

Minutes of the World Service Conference of Underearners AnonymousSM
October 27 - October 30, 2016
Stony Point Center, Stony Point NY

Thursday October 27, 2016

UA World Service Conference opens at 7:40 pm with the “we” version of the Serenity Prayer.

Welcome and reading of UA Preamble: GSB Chair

Reading of the 12 Steps: Santa Fe UA GSR

Reading of the 12 traditions: GSB Treasurer

Reading of the 12 Concepts: GSB Chair

Speaker share experience, strength and hope on Service

Review Vision Mission and Goals for WSC.

Introductions by GSR’s, GSB trustees and members at large:

Name, where from, home group representing, service position, vision for UA, personal mission for weekend.

UA GSRs, trustees and members introduced from California, Colorado, Georgia, Hawaii, Idaho, Maryland, Massachusetts, New Jersey, New Mexico, New York, Oregon, South Carolina, Washington, Israel.

Review Daily Schedule; will be updated throughout the conference.

Temporary sponsors will be available to help as needed for recovery support as business is conducted.

Friday October 28, 2016

Chair recognizes first order of day’s business to address private video stream

Motion made by Prosperity Saturday GSR to address the private stream for the conference, seconded by Heartfelt Prosperity GSR.

Motion passes by a show of hands

Information exchange re: UA WSC video streaming to understand issue and concerns:

Audio/visual special worker showed areas that would and would not appear on camera.

Purpose - many of the 144 groups around the world could not send a representative - this gives them an opportunity to hear what we are doing and see who we are, out of the cave, practicing visibility in a safe place, offers encouragement.

Motion: To limit the camera feed to a section in the front of the room.

Made by GSB Vice Chair. Motion seconded.

Motion amended to include “clearly marking on and off areas camera zones”.

Motion: Limit video stream to a section in the front of the room clearly marking on and off camera zones.

Yea - 14

Nay - 8

Motion passes.

Reading of the 12 Steps: Member at large

Reading of the 12 traditions: Sherman Oaks, CA Worth & Action GSR

Reading of the 12 Concepts: GSB Secretary

- Service Structure - how we operate together (see UA Service Structure Document); upside was adopted by previously demonstrating responsibility to Groups, GSR's, Intergroups, GSB.
 - Groups - consciousness is expressed through UA Groups; recovery takes place through groups - how groups operate has a ripple effect throughout to UA; 144 groups currently registered - Eastern Region: 32 groups; Western Region: 36 groups; Telephone Region: 50 groups; International Region: 26 groups. Each group has 1 GSR regardless of how many days a week the group meets; each group is independent except in matters affecting other groups or UA as a whole.
 - Google Group (virtual service office) is for GSB announcements; to become a member of the group, email julie@uagsb.org . 4 active intergroups currently exist from face to face meetings (NY, Israel, London, LA); consider phone intergroup; General Service Board to be discussed in detail.
 - GSR shares experience, strength and hope on service at GSR level.
 - Intergroup Rep shares experience, strength and hope around Intergroup level of service.
 - GSB Secretary shares experience, strength and hope around service at GSB level.
 - GSB Vice Chair shares experience, strength and hope on tool of service.
 - Issues, concerns, responsibilities around how to grow service structure (to be further discussed during breakout session).
- GSB Infrastructure -UA GSB Inc. is a legal entity with bylaws; works on material side of program; function to serve the Fellowship as as a whole; non-profit status as a 501c3 in the state of NY; groups and intergroups work in service on recovery and spiritual side while GSB works on material matters.
 - History- previously anyone member able to vote and speak during GSB meeting; 2014 WSC decided to honor structure of service and voted to have GSR's and GSB's be voting body for World Service Conference.
 - UA GSB 5013 c3 information and UA GSB Bylaws: trustees and members with legal and non-profit board experience looked at bylaws, what it meant to be 501c3, and the UA GSB Articles of Incorporation. Articles state there are no members and only trustees; separates spiritual and material; UA Concepts endow each part of the service structure their own right of decision; prior boards had applied for 501c3 status, which was granted by IRS around 10th birthday; GSB has rights and responsibilities to maintain status such as financial accounting/recording keeping/etc.; there is a place for grievances and concerns but not at GSB meetings; GSB believes current structure is helping UA grow; discussion open as long as it lies within legal bounds; chief service arm; custodial in nature of the traditions, day to day affairs of program, maintain financial records, manage cash flow, maintain website and other communication channels, publish and distribute literature, ultimate responsibility for annual

WSC, respond to requests from UA members, responds to newcomers, professionals and those in media.

