




What is OA?

As of this Unity Day, there are _____ members and _____ groups in _____ countries.

[Fill in the blanks with current statistics, available from the WSO.]

But OA is an organization of individuals. We are not numbers; we are people.



INDIVIDUALS

Tradition Three:
The only requirement for OA membership is
a desire to stop eating compulsively.

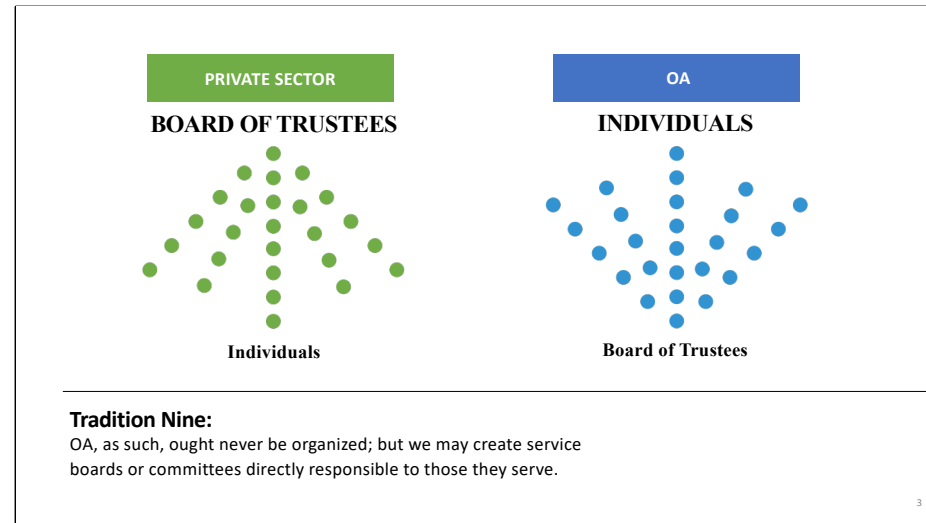
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Individuals

Tradition Three: “The only requirement for OA membership is a desire to stop eating compulsively.”

The only requirement for any individual to become a member is a desire to stop eating compulsively. Period.

It is always important to remember that we would not exist without our individual members. OA functions by people helping people . . . by people offering service at all levels. And that’s what I’d like to talk to you about today: how we, as individual OA members, can offer service.



Two Pyramids

Tradition Nine: “OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.”

OA is different from other organizations. With most organizations in the private sector, the Board of Trustees is the decision-making body. They form all major policies that affect the rest of the organization. Although some boards may welcome input from their members, the individual employees or participants simply follow the policies formed by the board.

In OA, however, the power to form policies and make decisions that affect the body as a whole lies with each individual. With our organization, the board acts on policies formed by

individuals and by the service bodies made up of these individuals. In OA, the individual comes first; the individual holds the highest priority in the service structure.

We shouldn’t be able to exist; we shouldn’t be able to function. But we do.

In the next hour, I’m going to explain the service structure of OA, how we work, why we work, and what each one of us can do to ensure that this program of recovery exists for the next person who walks through the doors of OA.



Individuals—Formation and Definition of a Group

The first level in our service structure is the individual. Two or more people can join together to form an OA group and offer support, strength, and experience while working the OA program of recovery.

Unfortunately, there are many compulsive overeaters who never find the support of this program. That is one of the reasons why Tradition Five is so important: “Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.”

A meeting can be registered as an OA group if it

meets the following requirements. Usually in OA we have only suggestions, not requirements; but these five policy statements were passed as requirements by the group conscience of the World Service Business Conference. I’ll talk more about the World Service Business Conference later.

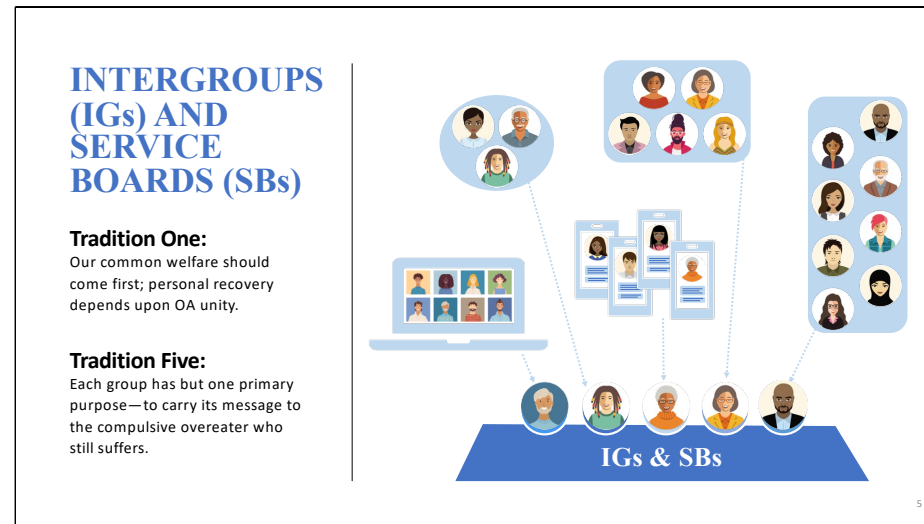
A meeting must meet the following requirements, as stated in OA Bylaws, Subpart B, in order to be considered an OA group.

1. As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service.

2. All who have the desire to stop eating compulsively are welcome in the group.
3. No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
4. As a group, they have no affiliation other than Overeaters Anonymous.
5. It has affiliated as an OA group by registering with the World Service Office.

There are many ways that individuals can give service and many ways that a group can give service.

