

WHAT IS OA?

INDIVIDUALS

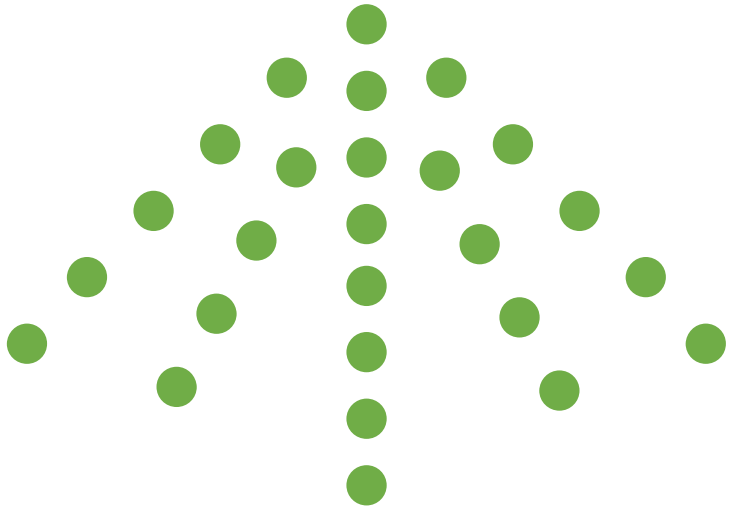


Tradition Three:

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

PRIVATE SECTOR

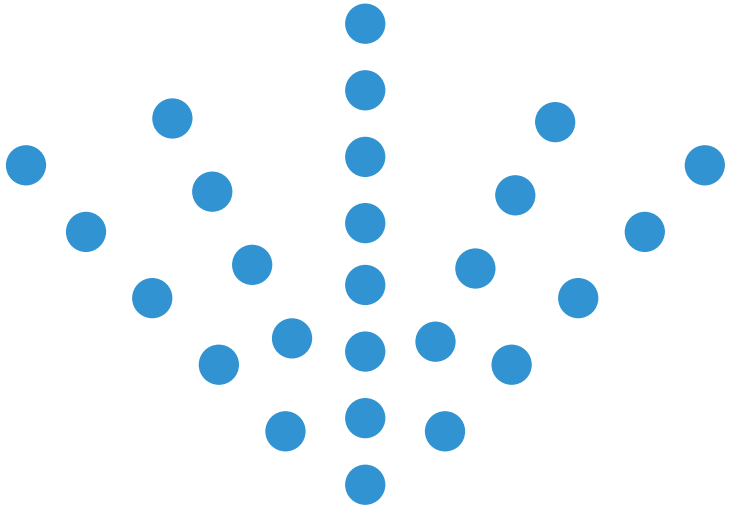
BOARD OF TRUSTEES



Individuals

OA

INDIVIDUALS



Board of Trustees

Tradition Nine:

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



GROUPS

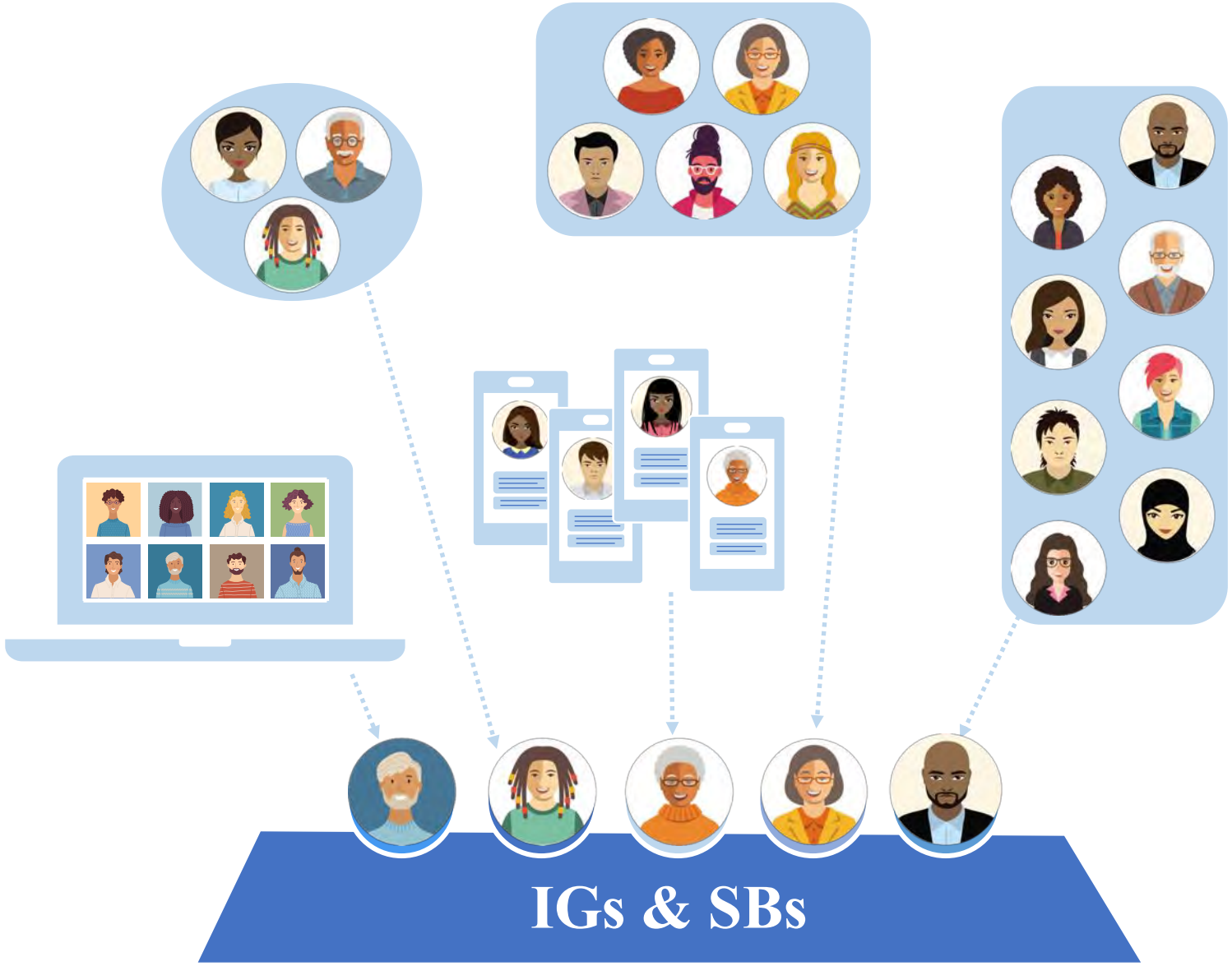
Tradition Five:

Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.

