

UA GSB, INC

2020 ANNUAL REPORT

ITEM, COMMITTEE, ISSUE	TOPIC	TRUSTEE
GENERAL SERVICE BOARD	January 2020	GSB Chair, Clara T GSB Vice Chair, Rina R GSB Secretary, Chuck M GSB Treasurer, Toni T GSB Trustee, John A
	Approved and signed the venue contract for the 2020 WSC and put a downpayment of \$9060. (nine thousand and sixty dollars)	
	February 2020	
	Approved the Finance Committee's Treasury FAQ pamphlet	
	Approved to replace the 12 Concepts of Alcoholics Anonymous with the 12 Concepts of Underearners Anonymous on the website	
	Board approved the website continue to be serviced by the current developer and designer	
	Clarified that the mission and vision of the Traditions Committee is vetting the information on the website; the committee is doing their best to have the all non-conferenced approved information on the website presented at the WSC for approval. Members that have ideas can submit them to the Traditions Committee for consideration, the chair of the phone tech committee presented a motion to approve.	
	<i>Motion to approve PTC subcommittee Meetings Setting Slide Show, seconded, 7 Yays, 0 Nays, 0 Abstentions,</i>	
	March 2020	
	Motions:	
	A) Increase the price of "About UA" pamphlets to \$1.50 from \$1.00.	
	B) Begin charging for delivery of pamphlets.	
	C) The new price includes the processing payment processing fee.	

	Rationale: It costs UA \$1.13 per pamphlet, delivery charges of 1000 pamphlets to the special worker who packages and mails orders. Postage and shipping costs. The Treasurer will process a paypal invoice of the order, when payment is received the Treasurer will send information to the Special Office Worker to mail the pamphlets. We are losing money on the backend. Motion passed unanimously.	
	The Board changed the dial-in number and passcode for the GSB Monthly Business Phone Meeting.	
	April 2020	
	May 2020	
	GSB Trustee resigned minutes before the private meeting, motion to accept the member's resignation. It was seconded. Motion passes by unanimity,	
	Motion to link intergroup and UA websites from other countries to UA's website, Seconded, Passed unanimously with agreement to refine the language of the disclaimer, motion to approve pay \$700 to renew CHUBB Directors & Officers Liability Insurance, seconded, Approved unanimously.	
	GSB voted on the new template for the new website.	
	June 2020	
	Motion to have a Spring forum in May with the same format as the last forum and start announcing it in January, seconded, passed unanimously	
	August 2020	
	Trustees arrived at a decision that the Treasurer will plug into the spreadsheet the essential information using the monthly financial reports from the office worker for ease of reporting, Trustees nominated Clara as incoming Chair. Clara accepted the nomination tentatively; will talk with sponsor and follow-up.	
	September 2020	
	Board announced at the GSB Monthly Business Meeting that Clara was elected as GSB Chair beginning in October immediately following the 2020 WSC.	
	October 2020	
	Toni T interviewed by the Board and elected as GSB Treasurer beginning in October immediately following the 2020 WSC.	

	November 2020	
	Received accurate information of the rate of the parliamentary; was thought to be \$50. She charges \$60./hr.	
	Chair contacted Palisades regarding the refund. Contact person at Palisades said they needed to contact their general manager. The Chair will follow up at the next private meeting, Chair contacted Chase about reversing the \$9060 charge to Palisades made in January, Chase will temporarily deposit the \$9060 while it continues its investigation. We will receive a letter at a future date letting us know of their decision to allow the money to remain with us or return it to the bank.	
	The WSCPC asked the Board to allow the Zoom account to remain open for the next 90 days to have access to the recordings as the Recording Secretary will need them to compose and edit the WSC 2020 minutes. Board grants their request.	
	Ex-Officio treasurer, asked if the special office worker can create a new spreadsheet for 2020. Chair will ask the special office worker for that information,	
	Board determines due to lack of quorum we will not have a GSB Monthly Business Meeting.	
	December 2020	
	Board continues to transition the duties and responsibilities to the board members moving forward into the new term.	
GSB Treasury 2020	Highlights Read by GSB Treasurer, Toni. Excel spreadsheet Report Provided separately *see attached	GSB Chair, Clara T GSB Vice Chair, Rina R GSB Secretary, Chuck M GSB Treasurer, Toni T GSB Trustee, John A
Finance Committee	January 2020	Chuck M, Chair
	In January the Finance Committee reported that the group conscience voted to temporarily close down the committee until the GSB gives it objectives for 2020.	