[Talk about individual service at the group level and ways a group can give service.]



Intergroups (IGs) and Service Boards (SBs)

Intergroups and service boards consist of two or more groups. Intergroups are usually formed of meetings with a common bond, either geographic or virtual. Service boards are service bodies that provide support for groups and/or intergroups that are not otherwise served within the existing service structure. This includes national service boards (NSBs), language service boards (LSBs), and specific-focus service boards (SFSBs). NSBs provide services to groups and/or intergroups within a country. In some cases, an NSB may serve more than one country. The NSB is affiliated with the region where their nation exists and may participate in one or more LSBs. LSBs provide services to groups and/or intergroups that share a specific language regardless of geographic proximity. An LSB may choose to affiliate or not affiliate with a region. Groups, intergroups, and national service boards may participate with an LSB. SFSBs provide services to two or more groups and intergroups to serve the common needs of groups/intergroups with the same specific focus, regardless of geographic proximity. An SFSB may choose to affiliate or not affiliate with a region. The groups that participate in an SFSB retain their original affiliation.

The size of intergroups and service boards vary. For example, in our region, _____ Intergroup is one of the larger intergroups with _____ registered meetings, while _____ Intergroup has only _____ registered meetings.

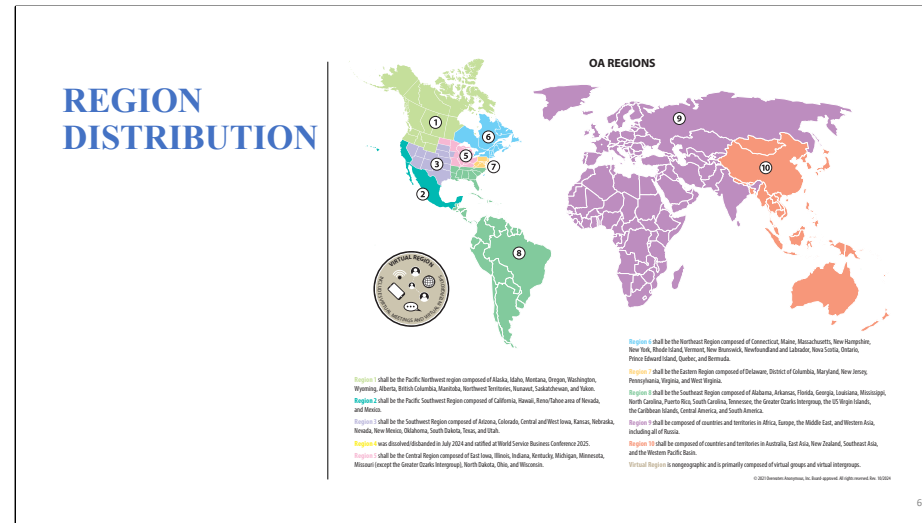
The Twelve Steps and Traditions of OA are an integral part of how a service body functions. The primary purpose of this service body is the same as any other OA group.

Tradition Five: “Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.”

This work can only be done with the input of people. A service body is made up of representatives sent from each of its affiliated or participating member groups. A service body can only function and give service back to its members if people are willing to give service.

Tradition One: “Our common welfare should come first; personal recovery depends upon OA unity.”

Without people offering service, OA would not exist.

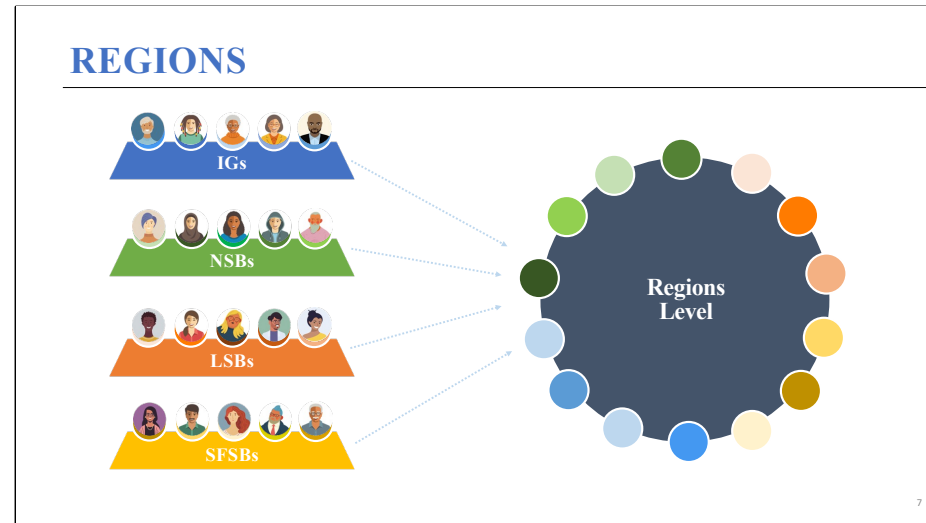


Region Distribution

I want to spend just a minute or two on this chart to show you the worldwide distribution of OA regions.

Again, your intergroup is part of Region _____, which consists of _____. At the region level, the purpose is still to help the compulsive overeater who continues to suffer, but the perspective is different. For example, professional community committees plan exhibits for national conferences, but not necessarily for local health fairs.

The next question is, how do the individuals from all these different areas work together to form OA policy—how is information shared and how are policies developed?