INTERGROUPS (IGs) AND SERVICE BODIES (SBs)

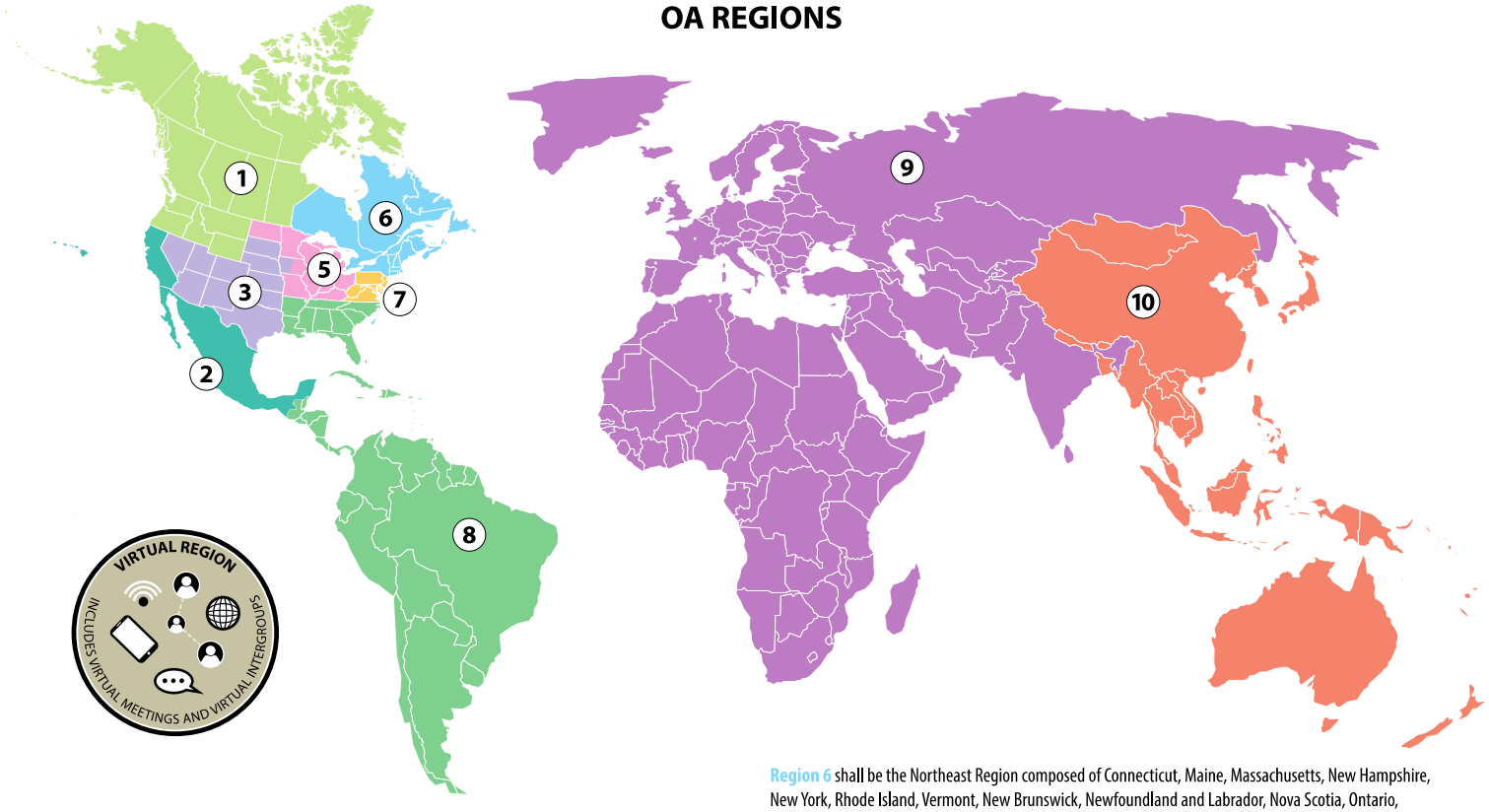
Tradition One:
Our common welfare should come first; personal recovery depends upon OA unity.

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



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/disbanded 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.

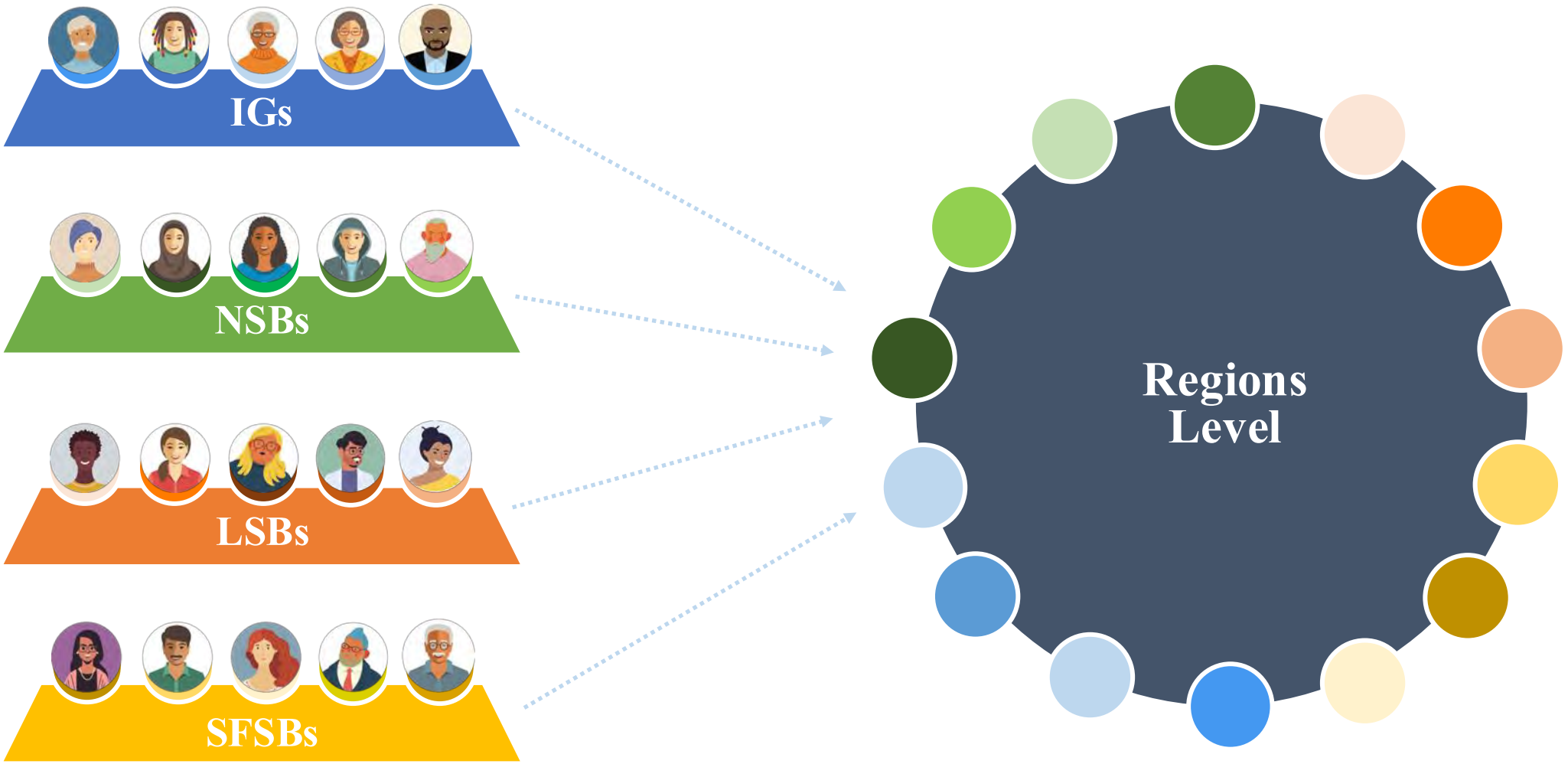
Region 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia, including all of Russia.