	The GSB suggested that the committee research other 12 step programs for ideas on what UA's finance committees could accomplish. We offer suggestions, clarification and support when needed but it is not the duty of the Board to give directives. Each group is autonomous.	
	April 2020	
	Sent the Treasurer's FAQs, and reworded 7th tradition script for meeting were sent to Clara to be added to the finance committee page on the website.	
	An email was sent to Clara if the GSB had electronic means of payment. This was because face to face meetings will have become virtual meetings.	
	Shawn asks Peter to share the GSB response to how to handle the 7th Tradition for meeting affected by Covid-19 - That each group is independent in the way they deal with it and it is not the duty of the board.	
	May 2020	
	Committee chair announced members of the committee were resigning, effective immediately.	
	No further committee activity.	
	No chair or reports in February and March and June through September.	
	WSC 2020	
	The Treasury FAQ pamphlet was submitted to the World Service Conference for approval. There was no representative from the committee.	
Literature Committee	Summary Joshua, former interim chair (collated from his term end report)	Chrysalis, Interim Chair
	A motion made and passed at Conference 2020 to put on the official UA website the Wish List, Process for Creating New Literature, and Literature Committee Principles was passed at the Conference.	
	Note from Joshua:	

	<p>* Our committee may need to be able to update the Wish List more frequently than semi annually or yearly. It would be good for that to be transparently viewable by the Fellowship, but in either case it will hopefully change more rapidly as literature delegation is implemented</p>	
	<p>We finished the Sponsorship Pamphlet enough to get it Conference-Approved conceptually. It was turned from outline into regular sentences and then proofread for the final version to the WSC. It was conceptually passed at the 2020 WSC.</p>	
	<p><i>A book of UA recovery stories: A book of UA recovery stories became known to the Committee. Its potential to become conference approved literature is unknown and apparently subject to USB legal counsel review. Note—this idea was proposed and the project started according to this committee’s 2013 minutes. It is possible that the group conscience of the Fellowship had arguably asked for that prior to any of the other items on the Wishlist.</i></p>	
	<p>Follow up on request to GSB for posting on the official UA website of links to foreign-language translations of AA (Alcoholics Anonymous) literature that is UA Conference-Approved Literature (before 2018)</p>	
	<p>Re-assess role of Literature Committee and functioning in context of service structure; consider DA service structure role description and “legacy” literature committee process documents</p>	
	<p>Continue furthering work on Wish List items continuing from before 2016 of items desired</p>	
	<p>Joshua (2020 interim chair) put up a list of orienting and lessons-learned materials in the Google Drive for the incoming chair. In a video, Joshua shared about “everything I thought I knew” that he had to set aside, the process being one of un-learning “facts” that turned out to be miscommunications. He solidly believes that our mistakes are our strongest resource and that it is especially valuable that they are ours, not just the AAs’!</p>	
	<p>Follow up on request to GSB for past Conference minutes to be posted on website.</p>	