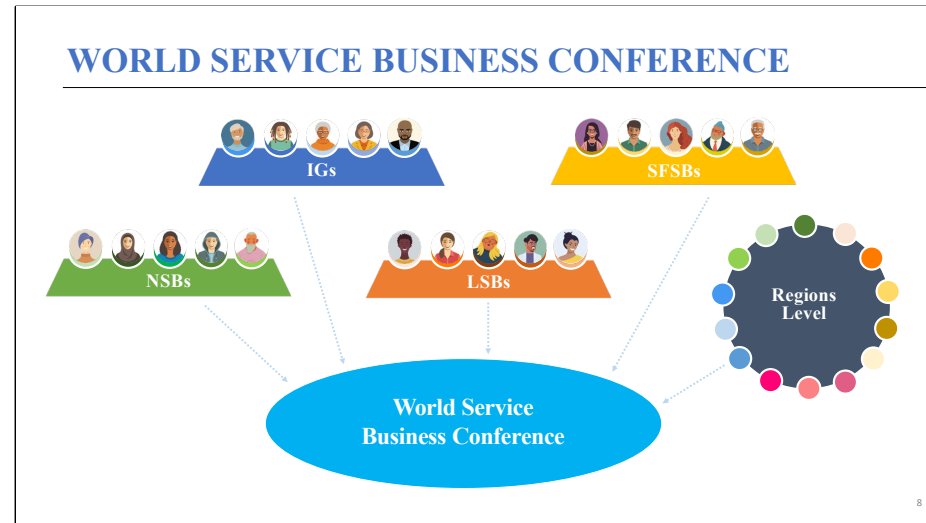
Regions

The next level of service is at the region level. The world is divided into ten regions; here in _____, you're part of Region _____.

At the region level, representatives are sent from each of its member intergroups/national service boards; in this region, each intergroup/national service board gets one representative for each _____ groups (or portion thereof), so _____ Intergroup/service board can send _____ representatives (for groups, while _____ [my home intergroup] would get _____ representatives for its _____ meetings).

A region is much like an intergroup/service board, but on a larger scale. This region currently has ____ active committees. In addition to the ones that I discussed on the intergroup level, regions can also have:

- An outreach committee—reaches out to isolated members and groups.
- A finance/ways and means committee—decides how region funds can best be used to reach out to the still-suffering compulsive overeater.
- A web/tech committee—maintains the website.
- A bylaws committee—reviews and updates region bylaws and policies.



World Service Business Conference

The WSBC is the next level of service in the service structure. This is where policies for OA as a whole are developed and approved.

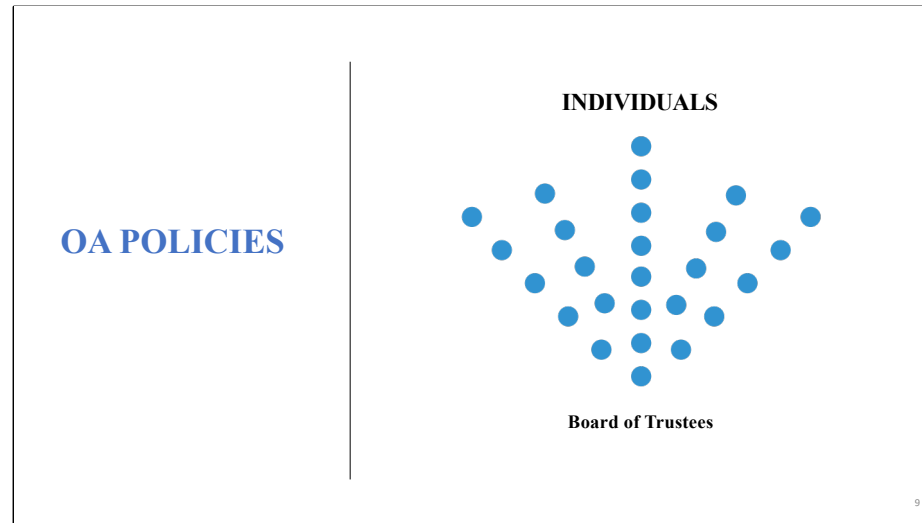
Once a year, usually in May, intergroups and service boards from around the world send delegates to participate in this multi-day business Conference.

Most representatives already have experience at the region level, but some intergroups and service boards choose to send representatives other than their region representatives. An intergroup and a national service board may send one delegate for every fifteen meetings or fraction thereof. Language and specific-focus service boards are allowed one delegate per service board. All are encouraged to send a representative who will keep Tradition Four in mind as they view each decision.

Tradition Four: "Each group should be autonomous except in matters affecting other groups or OA as a whole."

Decisions at the level of the World Service Business Conference may affect the membership as a whole. All major policies, including publishing books, statements on food plans, and the definition of abstinence, are voted on and decided by the group conscience of the body.

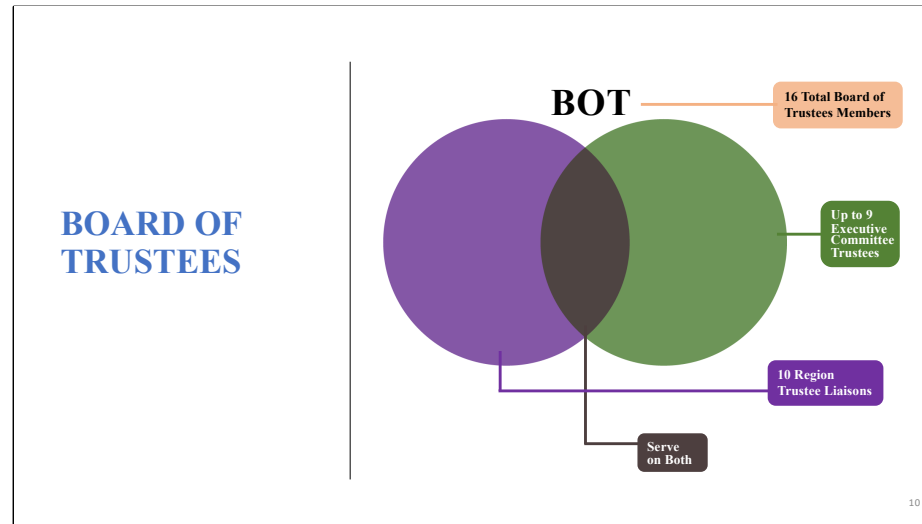
Along with sessions that include all delegates, the Conference hosts committees that also meet at the world service level. Although these members only meet face-to-face once a year, they correspond and work on projects throughout the year.



