

World Service Business Conference 2025 Final Conference Report



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World Service Board of Trustees 2025-2026

Trustee	Positions	Committee Assignments (chair)
<i>Beverly M.</i>	Region One Trustee Liaison Treasurer	Delegate Support Fund
<i>BJ J.</i>	Trustee	Board-Approved Literature Conference Planning
<i>Blair P.</i>	Region Six Trustee Liaison	Young Adults
<i>Bob F.</i>	Trustee	
<i>Bob L.</i>	Chair of the Board	
<i>Cindy C.</i>	Region Three Trustee Liaison	Conference-Approved Literature Literature Review
<i>Cyndy L.</i>	Trustee Second Vice Chair	Board Reference Manual Review Bylaws Website Review
<i>Emilia I.</i>	Region Nine Trustee Liaison	Living Abstintently Ad Hoc Unaffiliated Service Boards
<i>Gary D.</i>	Virtual Region Trustee Liaison	Convention 2025 Public Awareness/Professional Tradeshows Public Information/Professional Outreach
<i>Juliette R.</i>	Region Five Trustee Liaison	Twelfth Step Within
<i>Karen C.*</i>	Trustee	
<i>Laurie O.</i>	Region Eight Trustee Liaison	Internal Information
<i>Meg M.</i>	Trustee First Vice chair	E-Commerce Ad Hoc Materials Approval Region Chairs Strategic Planning
<i>Mike K.</i>	Region Two Trustee Liaison	
<i>Preston F.</i>	Trustee	Unity with Diversity
<i>Susan M.</i>	Region Ten Trustee Liaison	International Publications/ Translations

*Appointed in June 2025 to serve until World Service Business Conference 2026.

World Service Delegate Cochairs 2025-2026

Conference Committee	Delegate Cochair
<i>Bylaws</i>	Diane D.
<i>Conference-Approved Literature</i>	Melanie B.
<i>Public Information/Professional Outreach</i>	Beth M.
<i>Region Chairs</i>	Loudovika P.
<i>Twelfth Step Within</i>	Debby L.
<i>Unity with Diversity</i>	Beverly C. Amodini K.
<i>Young Adults</i>	Robbie T.

World Service Business Meetings Minutes

General Business Meetings Overeaters Anonymous, Inc. 64th Annual World Service Business Conference May 6-10, 2025

Electronic Meetings

Tuesday, May 6, 2025 – Business Meeting I

Chair Meg M. called the 64th Annual World Service Business Conference to order at 10:00 a.m. Natasha P., Region Nine, led the Serenity Prayer in Gujarati and in English. **CALL TO ORDER**

Christine S., Region One, read the Twelve Steps of Overeaters Anonymous; Deborah M., Region Two, read the Twelve Traditions of Overeaters Anonymous; Barbara C., Region Eight, read the Twelve Concepts of OA Service. **READINGS**

The chair welcomed all attendees to the Conference. **WELCOME**

The chair announced the Conference theme: To Carry the Message is Our Primary Purpose. **CONFERENCE THEME**

The chair introduced Conference Planning Chair Emilia I. **CONFERENCE PLANNING CHAIR INTRODUCTION**

The chair introduced the Board of Trustees: Region One Trustee Liaison Beverly M., Region Two Trustee Liaison Michael K., Region Three Trustee Liaison Cindy C., Region Five Trustee Liaison and 1st Vice Chair Barb K., Region Six Trustee Liaison Bob F., Region Seven Trustee Liaison and Treasurer Bob L., Region Eight Trustee Liaison Laurie O., Region Nine Trustee Liaison Emilia I., Region Ten Trustee Liaison Susan M., Virtual Region Trustee Liaison Gary D., Trustee and 2nd Vice Chair BJ J., Trustee Blair P., Trustee Bruce R., Trustee Preston F., Trustee Cyndy L., and Chair of the Board Meg M. **TRUSTEE INTRODUCTIONS**

The chair introduced the region chairs: Region One Chair Alice W., Region Two Chair Jeremiah A., Region Three Chair Marla D., Region Five Chair Pam P., Region Six Chair Kimberly C., Region Seven Chair Lee Ann S., Region Eight Chair Susan B., Region Nine Chair Loudovika P., Region Ten Chair Sam B., and Virtual Region Chair Claire M. **REGION CHAIR INTRODUCTIONS**

The chair introduced Parliamentarian Al Gage, Managing Director Dan Sandweiss, Associate Director and Member Services Manager Sandy Zimmerman, Publications Manager DeDe DeMoss, Digital Communications Manager Kevin McGuire, Board Administrator and Conference Secretary Rebbie Garza, Member Services Assistant Sandy Gurule, and Center Microphone Monitors Denise O. and Francene A. **STAFF, PARLIAMENTARIAN, CENTER MIC INTRODUCTIONS**

The chair appointed David M., Region Three; Karin H., Region Six; and Claire H., Virtual Region, to serve as Minutes Approval Committee for the World Service Business Conference 2025 business meetings. After the Conference Cathy G., Region Five, was selected to replace Clair H.

