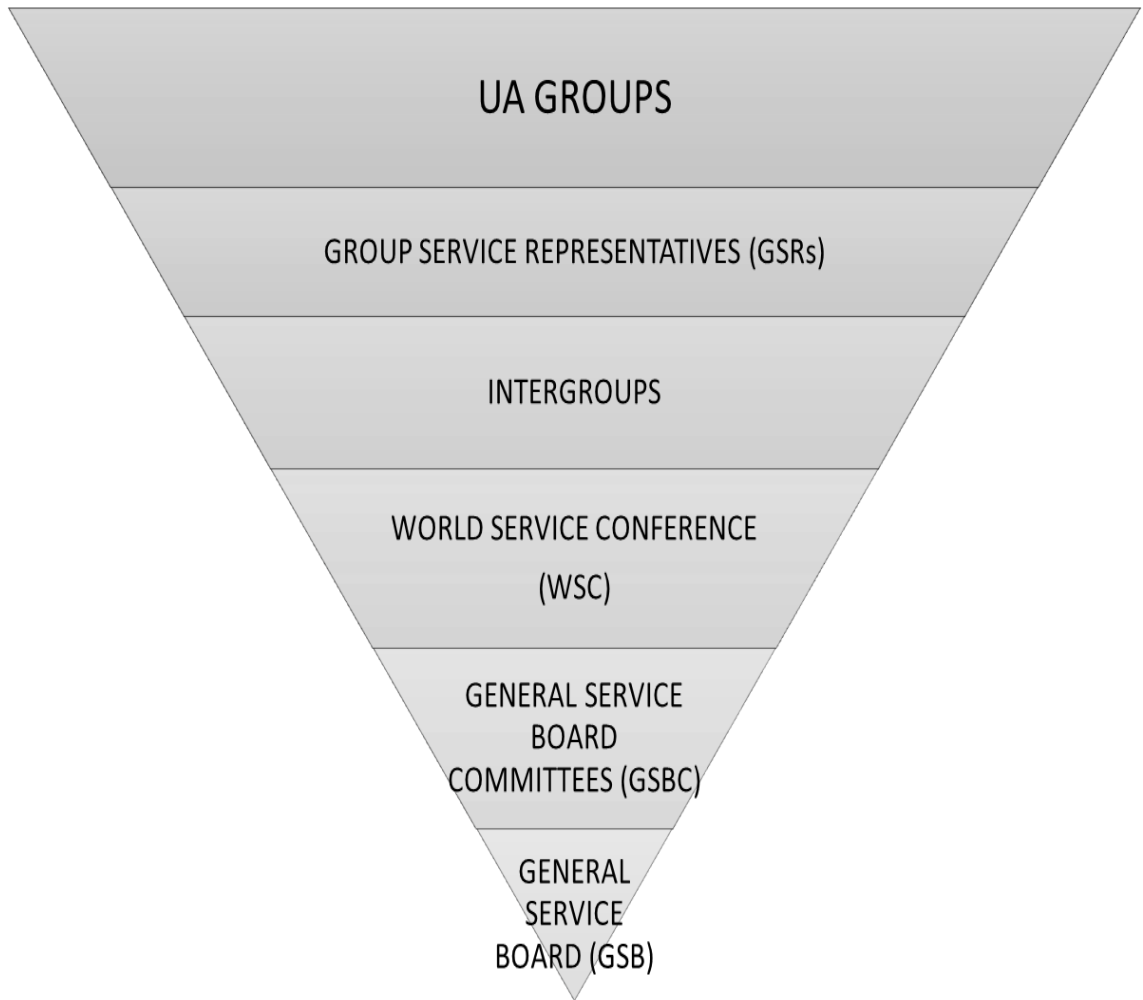
XIII. ADJOURNMENT

Reflections of members' experience of the World Service Conference.

Closed the WSC with the We version of the Serenity Prayer

APPENDIX A - Figures

Fig. 1



Appendix B

Roll Call - Voting Members

Voters	Position	Group Name
Athena	GSR	Prosperity & Vitality 12:15 am ET Daily
Clara	GSB Chair	
Darleana	GSR	Beyond Six Figures Tuesday/Thursday 12 pm ET
Felicia	Alt GSR	Beyond Six Figures 7 am ET M, W, F
Jan	Alt GSR	We Remain 2 Pray Mon-Thu 9:30 am ET
Jasmine	Alt GSR	Prosperous Travel Saturday, 12:15 pm ET
Jason	GSB Class B Trustee	
Joe M.	GSR	Early Bird Turning Point Sunday, 4:30 pm PT
John	GSB Class A Trustee	
Laquisha	Alt GSR	UA African Continent and Diaspora Thursday, 8 pm ET
Leigh	GSR	Underearning and Solvency 7:15 AM ET - Mon-Sun
Mark	Alt GSR	We Remain 2 Pray Mon-Thu 9:30 am ET
Monica	GSR	I Can See Clearly Now Visions Meeting
Queen Big Money	GSR	UA African Continent and Diaspora
Rebekah	GSR	Beyond Six Figures 7 am M, W, F
Toni	GSB Treasurer	
Tray	GSR	Black in UA Sponsorship Workshop 9 AM M-T