OA Policies

As you recall, in OA, individuals determine policy through World Service Business Conference and the Board of Trustees implements those policies. In other words, the board oversees the day-to-day decisions that affect the Fellowship, as well as acting as guardian of the Traditions and liaison with the World Service Office.

The Board of Trustees is elected by the delegates to the World Service Business Conference. The board consists of OA members who are willing and able to do service by meeting periodically, discussing the business of "OA as a whole," and making a strong commitment to service. Trustees are working programs of their own, holding down jobs, and juggling families, while still serving as board members.



Board of Trustees

The Board of Trustees is made up of sixteen OA members, and all trustees serve OA as a whole. The trustee liaisons assigned to the regions deal with issues within their assigned region. An Executive Committee of the board, composed of officers and other trustees elected by the board, work directly with the managing director on the operations of the World Service Office. In addition, all trustees serve on board committees, may serve as liaison with a Conference committee, and keep the “work of the program” running smoothly throughout the year.



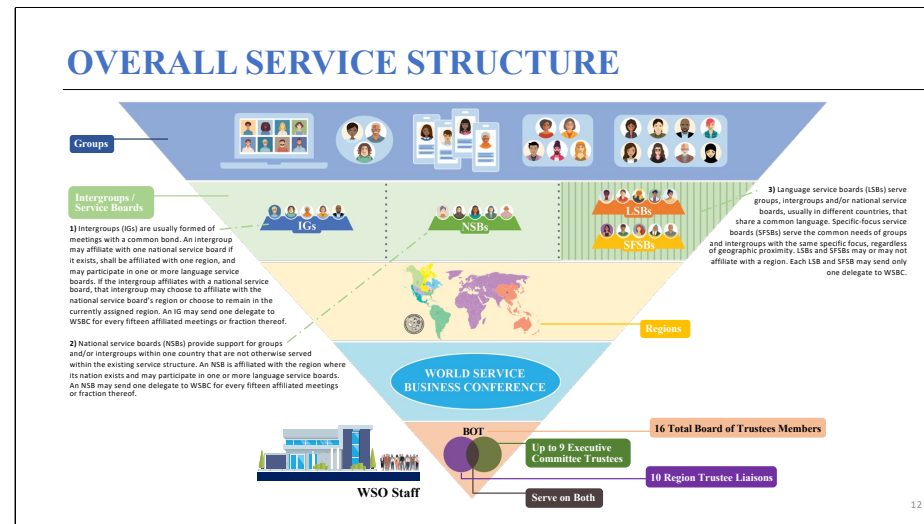
World Service Office

The World Service Office is staffed by employees who handle different aspects of the business of OA.

This is in keeping with Tradition Eight: “Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.”

Some staff at the World Service Office may also be members of the Fellowship. When at work, they are professional workers.

[Go over the job responsibilities of the WSO departments: Executive (which includes Accounting), Digital Communications, Member Services, and Publications.]



Overall Service Structure

This service structure chart shows how the various levels provide support for the level above it.

Individuals form groups.

Groups provide support for individual OA members. Together we get better, and we don't have to do it alone.

Groups form service bodies.

Affiliated groups get support from the following service bodies:

- **Intergroups:** An intergroup may maintain a website, provide meeting lists and contact information, organize recovery events, and provide other services.
- **National Service Boards:** A national service board may provide translated literature and materials, social media, public information, and other services

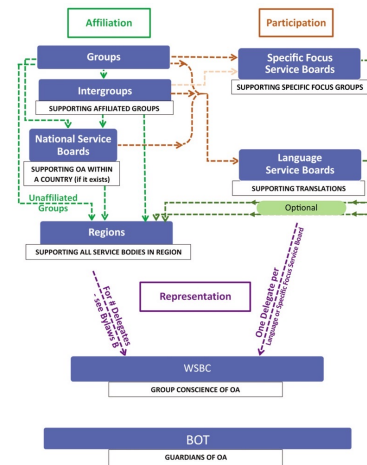
in the local languages and the same types of support as above to all affiliated intergroups and groups of a country.

- **Language Service Boards and Specific Focus Service Boards:** Language service boards and specific-focus service boards may also support groups with specific common needs.
- **Regions** provide support for service boards, intergroups, and unaffiliated groups.

The World Service Business Conference is comprised of delegates from intergroups, service boards, and regions. The trustees are also delegates. WSBC delegates make decisions for the common welfare of OA as a whole.

The Board of Trustees is composed of sixteen trustees. Ten of the trustees act as liaisons between an OA geographic or virtual region and world service. Trustees serving as board officers and up to five additional trustees compose the Executive Committee. Some trustees may serve as both a liaison and on the Executive Committee. The board carries out the decisions of the WSBC.

AFFILIATION AND PARTICIPATION FLOW CHART



Affiliation and Participation Flow Chart

This chart shows how support and information flow to our groups through our service bodies and vice-versa.

The purpose of affiliation is to help us count groups and service bodies for fair representation and to encourage the flow of support and information to all.