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.

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REGIONS

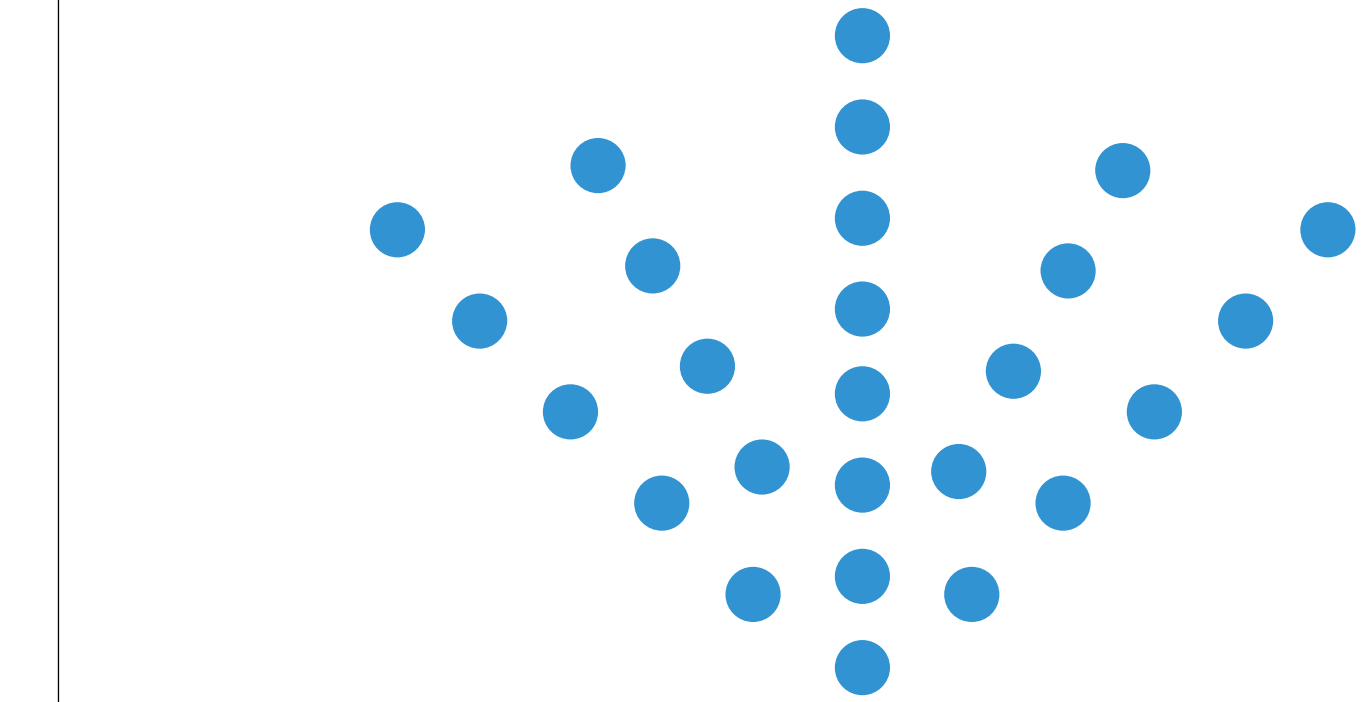


WORLD SERVICE BUSINESS CONFERENCE



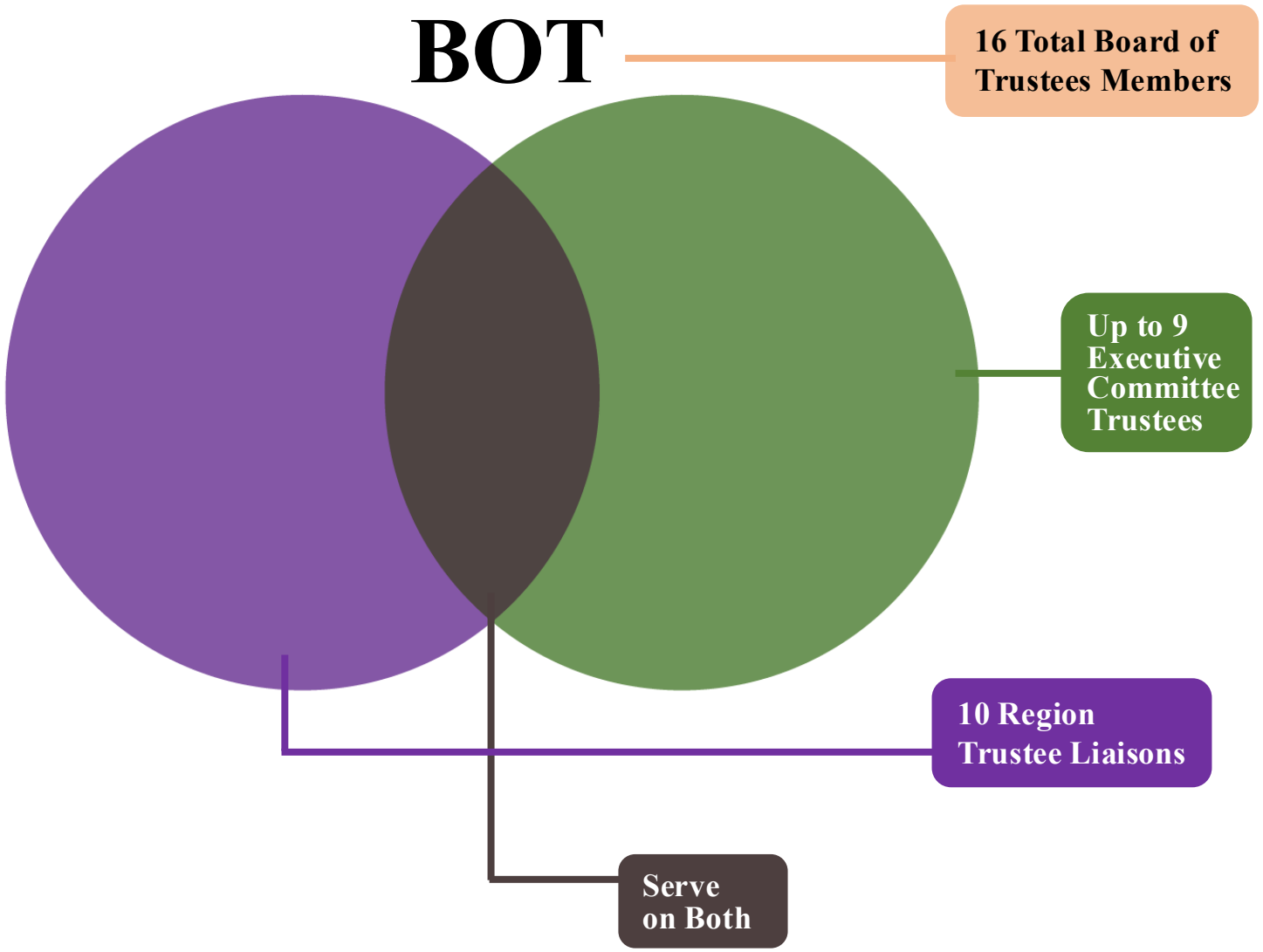
OA POLICIES

INDIVIDUALS



Board of Trustees

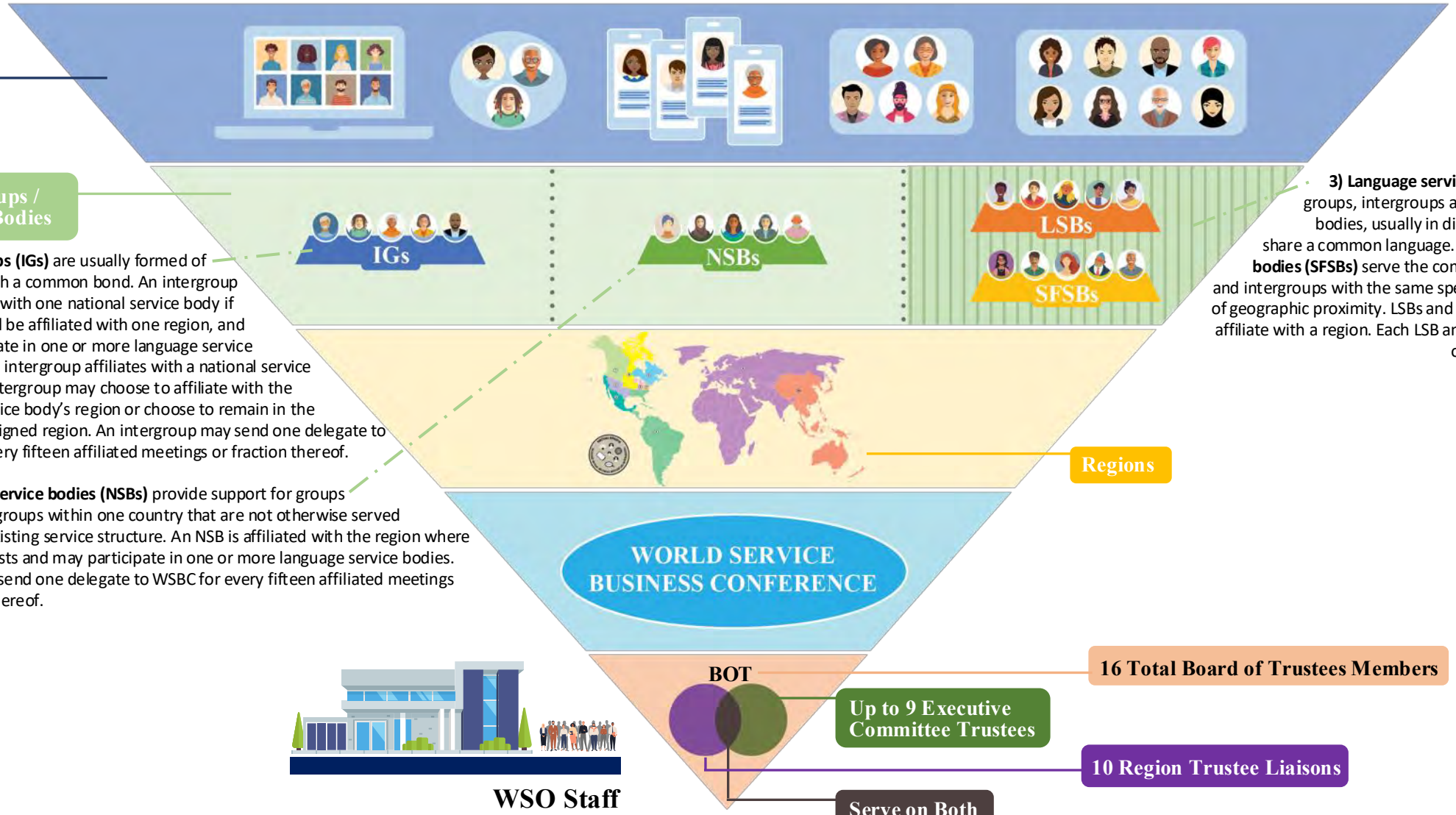
BOARD OF TRUSTEES



WORLD SERVICE OFFICE



OVERALL SERVICE STRUCTURE

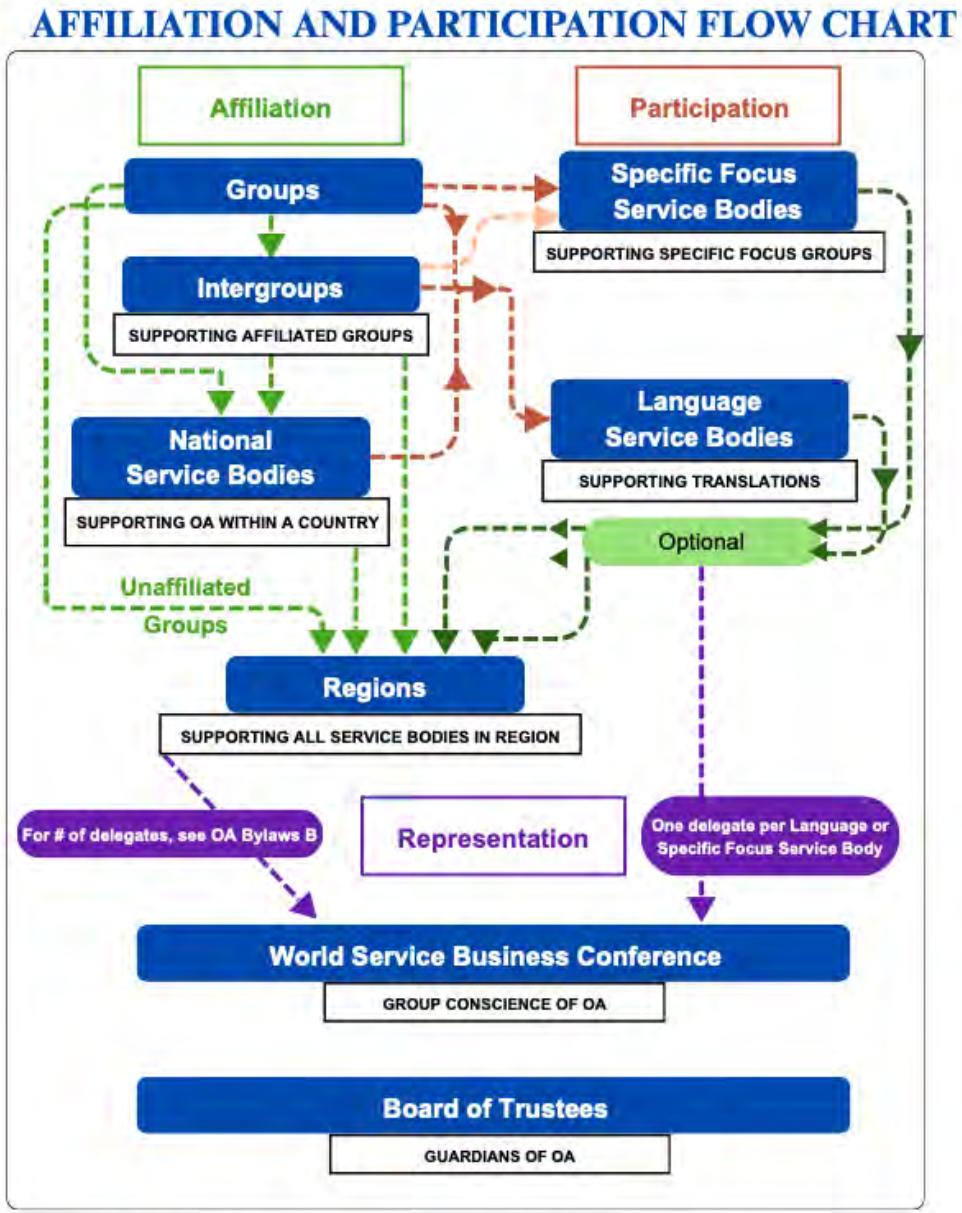


1) Intergroups (IGs) are usually formed of meetings with a common bond. An intergroup may affiliate with one national service body if it exists, shall be affiliated with one region, and may participate in one or more language service bodies. If the intergroup affiliates with a national service body, that intergroup may choose to affiliate with the national service body's region or choose to remain in the currently assigned region. An intergroup may send one delegate to WSBC for every fifteen affiliated meetings or fraction thereof.