APPOINTMENT OF MINUTES
APPROVAL COMMITTEE

Sandy Zimmerman presented the Credentials Report, confirming that there were 197 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT

The chair declared a quorum present.

QUORUM ESTABLISHED

Conference Standing Rules

STANDING RULES

Move to amend the Conference Standing Rules to read as follows:

Standing Rule Amendment 1

Move to amend Standing Rule 2 – General and Communications to read as follows:

STANDING RULE
AMENDMENT 1 ADOPTED

2) General and Communications

- A) Delegates shall utilize the Zoom interpretation feature found on the toolbar or where there are three dots. It often appears in the form of a globe. This Conference is being simultaneously translated into Spanish in order for an English-speaking delegate to hear a Spanish-speaking member who chooses to utilize the interpreter at the World Service Business Conference. English listeners must enable interpretation and listen in English. This enables Spanish-speaking delegates an equal right to participation.

Standing Rule Amendment 1 **adopted**; 139 yes, 40 no.

Standing Rule Amendment 2

Move to amend Standing Rule 2 – General and Communications to read as follows:

STANDING RULE
AMENDMENT 2 ADOPTED

2) General and Communications

- C) No photographs are allowed. Only screen shots of posted information will be allowed (no screen shots of people or personal information). No recording will be done except by support staff for minutes purposes. Main motions, or the pertinent part of main motions, amendments, and other documents currently before the assembly, shall be displayed to the extent possible.

Standing Rule Amendment 2 **adopted**; 105 yes, 78 no.

Standing Rule Amendment 3

Move to amend Standing Rule 8 – Recognition and Debate by inserting and re-lettering as follows:

STANDING RULE
AMENDMENT 3

8) Recognition and Debate

- A) A minimum of five minutes will be allowed to caucus before voting on motions.

Standing Rule Amendment 3 **failed**; 73 yes, 106 no.

STANDING RULE
AMENDMENT 3 FAILED

The Conference Standing Rules were **adopted** as amended.

STANDING RULES
ADOPTED AS AMENDED

The chair reported service body voting results from the Agenda Questionnaire. New Business Motions that received approval and any newly submitted amendments to those motions were presented. Voting results of each New Business Motion were as follows:

NEW BUSINESS MOTIONS
PRESENTED

Items A-a, A-b, and A-c were procedural motions and were not included on the Agenda Questionnaire. Per Conference policy, amendments to these motions are not in order.

Item A was submitted by South Jersey Intergroup and approved by **96%** of the responding service bodies. **Item B** was submitted by Secular Specific Focus Service Board and approved by **83%** of the responding service bodies. **Item C** was submitted by the Board of Trustees and approved by **100%** of the responding service bodies.

AGENDA QUESTIONNAIRE
RESULTS

Voting results of each Bylaw Amendment Motion were as follows:

Bylaws Amendment **Item 1** was submitted by the Board of Trustees and approved by **97%** of the responding service bodies. **Item 2** was submitted by MetroWest Intergroup and approved by **79%** of the responding service bodies. **Item 3** was submitted by the Board of Trustees and approved by **98%** of the responding service bodies. **Item 4** was submitted by World Service Business Conference Unity with Diversity Committee and approved by **91%** of the responding service bodies. **Item 5** was submitted by World Service Business Conference Unity with Diversity Committee and approved by **82%** of the responding service bodies. **Item 6** was submitted by 90 Day Phone Meeting Virtual Intergroup and approved by **78%** of the responding service bodies. **Item 7** was submitted by the World Service Business Conference Bylaws Committee and approved by **93%** of the responding service bodies. **Item 8** was submitted by the World Service Business Conference Bylaws Committee and approved by **98%** of the responding service bodies. **Item 9** was submitted by the World Service Business Conference Bylaws Committee and approved by **96%** of the responding service bodies. **Item 10** was submitted by the World Service Business Conference Bylaws Committee and approved by **95%** of the responding service bodies.

The following items were placed on the Consent Agenda:
Proposal Item **1** (Bylaws, Subpart B, Article VI, Section 1)
Proposal Item **7** (Bylaws, Subpart B, Article VIII, Section 3)
Proposal Item **8** (Bylaws, Subpart B, Article VIII, Section 4)

CONSENT AGENDA
ADOPTED

Motion required 2/3 vote to adopt. The Consent Agenda was **adopted**.

The chair referred the assembly to the reports presented in the Conference binder.