The purpose of participation is to facilitate the support and flow of information within groups and service bodies that have a common need.

If a group affiliates with an intergroup, the group will be affiliated with the intergroup's region. If a group affiliates with a national service board, that group will be affiliated with that national service board's region.

Groups that choose not to affiliate with an intergroup or a national service board may choose to affiliate with the geographic region where the group exists 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 specific-focus service board, and region with their permission.

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. If the intergroup affiliates with a national service board, that intergroup may choose to affiliate with the national service board's region or choose to remain in the currently assigned region.

A national service board is affiliated with the

region where their nation exists and may participate in one or more language service boards.

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

A photograph of a person wearing a light-colored jacket and a backpack, standing in a mountainous area. The person's hand is extended forward, palm up. The background shows rugged mountains under a clear sky. The entire image has a blue tint.

TWELVE TRADITIONS OF OA

UNITY: TOGETHER WE CAN DO WHAT WE CANNOT DO ALONE.



Isolated compulsive overeater
and/or isolated group



OA group with other groups

TRUST: OUR LEADERS ARE TRUSTED SERVANTS. THEY DON'T GIVE ORDERS.



"Follow me. Do it my way.
I have all the answers."



"I'm willing to serve. Tell me how I can help."

IDENTITY : THE ONLY MEMBERSHIP REQUIREMENT IS A DESIRE
TO STOP EATING COMPULSIVELY.



"You aren't working the program
the right way—you don't belong."



"You want to stop eating compulsively?
Welcome to OA."

Tradition Four

AUTONOMY : GROUPS CALL THEIR OWN SHOTS—AS LONG AS THEIR ACTIONS
DON'T AFFECT ANY PART OF THE OA FELLOWSHIP.



"If we want to do yoga and sell
recipes at our meetings, we will.
After all, aren't we autonomous?"



"Our group reads OA-approved literature.
Our group sits in a circle."

Tradition Five

PURPOSE: EACH GROUP'S PRIMARY PURPOSE IS TO CARRY THE OA MESSAGE OF RECOVERY.

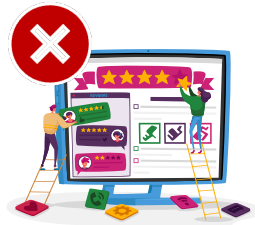


"We have talks about nutrition at our meeting."

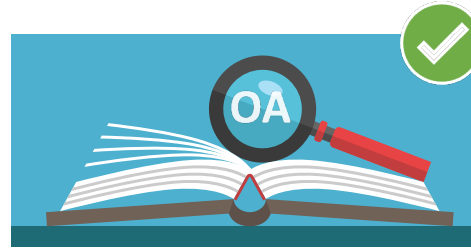


"We share how the Twelve Steps have helped us in recovery."

SOLIDARITY : WE DON'T ENDORSE, FINANCE, OR LEND THE OA NAME TO OTHER ENTERPRISES.



"At our meeting, we recommend XYZ Treatment Center, Dr. Jones' diet, and John Doe's book."



"We only use OA-approved literature, so that we don't vary from OA's message."

RESPONSIBILITY : EVERY OA GROUP OUGHT TO SUPPORT ITSELF.



"Our meeting pays the room rent
and we buy our own coffee.
Aren't we self-supporting?"



"Our group supports the service work of intergroup,
service bodies, region, and world service in addition
to paying our group expenses."

FELLOWSHIP: WE FREELY GIVE WHAT WE HAVE BEEN SO GENEROUSLY GIVEN.



"I'm an authority on the Twelve Steps. It will cost you if you want me to share my knowledge with you."



"I'll be glad to help. It's Twelfth Step work."

STRUCTURE: NO GOVERNING AUTHORITY. THE POWER FLOWS FROM THE GROUPS TO THE SERVICE BODIES.



"We're in charge here, and this is how it will be done."



"Our service body is here to carry out the will of those we serve."

NEUTRALITY: THE CONTINUATION AND GROWTH OF OA ARE OUR PRIMARY AIMS.



"Let's lobby congress.
We want sugar banned."



"We have only one message.
Let's not enter into public debate."

ANONYMITY : NO SENSATIONAL ADVERTISING; THE PROGRAM IS THE ATTRACTION.



"My name is Gorgeous Gloria Smith.
I lost 500 pounds in OA and so can
you, with my help."



"I'm Mary and I'm a member of OA.
The program works if you work it."

SPIRITUALITY : PLACE PRINCIPLES BEFORE PERSONALITIES.



"I'm Jane Jones, famous, wealthy, and educated. I'm a much better person than you are, so follow me."



"I'm Jane and I'm a compulsive overeater."



TWELVE CONCEPTS OF OA SERVICE

Concept One

UNITY:
THE ULTIMATE RESPONSIBILITY AND AUTHORITY FOR
OA WORLD SERVICES RESIDE IN THE COLLECTIVE
CONSCIENCE OF OUR WHOLE FELLOWSHIP.



The Fellowship of Overeaters Anonymous is founded on the belief that “God as we understand Him” is expressed in the decisions made by the representative group conscience of our membership as a whole. Voting members unite through delegated participation at the group, intergroup, national/language/specific-focus service board, region, and world service levels; and in accordance with their conscience and in keeping with the Twelve Traditions, member delegates make the decisions they believe are best for Overeaters Anonymous as a whole.

28

Spiritual Principle: Unity

The Fellowship of Overeaters Anonymous works on the principle that a Power greater than ourselves is expressed in the decisions made by the representative group conscience of our membership as a whole. Members unite by participating in discussion and voting at the group, intergroup, service board, region, and world service levels. They vote for what they believe is best for Overeaters Anonymous as a whole. Once a group conscience is taken, the membership unites in support of the decision, in keeping with the Twelve Traditions.