- Up to 12 trustees - 8 Class A Trustees who are underearners, 4 Class B Trustees who are non-underearners; call has been made for trustee nominations; operating with 6 Class A trustees currently; 2 trustees rotating out; executive committees (officers) and standing committees (literature, PI, WSC, Finance - currently inactive, Technology - aim to establish); through your group conscious, GSB makes decisions related to committee's - role, responsibilities,
 - Purpose is to serve fellowship and protect corporation, charitable status; bylaws cover term of trustees, election, subordinates, resignation/removal, executive positions,
 - Regions (proportional to number of groups - Phone 35%, international 18%, East 23%, West 24%)
 - Treasurer shared about process - money comes in through PayPal or PO Box in NY, POB materials sent to Secretary who records in spreadsheet - who, amount, details; Treasurer records all incoming items as well; look at donations from 20th to 19th of month - how much donated, expenses, breakout, savings account.
 - GSB is at precipice (\$50,000 income) of needing to provide detailed financial filings to IRS - looking to build infrastructure - have financial portion handled professionally so trustees can focus attention on matters specific to program structure.
 - Management of website meeting list calendar and First responder are volunteer workers with GSB. Google Group set up to serve General Service Board - currently our Virtual General Service Office; not place for discussion, other avenues could be set up for further communication, to be added, email julie@uagsb.org
 - Archivist - putting together historical documentation to be available for members to view.
 - Initiatives begun - Trademark (Vice Chair spoke)- process has begun with a search for the name; looking for agent to sign documentation- key piece to UA's growth. Looking to have paid office worker - where and what it might look like (bookkeeper, financial planning, up to date detailed records, file records, web enhancements, revised meeting registration and registry - Google calendar up to date with contact information.)
 - Questions - outreach to those infringing on trademark (outside issue); are bylaws still being ratified (have been ratified by trustees of 501c3); can we create more dialogue between board and fellows (hoping nominees will step up for this level of service/details, how to nominate, guidelines all in binder and posted on Google Group).
- PI Committee: Deborah B., CA - committee chair.
Personal motivation was to help people around the world to find UA. Committee aims to carry message and for message to be findable; committee read public information manuals of other 12 Step programs; have drafted a PI manual and FAQs; committee aims to create manual and other tools and guidelines for interactions with professionals, media and general public. Template flyers, public service announcements, face to face and phone meeting guidelines, etc. awaiting approval by GSB and thereafter may be available for dissemination. Seeking to outreach to professionals working with potential underearners ie. therapists, doctors, psychiatrists as well as inreach to current UA members through newsletter, notice of events etc. GSB Vice Chair is liaison to the PI Committee. Would like additional members; seeking new PI chairperson; would like to post minutes past and future; talking points about recover (members only reflect their own experience, strength and hope); is any social media acceptable.
 - Looking to get draft documents okayed at WSC.