OFFICER, REGION, AND
COMMITTEE REPORTS

There was a question/answer period and questions were asked and answered.

Following announcements, the chair adjourned the meeting at 2:05 p.m. with I Put My Hand in Yours. **ADJOURNMENT**

Wednesday, May 7, 2025 – Business Meeting II

Chair Meg M. called the second business meeting to order at 1:00 p.m. Hennie V., Region Nine, led the Serenity Prayer in Dutch and in English. **CALL TO ORDER**

Anne-Marie R., Region Ten, read from *For Today*. **READINGS**

Sandy Zimmerman presented the Credentials Report, confirming there were 199 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented. **CREDENTIALS REPORT ADOPTED**

New Business Motion A-a
Move to grant the Conference Seal of Approval to the revised manuscript, *Just for Today* wallet card. **NBM A-a JUST FOR TODAY WALLET CARD ADOPTED**

Motion required 2/3rds vote to adopt. New Business Motion A-a **adopted**; 149 yes, 34 no.

New Business Motion A-b
Move to grant the Conference Seal of Approval to the manuscript, *Sponsorship in OA: Guiding Others into Recovery*. **NBM A-b SPONSORSHIP IN OA; GUIDING OTHERS INTO RECOVERY ADOPTED**

Proviso: Groups and service bodies licensed to translate and distribute *A Guide for Sponsors* and *Sponsoring Through the Twelve Steps* shall be permitted to continue publication and distribution until such time *Sponsorship in OA: Guiding Others into Recovery* is translated and published.

Motion required 2/3rds vote to adopt. New Business Motion A-b **adopted**; 176 yes, 10 no.

New Business Motion A-c
Move to grant the Conference Seal of Approval to the revised manuscript, *To the Man Who Wants to Stop Eating Compulsively, Welcome*. **NBM A-c TO THE MAN WHO WANTS TO STOP EATING COMPULSIVELY, WELCOME ADOPTED**

Motion required 2/3rds vote to adopt. New Business Motion A-c **adopted**; 141 yes, 30 no.

New Business Motion A
Move to amend WSBC Policy 2010d to read as follows: **NBM A AMEND WSBC POLICY 2010d ADOPTED**

It was adopted to:
Establish an OA Young Adults Conference Committee.

Motion required majority to adopt. New Business Motion C **adopted**; 144 yes, 36 no.

Standing Rule Amendment 4

STANDING RULE
AMENDMENT 4 ADOPTED

Move to amend Standing Rule 8 – Recognition and Debate to read as follows:

- 8) Recognition and Debate
 - A) Three minutes will be allowed to caucus before voting on motions.

Standing Rule Amendment 4 **adopted**.

Following announcements, the chair adjourned the meeting at 1:53 pm. with I Put My Hand in Yours.

ADJOURNMENT

Thursday, May 8, 2025 – Business Meeting III

Chair Meg M. called the third business meeting to order at 10:00 a.m. Ayat B., Region Nine, led the Serenity Prayer in Arabic and in English.

CALL TO ORDER

Kerry M., Region Five, read from *Voices of Recovery*.

READINGS

Sandy Zimmerman presented the Credentials Report, confirming there were 199 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT

New Business Motion C

NBM C
AMEND POLICY 2018b
ADOPTED

Move to amend WSBC Policy 2018b to read as follows:

In keeping with Tradition Ten, Overeaters Anonymous has no opinion on surgical or other medically recommended methods of weight management. In the spirit of Tradition Three, Overeaters Anonymous welcomes anyone with a desire to stop eating compulsively.

Motion required majority to adopt. New Business Motion C **adopted** as amended; 172 yes, 4 no.

Bylaw Amendment Proposal Five

BYLAW AMENDMENT
PROPOSAL FIVE
AMEND BYLAWS B,
ARTICLES I & II,

Move to amend OA, Inc. Bylaws, Subpart B, Article I – Twelve Steps, Steps Three, Seven, Eleven and Article II – Twelve Traditions, Tradition Two, by striking and inserting as follows:

Article I – Twelve Steps

The Twelve Steps suggested for recovery in the Fellowship of Overeaters Anonymous are as follows:

- 3) Made a decision to turn our will and our lives over to the care of God *as we understood ~~His~~ God.*
- 7) Humbly asked ~~His~~ God to remove our shortcomings.
- 11) Sought through prayer and meditation to improve our conscious contact with God as we understood ~~His~~ God, praying only for knowledge of ~~His~~ God's will for us and the power to carry that out.

Article II – Twelve Traditions

The Twelve Traditions of Overeaters Anonymous are:

- 2) For our group purpose there is but one ultimate authority—a loving God as He God’s will may be expressed Himself in our group conscience. Our leaders are but trusted servants; they do not govern.