2) National service bodies (NSBs) provide support for groups and/or intergroups within one country that are not otherwise served within the existing service structure. An NSB is affiliated with the region where its nation exists and may participate in one or more language service bodies. An NSB may send one delegate to WSBC for every fifteen affiliated meetings or fraction thereof.

3) Language service bodies (LSBs) serve groups, intergroups and/or national service bodies, usually in different countries, that share a common language. **Specific-focus service bodies (SFSBs)** serve the common needs of groups and intergroups with the same specific focus, regardless of geographic proximity. LSBs and SFSBs may or may not affiliate with a region. Each LSB and SFSB may send only one delegate to WSBC.

AFFILIATION AND PARTICIPATION FLOW CHART



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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."

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



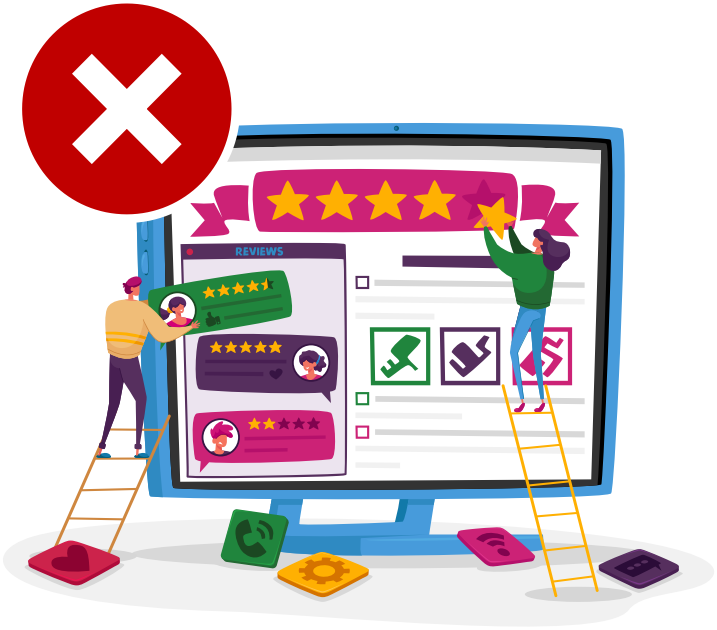
"We have talks about nutrition at our meeting."



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

Tradition Six

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."

Tradition Nine

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."

Tradition Eleven

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 body, 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.

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 bodies worldwide, region chairs, and members of the Board of Trustees set policy and guide world services.

Concept Three

TRUST:

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



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.