- Questions/comments: how to define recovery - members only reflect their own experience, strength and hope; underearning isn't just about making money, matrix would be helpful to show members and professionals - experience, strength and hope - more will be revealed; communication tools to help carry message/what to say when someone asks about UA - simple script; clear understanding of tasks and qualification to be on committee; recovered vs recovering; UA not abstinent fellowship - interactive based on quality of choice of individual; not easy to answer - more will be revealed and more work to be done - broad program; attraction not promotion but educating public/interested parties important.
- Finance Committee: Leah, GSB Treasurer
- Infrastructure of finances- 60% operating fund; 30% WSC fund; 10% scholarships. Scholarship funds were split proportionately to the size of the region - 35% to phone group, 18% to international applications, 23.5% to eastern region, 23.5% to western region.
 - Activate Finance Committee to work on spending plan envisioning use of funds, beyond what is already spoken for, such as part time office worker, bookkeeping/accounting, literature translation, editing literature, website maintenance; may be good place for non-underearner Class B trustee.
 - Questions/comments/ideas: Spending plan with general categories, priorities, prudent reserve needs; knowledge transfer between GSB and groups - how does fellowship want funds to be used; financial manual; guidance for groups on setting up bank accounts; insurance for meeting space; technology for phone meetings, website; how phone groups collect 7th tradition; liability; groups sharing experience, strength, hope can help other groups overcome similar issues - place to share issues at group level; financial procedures for groups - suggest formula to for groups; put together manual to explain obtaining non-profit status, EIN#, etc.; connection with mother group - AA roots important; ordering literature online; meeting tool kit - share experience, strength, hope - help new meetings and various roles; guideline to seed meetings; speaker fund to aid travel.
- Literature Committee: Matt B - acting committee chair
 - Personal introduction. Support sustainable recovery; help newcomer, carry program forward in a sustainable manner into the future so people can come to know selves through higher consciousness. Discover root of recovery; where does solution live. Sponsorship questions have been raised over the years.
 - History - 2013 WSC, didn't want people to feel excluded - approved passage allowing anyone to read anything at meetings was approved, passage needs to be revisited; not suitable to approve literature that adheres to current passage (see attached WSC 2016 Literature Committee Motions); interacting with newcomers - message needs to be clear and directed to the 12 steps; new passage offered (see attached WSC 2016 Literature Committee Motions).
 - Acting committee chair called Joe McQ publisher inquiring about proceeds - individuals do receive proceeds from this book; AA legal position - they do not approve use of literature for other programs nor changing wording of literature.
 - Questions/comments/ideas: can't tell members what to read; current committee has asked for works and drafts from prior literature committee members; programs carry the message through 12 Step structure; reading anything, anywhere, anytime is setup for disease; reading Big Book and working 12 steps is path - can use literature freely, just can't change words; purity of program; we are not disciplinarians - great love and great suffering are the only disciplinarians

we need as stated in tradition 9 - we don't tell anyone what to do, we share suggestions, but newcomers don't understand what UA is if foundation isn't clear - statement needs to be readdressed; not personal - what program needs is utmost priority; not disciplinarians, but can't endorse reading anything as public position; individual can read anything, but fellowship can't advocate use of outside literature at a UA meeting; start magazine like AA's Grapevine; what is a prosperity date; what is Prosperity Prayer; what is conference approved literature; we don't police individual, we don't endorse outside literature; create our own UA literature; outside literature is not safe because it may not be in alignment with our principles - voting on literature makes it safe; new paragraph safer; clarify what is currently approved literature.

Committee breakouts - Finance, Literature, Service Structure, Public Information.

Regroup to discuss committee breakouts.

GSB Treasurer shared her recovery story - experience, strength and hope.

Report from committee breakouts: Service Structure- worked on designing a new service structure; Public Information- created document to be approved; Finance - created a spending plan; Literature - several motions to propose to group.

Saturday October 29, 2016

Reading of the 12 Steps: Sunday 4pm Big Book GSR

Reading of the 12 traditions: PI Committee Chair

Reading of the 12 Concepts: Member at large

Introductions of members who had not already introduced themselves.

Each committee presented breakout session details:

Service Structure Committee presented a diagram of the relationship between groups, GSRs, GSB and committees. (See attached WSC 2016 Service Structure Committee Proposal)

Finance Committee presented a proposed spending plan; discussed making it easier for UA to receive; options for UA members to donate in updated fashion, adjusting how to donate on the website, making Donate button more visible. (See attached WSC 2016 Finance Committee UA Spending Plan).

Literature Committee presented 5 motions for discussion prior to Sunday voting. (See attached WSC 2016 Literature Committee Motions).

Public Information Committee will present draft of a public service announcement; need for new chairperson. (See attached WSC 2016 PI Committee document).

Breakout sessions for the committees followed by:

Further reports and presentations by the committees:

- Service Structure Committee:

- Proposed motion 1: To create a GSR committee with the mission to meet monthly by phone for 1.5 hrs, follow Robert's Rules of Order, to address issues and facilitate communication and action.
- Proposed motion: To create subcommittees working within the GSR committees body, and including the chair from each standing GSB committee, as liaisons.