Concept Two

CONSCIENCE:

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.



Representational democracy is the best method for serving OA. Representatives from intergroups and national/language/specific-focus service boards worldwide, region chairs, and members of the Board of Trustees set policy and guide world services.

29

Spiritual Principle: Conscience

Representational democracy has been found to be the best method for serving OA. Delegates from intergroups and service boards worldwide, region chairs, and members of the Board of Trustees set policies that guide world services.

Concept Three

TRUST:

THE RIGHT OF DECISION, BASED ON TRUST, MAKES EFFECTIVE LEADERSHIP POSSIBLE.

An illustration showing three people of different heights and colors (purple, blue, and red) climbing a set of three purple rectangular blocks of increasing height. They are holding hands and helping each other up. To the left of the blocks is a potted plant with large green leaves. The background is a light pinkish-purple gradient.

The Third Concept gives OA groups the right to bestow upon a trusted individual or group the authority to make decisions on behalf of the group when needed. Working within their job descriptions, trusted servants have the right to decide how to do their jobs. We trust them to act and lead responsibly. Recovery from compulsive overeating first helps us learn to trust ourselves and later to trust others. OA members who are placed in these decision-making positions are generally members who have served in other roles; thus, the selecting body trusts that, based on past performance, these members will make the best choices for the group as a whole.

30

Spiritual Principle: Trust

OA groups have the right to give a trusted individual or group the authority to make decisions on behalf of the group when needed. We trust them to act and lead responsibly. Recovery from compulsive overeating enables us to trust ourselves and later to trust others. OA members who are placed in decision-making positions are generally members who have served in other roles; thus, the selecting body trusts that, based on past performance, these members will make the best choices for the group as a whole.

Concept Four

EQUALITY:

THE RIGHT OF PARTICIPATION ENSURES EQUALITY OF OPPORTUNITY FOR ALL IN THE DECISION-MAKING PROCESS.



Every OA member has the right and responsibility to participate in the decision-making process (group conscience) at business meetings of Overeaters Anonymous. This participation may be direct, via discussion and voting at the local level; or it may be indirect, via entrusting an elected delegate or trustee to participate in other service body meetings, such as intergroup or national/language/specific-focus service board meetings, region assemblies, the World Service Business Conference and meetings of the Board of Trustees. This direct and delegated participation ensures the democratic foundation of Overeaters Anonymous.

31

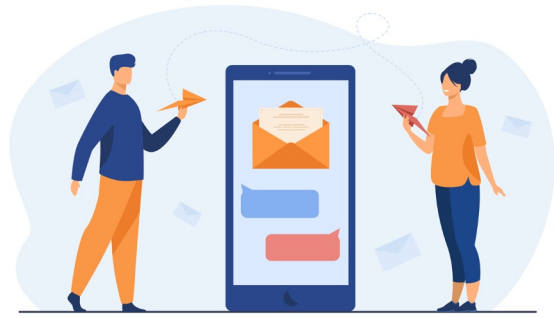
Spiritual Principle: Equality

Every OA member has the right and responsibility to participate in the decision-making process (group conscience) at business meetings of Overeaters Anonymous. This participation may be direct through discussion and voting at the local level; or it may be indirect by entrusting elected representatives to participate in other service body meetings, such as intergroup or service board meetings, region assemblies, the World Service Business Conference, and meetings of the Board of Trustees. This direct and delegated participation ensures the democratic foundation of Overeaters Anonymous.

Concept Five

CONSIDERATION:

INDIVIDUALS HAVE THE RIGHT OF APPEAL AND PETITION IN ORDER TO ASSURE THAT THEIR OPINIONS AND PERSONAL GRIEVANCES WILL BE CAREFULLY CONSIDERED.



As trusted servants, we sometimes, despite our best efforts, make decisions that other OA members believe may conflict with our Twelve Traditions and Concepts. When this happens, members have the right to appeal the decision. The best method of appeal is to write a detailed account of the concern and present it to the appropriate service body for reconsideration.

32

Spiritual Principle: Consideration

As trusted servants, we sometimes, despite our best efforts, make decisions that other OA members believe may conflict with our Twelve Traditions and Concepts. When this happens, members have the right to appeal the decision. The best method of appeal is to write a detailed account of the concern and present it to the appropriate service body for reconsideration.

RESPONSIBILITY:

THE WORLD SERVICE BUSINESS CONFERENCE HAS ENTRUSTED THE BOARD OF TRUSTEES WITH THE PRIMARY RESPONSIBILITY FOR THE ADMINISTRATION OF OVEREATERS ANONYMOUS.



Trustees answer directly to the World Service Business Conference delegates and are responsible for carrying out the directives they receive from that service body. This is to ensure that business flows smoothly and that issues are addressed in a timely manner. Delegates understand that a smaller group able to meet frequently is the most effective way to oversee world services.

33

Spiritual Principle: Responsibility

Trustees answer directly to the World Service Business Conference delegates and are responsible for carrying out the directives received. This ensures that business flows smoothly and that issues are addressed in a timely manner. Delegates understand that a smaller group, able to meet frequently, is a more effective way to oversee world services.

Concept Seven

BALANCE:

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.



Subpart A governs the organization of the World Service Office and describes the responsibilities of the sixteen members of the Board of Trustees as directors of a nonprofit corporation.

Subpart B, which is approved by the World Service Business Conference (WSBC), defines OA membership, the basic structure of OA service bodies, and specific procedures relating to the functioning of the Fellowship.