Concept Four

EQUALITY:

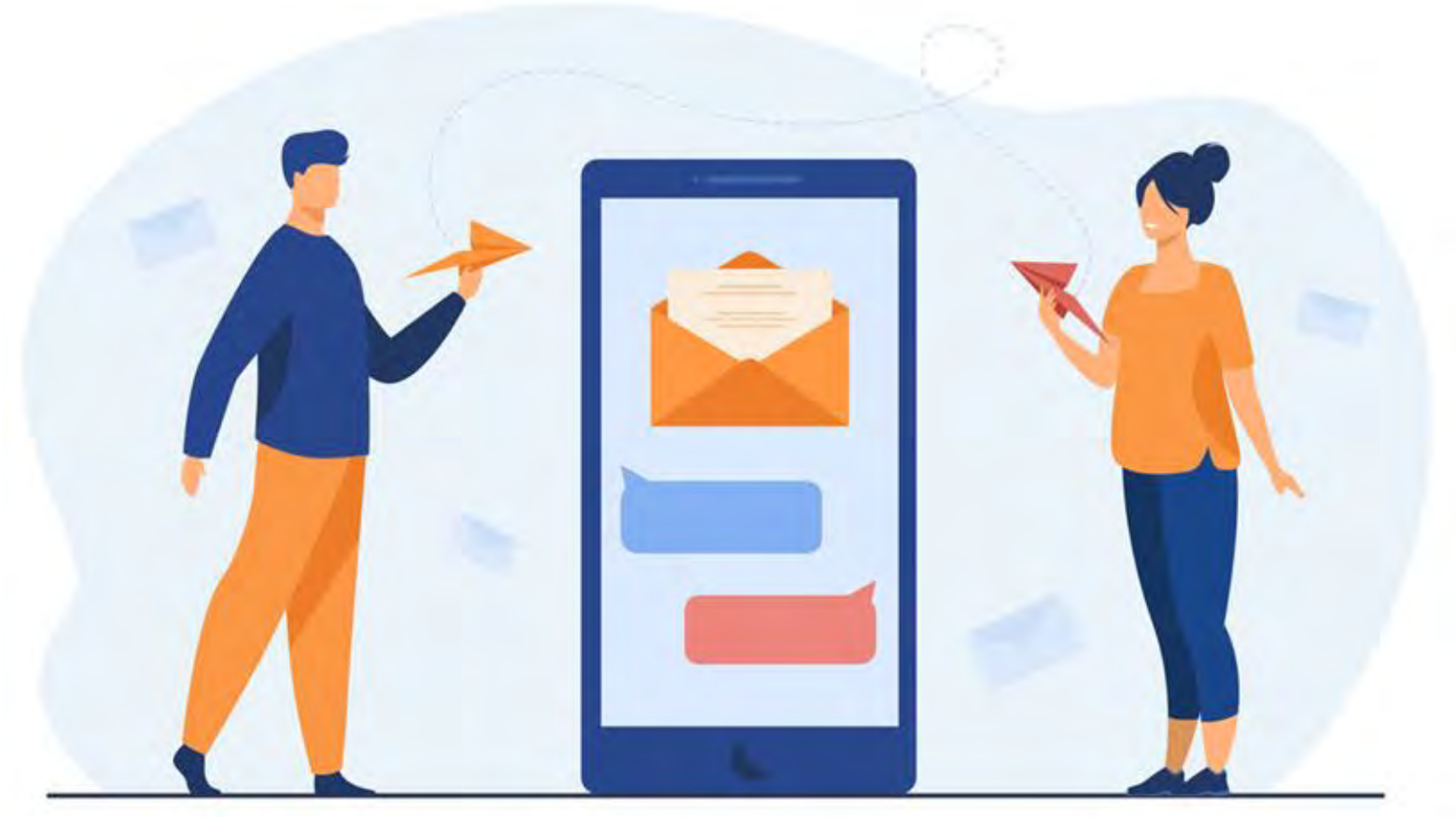
THE RIGHT OF PARTICIPATION ENSURES EQUALITY OF OPPORTUNITY FOR ALL IN THE DECISION-MAKING PROCESS.



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 body 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.

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.

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.

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.

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.

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.

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.

Concept Eleven

HUMILITY:

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



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.

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.

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.

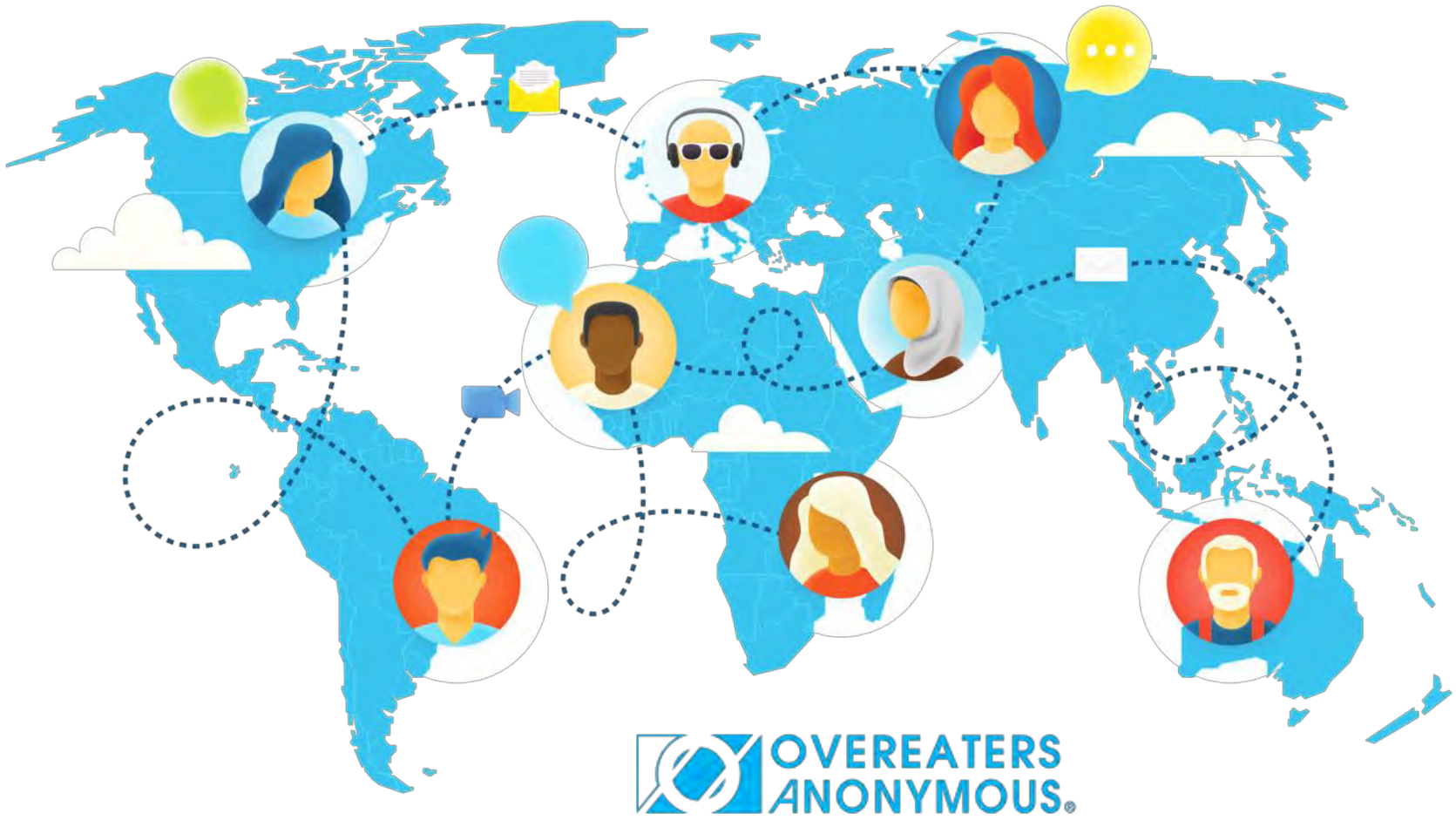
Sometimes a member may act inappropriately or be unable to fulfill the duties of an elected service position. As a Fellowship and individually, we make every attempt to act with compassion.