- Literature Committee: Presented 6 proposals for discussion:

1) Remove the previously approved definition of "Conference Created Literature":

" 'Conference-created literature' describes material approved by the World Service Conference for publication by the General Service Board of Underearners Anonymous, using the funds available to the GSB. The creation process is designed to ensure that everything in this material is in accord with UA principles, and deals with recovery within Underearners Anonymous and/or information about the UA fellowship.

But that is all that "conference created" means: any member of UA can read anything any time anywhere for any purpose. And any Group can determine for itself by Group Conscience that a specific piece of literature conforms to the principles of UA and is thus acceptable to be read at that meeting. Likewise, any Group or Intergroup can determine by Group Conscience what literature to provide for sale to its members."

2.) Replace above definition with the new definition of "Conference Approved UA Literature":

UA Conferenced Approved Literature is material in the form of written, spoken, visual and recorded content intended for the primary purpose of carrying the message of recovery to the suffering underearner. Further, UA literature has been created, developed and/or adopted by the voting members at UA's World Service Conferences. Above all, UA literature abides by and adheres to the suggested practice of recovery as expressed through the 12 Steps and 12 Traditions found in the Big Book and The Twelve Steps and Twelve Traditions book of Alcoholics Anonymous.

3) Approve The Big Book of Alcoholics Anonymous as "Conference Approved UA Literature".

4) Approve The Twelve Steps and Twelve Traditions book of Alcoholics Anonymous as "Conference Approved UA Literature".

5) Add the new definition of "Conference Approved UA Literature" to the UA Service Manual, contingent upon its WSC approval.

6) Change the wording of Tool #11 from " We read Twelve-Step literature to strengthen our understanding of compulsive disease and the process of recovery". To "**We read UA Conference Approved Literature** to strengthen our understanding of **this** compulsive disease and the process of recovery."

Fellowship/Share a Day.

Founders Roast & Sharing.

Sunday October 30, 2016

Proceedings called to order.

Three minute meditation followed by “we” version of the Third Step Prayer.

Reading of the 12 Steps: Sunday 4pm Big Book GSR

Reading of the 12 traditions” Last Gaspers member at large

Reading of the 12 Concepts: UA Israel and GSB Archivist from the UA bylaws after history of concepts given by GSB chair.

Bronx NY GSR asks to be recognized and that the GSB establish a dedicated area either on the current website or a new website for the transparent public posting of all of the minutes of all WSC’s past, present and future and all proceedings of the GSB.

Concern noted.

Reviewed business of the day:

1. Finance 2 proposals
2. Public Information 2 proposals
3. Literature 5 proposals
4. Service Structure 2 proposals
5. Ratify 4 trustees.

Motion made by Artists in Prosperity, Tuesday 7pm in Hollywood to agree to the time outlined by GSB chair and discussed by attendees; seconded by UA & Solvency 7:15am.

Motion passes.

1. Finance Committee: Committee presented Spending Plan for discussion items and 1 motion.

Currently funds are split 60% operating expense, 30% WSC, 10% scholarship; UA’s first spending plan presented; suggest donation button be moved to front page; modernize ways to make donations; increase income; look to future needs and utilization of funds such as updating website, office, clerical worker, bookkeeper, trademark, CPA, 6 month prudent reserve. Rather than combine funds as committee discussed, reallocate funds more appropriate; vision is to fully fund conference.

Motion: Reallocate the 10% scholarship fund equally across GSR WSC attendees.

- Discussion: Harder for international travels but lower for all members; UA may or may not bring in more money; groups vary in size and finances/cost to attend not even for all attendees.

Motion made by Southern California UA IGR, seconded by Artists in Prosperity, Hollywood.

Substantial unanimity to proceed with vote.

Yea: 12

Nay: 17

Abstain: 3

Motion does not pass.

Chair notes that we do not have substantial unanimity and proposes Conference accept vote as is and move to next order of business.

2. Public Information:

Presented Sample letters A & B; "A" is a public service announcement and "B" is a letter to professionals.