The bylaws in Subpart B can only be changed through the group conscience process at the WSBC.

Because OA is committed to the group conscience process, the Board of Trustees willingly accepts the responsibility to carry out the decisions made by the WSBC, and the delegates of the WSBC willingly place their trust in the Board of Trustees to do so.

Spiritual Principle: Balance

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Concept Eight

DELEGATE:

THE BOARD OF TRUSTEES HAS DELEGATED TO ITS EXECUTIVE COMMITTEE THE RESPONSIBILITY TO ADMINISTER THE WORLD SERVICE OFFICE.



The authority to oversee administrative issues, such as managing finances, pricing goods, and managing human resources, is delegated to the Executive Committee, a subgroup of the Board of Trustees

The day-to-day management of the World Service Office is assigned to a skilled and experienced professional—the managing director. The managing director does not vote on matters before the Board of Trustees.

Employees of Overeaters Anonymous (“special workers”), including the managing director, are not required to be members of the Fellowship, but they must be well-versed on the principles of the OA program. The trustees advise the managing director on projects, and the managing director organizes the management and staffing of the World Service Office to accomplish those projects.

The World Service Office staff refers issues related to personal recovery, Traditions questions, or group problems to the appropriate trustee.

35

Spiritual Principle: Delegation

The authority to oversee administrative issues, such as managing finances, pricing goods, and managing human resources, is delegated to the Executive Committee, a subgroup of the Board of Trustees.

The day-to-day management of the World Service Office is assigned to a skilled and experienced professional—the managing director. The Executive Committee advises the managing director on projects, and the managing director organizes the management and staffing of the World Service Office to accomplish those projects.

Concept Nine

ABILITY:

ABLE, TRUSTED SERVANTS, TOGETHER WITH SOUND AND APPROPRIATE METHODS OF CHOOSING THEM, ARE INDISPENSABLE FOR EFFECTIVE FUNCTIONING AT ALL SERVICE LEVELS.



To avoid conflict, it is suggested that service body bylaws and policies include defining the abilities, past service, and abstinence requirements for trusted servants to be considered for particular positions.

36

Spiritual Principle: Ability

It is suggested that service body bylaws and policies define the qualifications, including past service and abstinence requirements, for members to be considered for service positions.

Concept Ten

CLARITY:

SERVICE RESPONSIBILITY IS BALANCED BY CAREFULLY DEFINED SERVICE AUTHORITY; THEREFORE, DUPLICATION OF EFFORTS IS AVOIDED.



Clearly defined job responsibilities ensure that necessary tasks are accomplished and that conflicts related to specific duties are avoided. This helps groups avoid problems arising from misunderstood job responsibilities and multiple people doing the same or similar tasks.

37


Spiritual Principle: Clarity

Clearly defined job responsibilities ensure that necessary tasks are accomplished and that conflicts related to specific duties are avoided. This helps groups avoid problems that arise from misunderstood job responsibilities and multiple people who do the same or similar tasks.

Concept Eleven

HUMILITY:

TRUSTEE ADMINISTRATION OF THE WORLD SERVICE OFFICE SHOULD ALWAYS BE ASSISTED BY THE BEST STANDING COMMITTEES, EXECUTIVES, STAFFS, AND CONSULTANTS.

An illustration showing two hands in business suits. One hand is pointing at a laptop screen displaying a line graph and a table. The other hand is holding a yellow pen over a document with a pie chart. There are also other documents and a calculator visible.

Concept Eleven acknowledges that our service work may require assistance from people outside OA who have professional skills and talents not available within our groups. For example, the controller must have a background in finance, accounting, and management. Service bodies employ a trained professional to audit their financial records and file tax returns. The types and duties of standing committees are specified in the Overeaters Anonymous Bylaws, Subpart B. Ad hoc, or task-specific, committees are formed at the discretion of the chair of the Board of Trustees.

38

Spiritual Principle: Humility

Although Concept Eleven refers specifically to trustee administration of the World Service Office, service work at all levels may require assistance from people outside OA who have professional skills and talents not available within our groups. For example, the controller must have a background in finance, accounting, and management.

Some service bodies employ a trained professional to audit their financial records and file tax returns. The types and duties of standing committees are specified in the service body's bylaws. Ad hoc, or task-specific, committees are formed at the discretion of the chair of the service body.

GUIDELINES:

THE SPIRITUAL FOUNDATION FOR OA SERVICE ENSURES . . .



SELFLESSNESS

(a) *No OA committee or service body shall ever become the seat of perilous wealth or power.*

OA service bodies are formed to provide services to groups. Term limits help avoid power struggles through planned and regular rotation of trusted servants.

REALISM

(b) *Sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle.*

Financial prudence is especially necessary in a Fellowship that imposes no mandatory dues or fees upon its members.

REPRESENTATION

(c) *No OA member shall ever be placed in a position of unqualified authority.*

No one is "in charge" of Overeaters Anonymous. Members of the Fellowship need to understand and agree that there is but one authority: a loving God as He may express Himself in our group conscience.

39

Spiritual Principle: Guidelines

a) Spiritual Principle: Selflessness

No OA committee or service body shall ever become the seat of perilous wealth or power.

OA service bodies are formed to provide services to groups. Term limits help avoid power struggles through planned and regular rotation of trusted servants.

b) Spiritual Principle: Realism

Sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle.

Financial prudence is especially necessary in a Fellowship that imposes no mandatory dues or fees for membership.

c) Spiritual Principle: Representation

No OA member shall ever be placed in a position of unqualified authority.