	Follow up on request to GSB for posting on the official UA website any links to foreign-language translations of AA (Alcoholics Anonymous) literature that is UA Conference-Approved Literature (before 2018)	
	Follow up on request for funds for translation (made early 2019; repeated in 2020); conduct assessments of potential translators, evaluations, etc.; also raised in Topics of Concern survey 2020 for top 5 UN languages (mostly same as most populous 5 languages by number of speakers globally)	
	Re-assess role of Literature Committee and functioning in context of service structure; consider DA service structure role description and “legacy” literature committee process documents	
	For 2021: Literature Committee meets 3rd Sunday of every month 12 – 1: 30pm EST: all welcome to attend; email literaturecommittee@uagsb.org for Zoom login info.	
Public Information Committee	<p>Zeus H. requested to serve as Interim UA Public Information chair at the 2020 UA World Service Conference; conference granted their virtual blessings.</p> <p>Identified public entities that may possibly benefit from Underearners Anonymous services being revealed through PI work: domestic and international mental health and recovery hubs; labor unions; health service professionals; educational institutions; youth organizations; black indigenous people of color organizations; religious/spiritual organizations; etc...</p> <p>Created 2 underearner centered fliers for posting and mailing inclusion.</p> <p>Created script for introducing UA via cold calling to various entities.</p>	Zeus, Interim Chair
Phone/Tech Committee	Activity Period: May 2020 - December 2020	Randy, Chair, NOT PRESENT Report given by Heidi L, Vice-Chair

	Hello, Everyone. Thank you for your service to your meetings, committees and the UA	
	fellowship as a whole. Thank you for the opportunity to update everyone on the activity of the Phone and Technology Committee (PTC).	
	As requested by the GSB, I am grateful to report today on the PTC's activity for the period May 2020 through December 2020.	
	A previous report for the period January 2020 - April 2020 was submitted on April 26, 2020 and will be filed and made available again, concurrent with today's report.	
	A report for the period January 2021 - July 2021 is also available, although this information will not be read or referenced today.	
	Any member of the fellowship who would like a copy of any or all of these reports may do so by sending an email to: UAPhoneTech@gmail.com	
	In May of 2020, members of the PTC passed guidelines for participation and voting in the	
	business of the Phone Tech Committee. The guideline reads:	
	This is an open meeting for all members of the fellowship. Members who choose to	
	participate in the functions and responsibilities of the committee may vote at their second	
	meeting.	
	The PTC identified and passed motions for several PTC Subcommittee projects to better serve the UA fellowship, its members, UA meetings, dashboard service, and our Principle of	
	Anonymity. The committee also passed a motion that all subcommittees must have a	
	subcommittee chair. The PTC subcommittee projects that were passed include:	
	<ul style="list-style-type: none"> • Create a form to put on the UA website for meetings to report intentional disruption on their meetings and capture the flow of this information 	
	<ul style="list-style-type: none"> • Create a communications flyer for actions members can take to protect their 	

	anonymity when using the UA Phone bridge, including instructions on how to use	
	the FreeConferenceCall App to access meetings anonymously and which permits	
	meeting access without incurring long distance tel charges.	
	<ul style="list-style-type: none"> ● Create a Primer for meetings to set up their own Google drive to hold meeting 	
	formats, business meeting notes, etc.	
	<ul style="list-style-type: none"> ● Create additional dashboard training documents and slideshows tutorials for 	
	Trusted Dashboard Servants, the set up of an anonymous email address for the	
	phone line account, in alignment with our 12 Traditions	
	On several occasions over a period of months, the PTC fielded concerns from members and	
	meetings that the UA website Meeting Registration Form was not working. We conducted an audit, and determined at different times it worked, and at others it did not. We were not able to discern a clear cause but made a reasonable effort to monitor this vital service for the fellowship's groups/meetings and carrying out our primary purpose.	
	We also heard concerns that access to the UA Pamphlet was changed and was no longer	
	anonymously accessible and free to newcomers visiting the UA website. (This latter concern	
	has now been corrected.)	
	At the WSC 2020, the PTC heard concerns from members that the current UA website is not	
	serving the fellowship. Members specifically noted a lack of ease to access meetings,	
	inaccurate meeting information, and obstacles for meetings to easily update information.	