Discussion/comments: suggestion to replace 'local' with 'face to face' in sample letter A (committee members agreed to adjust wording); suggestion to add, 'not living up to one's full potential' after the words, 'keeping one's life too small' in sample letter B; suggestion to vote for the spirit of the wording and committee may edit as needed; change leading sentence in sample letter A; sounds promotional, tone down.

Attachments that would accompany sample letter would be current conference approved materials: 12 steps, 12 traditions, Symptoms of Underearning, Tools of UA, About UA.

Motion: Approve the Letters A & B 'as is', made by Artists in Prosperity, Hollywood GSR to; seconded by Sunday 4 pm Big Book GSR.

Motion to proceed direct to vote passes by a show of hands.

Yea: 23

Nay: 6

Abstain: 1

Motion passes.

3. Literature Committee:

1) MOTION: Remove the previously approved definition of "Conference Created Literature" and replace it with the new definition of "Conference Approved UA Literature":

old:

" 'Conference-created literature' describes material approved by the World Service Conference for publication by the General Service Board of Underearners Anonymous, using the funds available to the GSB. The creation process is designed to ensure that everything in this material is in accord with UA principles, and deals with recovery within Underearners Anonymous and/or information about the UA fellowship.

But that is all that "conference created" means: any member of UA can read anything any time anywhere for any purpose. And any Group can determine for itself by Group Conscience that a specific piece of literature conforms to the principles of UA and is thus acceptable to be read at that meeting. Likewise, any Group or Intergroup can determine by Group Conscience what literature to provide for sale to its members."

new:

UA Conferenced Approved Literature is material in the form of written, spoken, visual and recorded content intended for the primary purpose of carrying the message of recovery to the suffering underearner. Further, UA literature has been created, developed and/or adopted by the voting members at UA's World Service

Conferences. Above all, UA literature abides by and adheres to the suggested practice of recovery as expressed through the 12 Steps and 12 Traditions found in the Big Book and The Twelve Steps and Twelve Traditions book of Alcoholics Anonymous.

Vote called and seconded.

Motion to proceed with the vote passes by a show of hands.

Yea: 29

Nay: 2

Abstain: 1

Motion passes.

2) MOTION to approve the "Big Book of Alcoholics Anonymous" as "Conference Approved UA Literature".

3) MOTION to approve the "Twelve Steps and Twelve Traditions" book of Alcoholics Anonymous as "Conference Approved UA Literature".

Motion to combine motion 2 and motion 3 for a single vote.

Motion passes by a show of hands.

Motion: Approve the "Big Book of Alcoholics Anonymous" and the "Twelve Steps and Twelve Traditions" book of Alcoholics Anonymous as "Conference Approved UA Literature". Seconded by Sunday UA NYC.

Motion Amended: To approve the book "Alcoholics Anonymous", commonly known as the "Big Book", and the "Twelve Steps and Twelve Traditions" book of Alcoholics Anonymous as "Conference Approved UA Literature".

Motion amendment seconded by Steps and Tools 5:30 am Main Line GSR.

Motion Amendment passes by a show of hands.

Motion to call the question by committee, seconded by Southern California UA Los Angeles Intergroup Rep.

Motion to proceed with vote passes by a show of hands.

Yea: 27

Nay: 2

Abstain: 1

Motion passes.

4) Motion: Change the wording of Tool #11 from " We read Twelve-Step literature to strengthen our understanding of compulsive disease and the process of recovery" to "We read UA Conference Approved Literature to strengthen our understanding of this compulsive disease and the process of recovery."

UA LA Intergroup Representative makes motion to call the vote, seconded by Sunday Big Book Study GSR.

Motion to proceed to vote passes by a show of hands.

Yea: 18

Nay: 9

Abstain: 2

Motion passes by $\frac{2}{3}$

Chair makes motion that the definition of substantial unanimity for this motion ought to be a $\frac{3}{4}$ majority given the import of changing a UA Tool. Seconded by NY Intergroup Rep.

Yea: 14

Nay: 12

Abstain: 5

Secondary motion passes.

Member at Large asks for a revisit of procedure. Chair recognizes that it would have been more excellent to discuss the definition of substantial unanimity prior to the vote on primary motion .

Motion to extend proceedings for 15 minutes to reconsider this issue, seconded.

Motion passes.