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.

OA Preamble



Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength, and hope, are recovering from compulsive eating.

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.

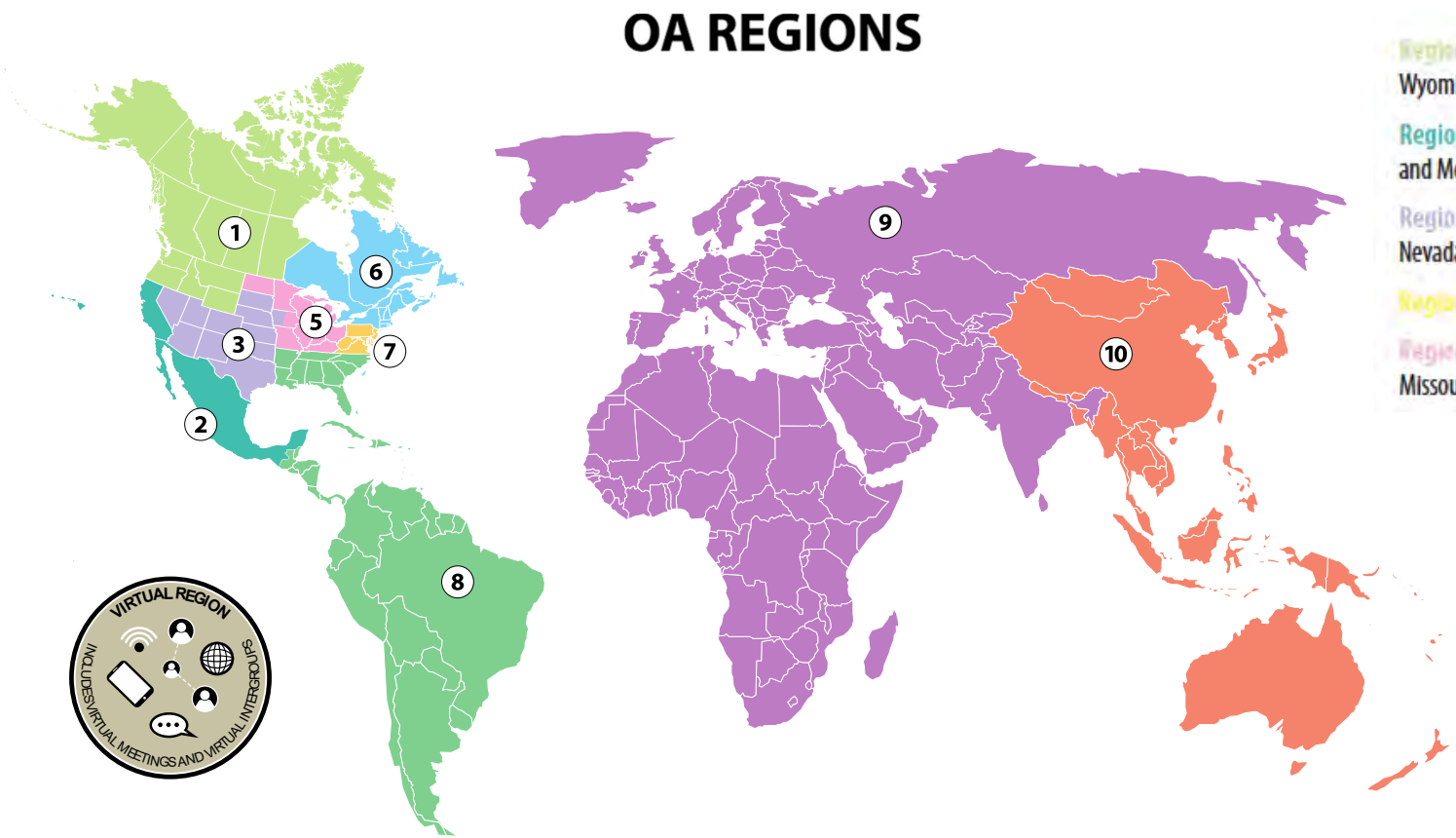
Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

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APPENDIX



REGION DISTRIBUTION



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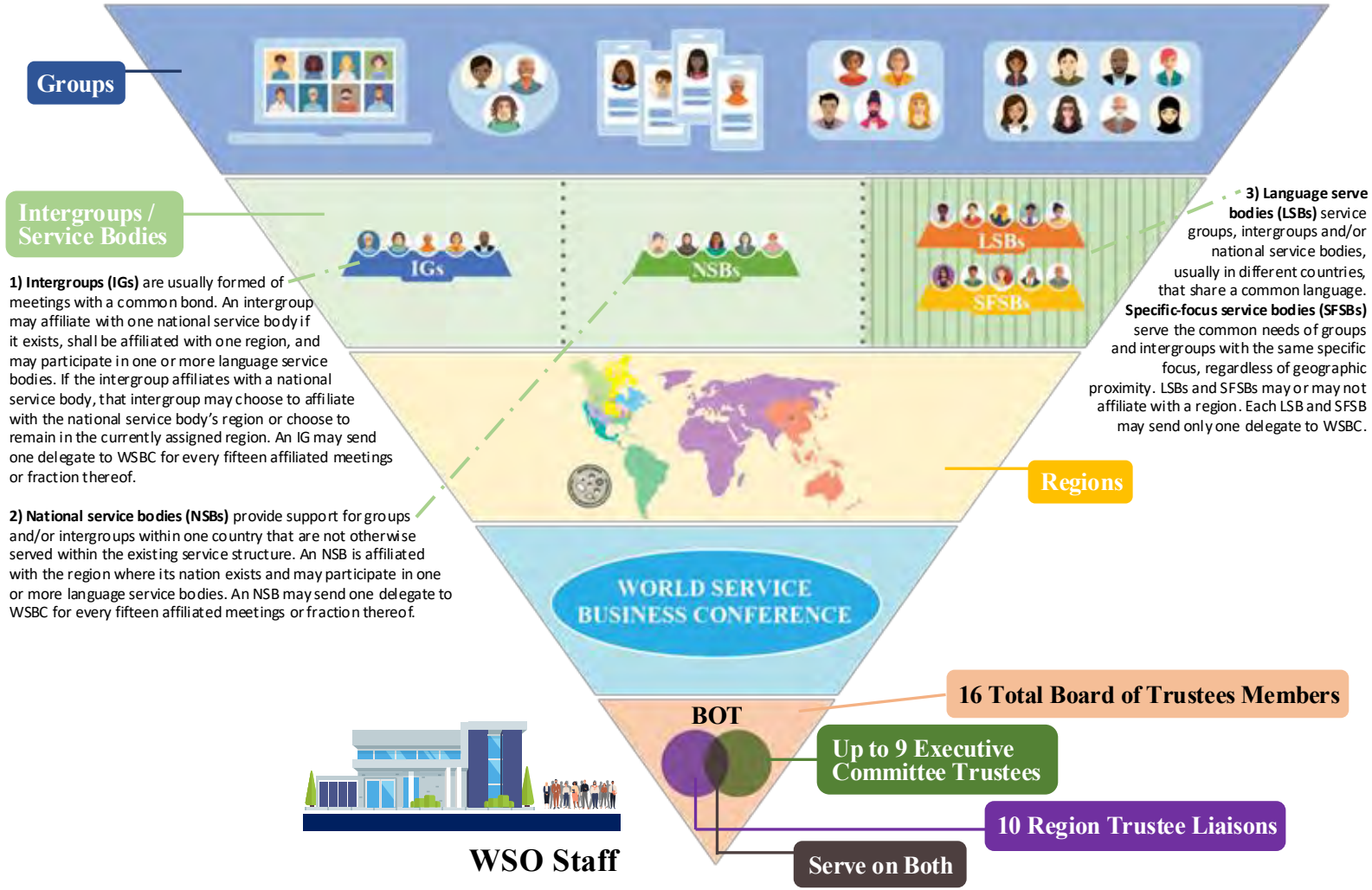
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OVERALL SERVICE STRUCTURE