	The PTC noted at year end, that in our experience, the UA Fellowship is qualifying itself for our own program since we are not using our own tool of communication, the UA website, to easily consistently and effectively serve ourselves and our primary purpose: to carry the message to the underlearner who still suffers.	
	In December 2020 a motion was passed by group conscience for the UA Phone and Tech	
	Committee to offer its willingness and service to the fellowship to become the UA committee that has responsibility for the UA website.	
Service Structure Committee	From January until May of 2020 the SSC was not populated and only had the Chair. In June of 2020 one member joined and the committee began the work on the UA Service Manual.	Dorota, Chair
	The 2020 WSC Conference, held in October, guided the SSC to continue on with the UA Service Manual development and suggested the committee create a Chart showing how the information flows in our program. Couple of committee members volunteered to work on the chart.	
	SSC divided the UA Service Manual into four sections: Group, Intergroup, WSC, and GSB. Four members volunteer to contribute to the development of each section. In the process of working on the UA Service Manual and How the Information Flows in UA Chart, we had a lot of interesting, passionate and lively conversions.	
Traditions Committee	There were two participants on the committee at the beginning of the year. By the end of year we had six participants total. We continued reviewing the following documents under the "Getting Started" tab on the website in preparation for approval at the WSC. In the process we learned that these documents were GSB approved over 10 years ago.	Clara, Chair
	Ready for WSC approval:	
	Action Meeting Format I	
	Action Meeting Format II	
	UA Time Recording Sheet	
	UA Timesheet side 1	

	UA Timesheet side 2	
	How Much is Your Time Worth	
	Underearning Symptoms	
	UA Newcomer Pack	
	Goals Pages	
	Vision/Goals/Action Worksheet (with examples)	
	Vision/Goals/Action Worksheet (blank)	
	UA Earning Plan	
	4th Step Sex Conduct Inventory	
	Fear Inventory	
	People We Have Harmed Inventory	
	Prosperity Express Resentment Inventory	
	We continued working on the UA Step Writing Guide into the new year.	
	<u>Not yet reviewed:</u>	
	Phone Meeting Business Meeting Format (MS Word)	
	Underearning and Our Thinking	
	<u>WSC 2020</u>	
	Motion presented and passed:	
	<i>“Each group is autonomous, except that these special focus groups - men’s, women’s, BIPOC, God-free, LGBTQ groups - grounded in the UA Steps, Traditions, Symptoms and Tools can choose to close their meetings per Tradition 4, if that is the group’s conscience.”</i>	
GSR Committee	The following is a report prepared by the GSRC Chair, Co-Chair and Secretary. We have reviewed the World Service Conference 2020 Approved Minutes, the GSR Committee’s report for the WSC 2020, and the Motions passed by the GSR Committee in 2020.	George, Chair NOT PRESENT, Report given by Fred A, Co-Chair
	Here are the highlights of our year:	

	<p>One of the most significant accomplishments for the GSR Committee occurred at the WSC 2020 Convocation. A motion to amend the Role and Guidelines of the GSR Committee was passed. This motion established the GSR Committee as a World Service Conference-Approved Committee.</p>	
	<p>By way of background, as of the World Service Conference 2018, there were two branches of committees in UA: The GSB Committees and the newly-created branch of committees called “WSC Committees.” At the World Service Conference 2019, this new branch of committees was given guidelines by a motion that was passed by the Convocation, and it was renamed as the “World Service Conference-Approved Committees.” This name change was made to clarify that the World Service Conference is the body that guides these committees.</p>	
	<p>One of the most important guidelines in this Motion establishes the relationships between the GSR Committee, the GSB and the WSC Planning Committee. The GSR Committee is to be interdependent with and autonomous from the GSB and the WSC Planning Committee, and their relationships are to be “collaborative.” Toward that end, our chairs in 2020, Arden and Quin, made an oral report at every GSB meeting and regularly informed GSRC members of the date and time of the GSB meetings. Also, GSRC members served on each of the active GSB Committees, as well as the WSC Planning Committee.</p>	
	<p>A second accomplishment was that the Motion to Approve Suggested Duties and Qualifications of the UA GSRs was proposed and discussed at the World Service Conference Convocation 2020. This motion has not yet been voted on, and was postponed for further discussion and voting at the WSC 2021. The GSR Committee had recommended that this motion be placed on the WSC 2018 and 2019 Agendas, but there was not sufficient time to propose that motion at those World Service Conferences.</p>	
	<p>Here is a month-by-month chronology of highlights from our GSR Committee meetings in 2020:</p>	
	<p>In February, we passed a Motion to Create a UA GSR Committee Website. We also passed a Motion to Establish a GSR Committee Treasurer Position.</p>	
	<p>In April, we passed a motion which amended our GSRC Standing Rules.</p>	