Conference agrees to reconsider and re-vote on primary and secondary motions regarding UA Tool # 11

Secondary Motion: The motion must pass by substantial unanimity which shall be defined in this instance as a $\frac{3}{4}$ majority. Motion seconded

Motion to move to vote passes by a show of hands

Yea: 12

Nay: 17

Motion does not pass.

Motion: Change Tool #11 from "We read Twelve-Step literature to strengthen our understanding of compulsive disease and the process of recovery" to "We read UA Conference Approved Literature to strengthen our understanding of this compulsive disease and the process of recovery."

Yea- 20

Nay- 4

Abstain- 0

Motion passes.

- Service Structure Committee:

Motion:: To create a GSR Committee with the mission to meet monthly in a phone meeting of 1 and 1/2 hours, following Robert's Rules, to address issues and facilitate communication and action.

Motion to proceed to vote passes by a show of hands.

Yea - 30

Nay- 0

Abstain- 0

Motion passes.

Motion: To create Sub-Committees working within the GSR Committee body, in order to carry out the will of the UA Fellowship as a whole, including the chair from each standing GSB committee, as liaisons.
[Committees defined in bylaws.]

Motion to proceed to vote passes by a show of hands.

Yea - 25

Nay - 0

Abstain - 0

Motion passes.

Motion to extend proceedings for 15 minutes; seconded.

Motion to extend passes.

- Ratification of Trustees:

Conference to ratify 4 trustees as serving on the board of the UA GSB: Alison S., Julie C., Leah S., Matt B.

Discussion: introduction of each; address solvency; trustees to leave room.

Majority vote required.

Motion Ratify the 4 trustees in a single vote to carry out the term that they were elected and voted in by substantial unanimity by the current board of trustees; seconded.

Motion passes by acclamation

Motion to close the meeting.

Chair calls to close the WSC to at 12:15pm with 7th Step Prayer followed by “we” version of the 7th Step Prayer.

Attached documents:

1. UA Service Structure Document
2. WSC 2016 Service Structure Committee Proposal
3. WSC 2016 Finance Committee UA Spending Plan
4. WSC 2016 Literature Committee Motions
5. WSC 2016 PI Committee Document
6. UA GSB Bylaws
7. UA WSC Schedule

LASTING MOTIONS PASSED AT UA WORLD SERVICE CONFERENCE 2016

- 1) Approval of the PI document (public service announcement and letter to professionals) 'as is'.
- 2) Remove the previously approved definition of "Conference Created Literature" and replace it with the new definition of "Conference Approved UA Literature":

UA Conferenced Approved Literature is material in the form of written, spoken, visual and recorded content intended for the primary purpose of carrying the message of recovery to the suffering underearner. Further, UA literature has been created, developed and/or adopted by the voting members at UA's World Service Conferences. Above all, UA literature abides by and adheres to the suggested practice of recovery as expressed through the 12 Steps and 12 Traditions found in the Big Book and The Twelve Steps and Twelve Traditions book of Alcoholics Anonymous.
- 3) Approval of the book "Alcoholics Anonymous", commonly known as the Big Book, and the "Twelve Steps and Twelve Traditions" book of Alcoholics Anonymous as "Conference Approved UA Literature".
- 4) Change the wording of Tool #11 from " We read Twelve-Step literature to strengthen our understanding of compulsive disease and the process of recovery" to "We read UA Conference Approved Literature to strengthen our understanding of this compulsive disease and the process of recovery."
- 5) Create a GSR Committee ~~[a subcommittee of the GSB Service Structure Committee]~~^{*} with the mission to meet monthly in a phone meeting of 1 and 1/2 hours, following Robert's Rules, to address issues and facilitate communication and action.
- 6) Create Sub-Committees working within the GSR Committee body, in order to carry out the will of the UA Fellowship as a whole, including the chair from each standing GSB committee, as liaisons.
- 7) Ratification of four (4) Class A Trustees for the UA GSB: Alison S., Julie C., Leah S., Matt B.

* On March 25, 2019, during a regular monthly meeting of the Underearners Anonymous General Service Board, the GSB voted to amend this line by striking out the words "[a subcommittee of the GSB Service Structure Committee]". This restored the original text of the motion that was passed during the Conference.