No one is "in charge" of Overeaters Anonymous. Members of the Fellowship need to understand and agree that there is but one authority: a Higher Power as expressed in our group conscience.

Concept Twelve

GUIDELINES:

THE SPIRITUAL FOUNDATION FOR OA SERVICE ENSURES . . .

DIALOGUE

(d) *All important decisions shall be reached by discussion, vote and, whenever possible, by substantial unanimity.*
Important decisions in Overeaters Anonymous are based on discussion and debate. OA groups are best served when they diligently listen to the minority and do not decide on matters by a close vote.

COMPASSION

(e) *No service action shall ever be personally punitive or an incitement to public controversy.*
Sometimes a member may act inappropriately or be unable to fulfill the duties of an elected service position. As a Fellowship and individually, we make every attempt to act with compassion.

RESPECT

(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.*
Service bodies are composed of OA members who serve the groups they represent.

Spiritual Principle: Guidelines

d) Spiritual Principle: Dialogue

All important decisions shall be reached by discussion, vote and whenever possible, by substantial unanimity.

Important decisions in Overeaters Anonymous are based on discussion and debate. OA groups are best served when they listen to the minority. We have found that decisions made by a close vote are often brought back for further discussion.

e) Spiritual Principle: Compassion

No service action shall ever be personally punitive or an incitement to public controversy.

Sometimes a member may act inappropriately or be unable


to fulfill the duties of an elected service position. As a Fellowship and individually, we make every attempt to act with compassion. We try always to think through the consequences of our actions and how they might affect OA as a whole.

f) Spiritual Principle: Respect

No OA service committee or service board shall ever perform any acts of government, and each shall always remain democratic in thought and action.

Service bodies are composed of representatives from participating OA groups. Decisions are made through discussion and vote.

OA Preamble



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.

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41

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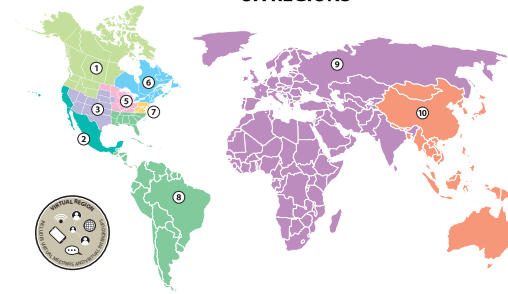
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REGION DISTRIBUTION

OA REGIONS



- Region 1** shall be the Pacific Northwest region composed of Alaska, Idaho, Montana, Oregon, Washington, Wyoming, Alberta, British Columbia, Manitoba, Northwest Territories, Nunavut, Saskatchewan, and Yukon.
- Region 2** shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.
- Region 3** shall be the Southwest Region composed of Arizona, Colorado, Central and West Iowa, Kansas, Nebraska, Nevada, New Mexico, Oklahoma, South Dakota, Texas, and Utah.
- Region 4** was dissolved/dissanded in July 2024 and ratified at World Service Business Conference 2025.
- Region 5** shall be the Central Region composed of East Iowa, Illinois, Indiana, Kentucky, Michigan, Minnesota, Missouri (except the Greater Ozarks Intergroup), North Dakota, Ohio, and Wisconsin.
- Region 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.
- Region 7** shall be the Eastern Region composed of Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.
- Region 8** shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, the Greater Ozarks Intergroup, the US Virgin Islands, the Caribbean Islands, Central America, and South America.
- Region 9** shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia, including all of Russia.
- Region 10** shall be composed of countries and territories in Australia, East Asia, New Zealand, Southeast Asia, and the Western Pacific Basin.
- Virtual Region** is nongeographic and is primarily composed of virtual groups and virtual intergroups.

OVERALL SERVICE STRUCTURE



This service structure chart shows how the various levels provide support for the level above it.

Individuals form groups.

Groups provide support for individual OA members. Together we get better, and we don't have to do it alone.

Groups form service bodies.

Affiliated groups get support from the following service bodies:

- Intergroups: An intergroup may maintain a website, provide meeting lists and contact information, organize recovery events, and provide other services.
- National Service Boards: A national service board may provide translated literature and materials, social media, public information, and other services in the local languages and the same types of support as above to all affiliated intergroups and groups of a country.
- Language Service Boards (e.g., Spanish, German) and Specific Focus Service Boards (e.g., men, 100-pounders, LGBTQ+): Language service boards and specific-focus service boards may also support groups with specific common needs.
- Regions provide support for all types of service boards (if LSbs and SFSBs choose to affiliate with the region).

The World Service Business Conference is comprised of delegates from intergroups, service boards, and regions. The trustees are also delegates. WSBC delegates make decisions for the common welfare of OA as a whole.

The Board of Trustees is composed of sixteen trustees. Ten of the trustees act as liaisons between an OA geographic or virtual region and world service. Trustees serving as board officers and up to five additional trustees compose the Executive Committee. Some trustees may serve as both a liaison and on the Executive Committee. The board carries out the decisions of the WSBC.

AFFILIATION AND PARTICIPATION FLOW CHART

This chart shows how support and information flow to our groups through our service bodies and vice versa.

The purpose of affiliation is to help us count groups and service bodies for fair representation and to encourage the flow of support and information to all.

The purpose of participation is to facilitate the support and flow of information within groups and service bodies that have a common need.

If a group affiliates with an intergroup, the group will be affiliated with the intergroup's region. If a group affiliates with a national service board, that group will be affiliated with that national service board's region.

Groups that choose not to affiliate with an intergroup or a national service board may choose to affiliate with the geographic region where the group exists 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 specific-focus service board, and region with their permission.

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.

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

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