	In May, we passed the Motion to Approve the GSR Fundraising Strategies Packet created by our Fundraising Information Subcommittee. This packet can be used by the GSRs and by their groups for the purpose of obtaining contributions to support sending GSRs to the World Service Conference.	
	In June, we passed an Amended Motion to Establish Guidelines to Register a UA Group.	
	In July, the GSRC passed a Motion to Recommend the GSR Committee Motion Titles for Placement on the WSC 2020 Agenda.	
	In August, the GSRC voted to migrate from FreeConference Call to Zoom.	
	In September, the GSRC passed a Motion to Amend the Voting and Procedural Guidelines for WSC Convocation Sessions.	
	In October, 21 GSRs completed a survey of action items that they recommended for the GSR Committee in 2021. This survey is included in the GSRC WSC 2020 Report.	
	Turning to financial matters: As of December 2020, there was \$1,546.00 in the GSRC Treasury Account. There were no GSRC expenditures in 2020.	
	We thank the GSB Treasurer for agreeing to address some accounting concerns that the GSR Committee and the WSC Planning Committee have regarding the WSC Fund and the WSC Scholarship Fund.	
	Our GSR Committee meetings are held on the second Sunday of each month at 1:30 pm ET, and all are welcome to attend. Please email us at gsrccommittee4UA@gmail.com if you would like to receive the zoom link for our meetings.	
WSC Planning Committee	Our first task for 2020 was to conclude negotiations with HNA Palisades Premier Conference Center. We succeeded in coming to an agreement on a contract for a 40 room block with the option of adding an additional block if we sell out early. We also reopened the Topics of Concern Survey with an option to share the live form results with committees so everyone can be aware of topics as they come in.	Jessica, Chair
	As the year progressed, we established a Registration Sub-committee, a Scholarship	

	Guidelines Subcommittee and a Hospitality Sub-committee. We began the process of selecting a theme for the conference. We started work on a "Getting Ready for Registration FAQ" and then Covid happened.	
	Subsequently, we immediately began researching the possibility of a hybrid conference	
	including platform research. This work was done by a Virtual Platform Working Group which we formed. That group looked at prosperity elements of a Face to Face Conference so we could envision and build a Virtual conference that would meet some of those needs as best as possible.	
	We delayed the registration and scholarship forms until we had more clarity. Since there was no certainty, we focused our energies on things we could take action on. We created a TOC publicity working group to spread the word about the opportunity to respond to the Topics of Concern Survey.	
	In June, we selected a theme for the Conference: 2020 Vision; Clarity Towards Prosperity	
	In July we made the decision to have an entirely virtual World Service Conference.	
	As we learn in recovery, opportunities can be found in the most unlikely circumstances. Last	
	year's covid epidemic was such a case. The challenge of shifting from planning a face to face	
	conference to a virtual one, was an opportunity to practice taking small actions and trusting that we learn by doing. As a result, in the past year we:	
	1. Had a highly successful WSC 2020	
	a. There were 70 authorized voting members registered (63 GSR / 7Trustee)	
	b. There were 20 members at large who participated	
	c. There were over 30 members who contributed their time in doing the service on	
	and in support of the conference	
	d. The Conference raised \$4276 and netted \$1114 for the WSC Fund which will	

	put us in good stead as we look forward to the hope of a face to face conference	
	in the future (Net 4276 - 3162 = 1114)	
	2. Following WSC 2020 we did the wrap up	
	a. Followed the newly approved process for review and accepting the WSC Minutes	
	b. Spent many hours piecing payment information back together (after a flaw in the	
	Zoom platform lost the data) for our report	
	c. Submitted our accounting (as best as was able) to the GSB	
	2020 was concluded wrapping up WSC 2020 and beginning to explore expanding access to the	
	TOC Survey to other languages to expand involvement from the broader global fellowship.	
Sunday, July 25, 2021 12:00 to 1:00 PM ET - Zoom Meeting		