1) Intergroups (IGs) are usually formed of meetings with a common bond. An intergroup may affiliate with one national service body if it exists, shall be affiliated with one region, and may participate in one or more language service bodies. If the intergroup affiliates with a national service body, that intergroup may choose to affiliate with the national service body's region or choose to remain in the currently assigned region. An IG may send one delegate to WSBC for every fifteen affiliated meetings or fraction thereof.

2) National service bodies (NSBs) provide support for groups and/or intergroups within one country that are not otherwise served within the existing service structure. An NSB is affiliated with the region where its nation exists and may participate in one or more language service bodies. An NSB may send one delegate to WSBC for every fifteen affiliated meetings or fraction thereof.

3) Language serve bodies (LSBs) service groups, intergroups and/or national service bodies, usually in different countries, that share a common language. **Specific-focus service bodies (SFSBs)** serve the common needs of groups and intergroups with the same specific focus, regardless of geographic proximity. LSBs and SFSBs may or may not affiliate with a region. Each LSB and SFSB may send only one delegate to WSBC.

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 Bodies: A national service body 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 Bodies (e.g., Spanish, German) and Specific Focus Service Bodies (e.g.. men, 100-pounders, LGBTQ+): Language service bodies and specific-focus service bodies may also support groups with specific common needs.
- Regions provide support for all types of service bodies (if LSBs and SFSBs choose to affiliate with the region).

The World Service Business Conference is comprised of delegates from intergroups, service bodies, 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.

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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 body, that group will be affiliated with that national service body's region.

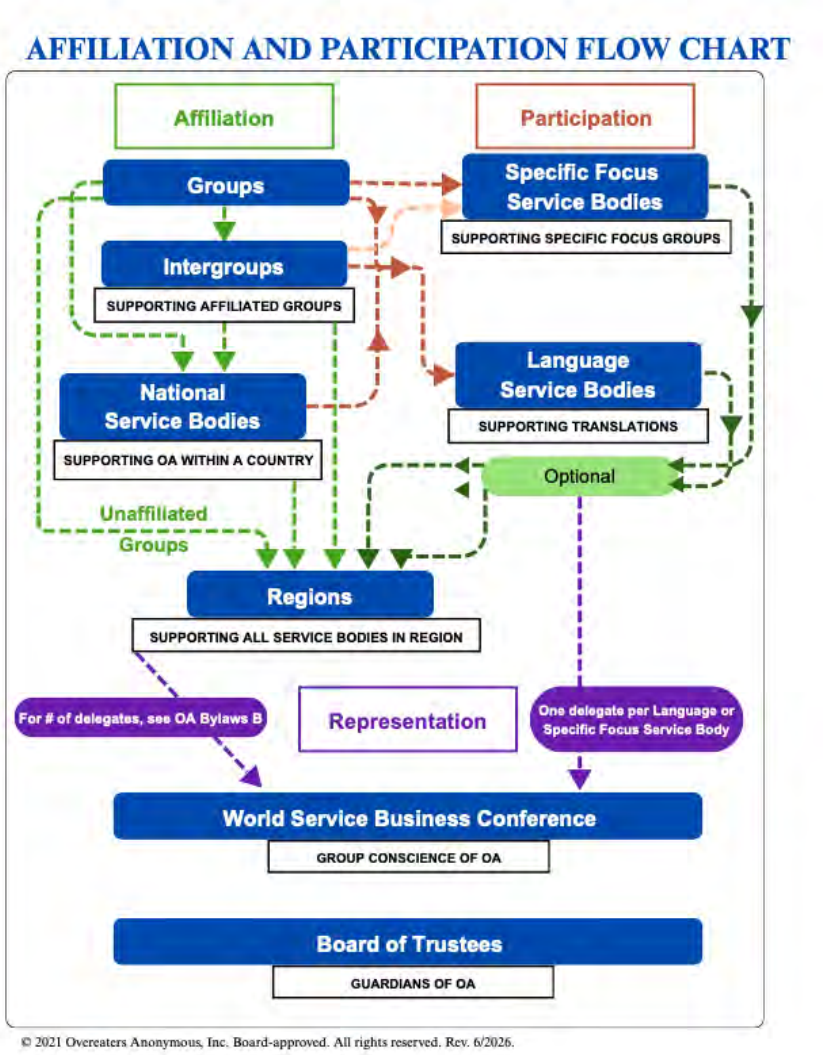
Groups that choose not to affiliate with an intergroup or a national service body may choose to affiliate with the geographic region where the group exists or the Virtual Region.

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

An intergroup may affiliate with one national service body if it exists, shall be affiliated with one region, and may participate in one or more language service bodies.

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

A language service body or specific-focus service body may affiliate with one region. When the language or specific-focus service body spans more than one region, it may choose which region to affiliate with. Should a language or specific-focus service body 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 body. The groups, service bodies, and groups acting as service bodies that participate in a language or specific-focus service body retain their original affiliation.



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