BYLAW AMENDMENT
PROPOSAL FIVE FAILED

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Five **failed**; 87 yes, 84 no.

Bylaw Amendment Proposal Four

Move to amend OA, Inc. Bylaws, Subpart B, Article XII – Bylaw Amendments, Section 1 – Procedure, by striking as follows:

BYLAW AMENDMENT
PROPOSAL FOUR
AMEND BYLAWS B, ARTICLE
XII, SECTION 1 FAILED

Article XII – Board of Trustees

Section 1 – Procedure

- f) Amendments to Article I (Twelve Steps) and Article II (Twelve Traditions) of Subpart B of these bylaws may only be adopted if, in addition to d) above, they are ratified by three fourths of the registered Overeaters Anonymous groups responding within six months of notification, ~~provided at least 55 percent of the registered groups have responded.~~

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Four **failed**; 96 yes, 77 no.

Bylaw Amendment Proposal Nine

Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 5 – Nomination of Trustees, to read as follows:

BYLAW AMENDMENT
PROPOSAL NINE
AMEND BYLAWS B, ARTICLE
VII, SECTION 5

Article VII – Board of Trustees

Section 5 – Nomination of Trustees

- a) Submissions of Applications
- 1) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of Overeaters Anonymous, all groups within a region shall be notified by the region officers of the forthcoming Conference, with a request to all qualified members of the Fellowship of Overeaters Anonymous to submit their nominations to the region.
 - 2) Current trustees not serving as a region liaison may submit their applications for re-election to the Board of Trustees for affirmation.
- b) Affirmation of Nominees
- 1) At least ninety days prior to the annual Conference of Overeaters Anonymous, each region may affirm no more than three qualified nominees from applications received.
 - 2) At least ninety days prior to the annual Conference of Overeaters Anonymous, the Board of Trustees may affirm nominations received from current trustees not serving as region liaisons.
- c) All affirmed nominee applications shall be submitted to the Conference for consideration.
- d) Copies of applications must be sent to all Conference delegates at least forty-five days prior to the annual Conference (see exception, Section 8).

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Nine **adopted**; 143 yes, 24 no.

BYLAW AMENDMENT
PROPOSAL NINE ADOPTED

Bylaw Amendment Proposal Six

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 1 – World Service Business Conference, by striking and inserting as follows:

BYLAW AMENDMENT
PROPOSAL SIX
AMEND BYLAWS B, ARTICLE
VIII, SECTION 1 FAILED

Article VIII – Meetings of Delegates
Section 1 – World Service Business Conference

b) Time and Location

The Conference shall be held on such dates as the Board of Trustees may determine. The Conference shall be held ~~on a two year rotation as follows:~~ via videoconferencing platform.

1) ~~In person in the Albuquerque, New Mexico area or at such place as the Board of Trustees may designate.~~

2) ~~Via videoconferencing platform with the Board of Trustees determining any hybrid elements at their discretion.~~

e) ~~Virtual Attendance~~

~~The Board of Trustees may call the Conference, or any part of it, by virtual methods(s).~~

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Six **failed**; 46 yes, 128 no.

Following announcements, the chair adjourned the meeting at 1:55 p.m. with I Put My Hand in Yours.

ADJOURNMENT

Friday, May 9, 2025 – Business Meeting IV

Chair Meg M. called the fourth business meeting to order at 10:00 a.m. Maria P., Region Nine, led the Serenity Prayer in Welsh and in English.

CALL TO ORDER

Allen B., Region Five, read from *For Today*.

READINGS

Sandy Zimmerman presented the Credentials Report, confirming there were 199 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT

Parliamentarian’s Presentation: Al Gage discussed lifesaver motions such as Point of Order, Parliamentary Inquiry, Request for Information, Division of Assembly, and Appeal.

PARLIAMENTARIAN
PRESENTATION

The trustee nominees were recognized.

TRUSTEE NOMINEES
RECOGNIZED

The trustee election ballots were posted, cast, and counted.

TRUSTEE BALLOT

The chair announced the ballot results for the trustee election:
Blair P. 173 “yes” votes

TRUSTEE TELLER’S REPORT

Bob L. 177 “yes” votes

Juliette R. 175 “yes” votes

Preston F. 174 “yes” votes

The chair declared Blair P., Bob L., Juliette R., and Preston F. as trustees with three-year terms.

NEW TRUSTEES DECLARED

Dan Sandweiss was directed to destroy the ballots.

BALLOTS DESTROYED

Bylaw Amendment Proposal Two

Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 4 – Qualifications by striking and inserting as follows:

**BYLAWS AMENDMENT
PROPOSAL TWO
AMEND BYLAWS B, ARTICLE
VII, SECTION 4 FAILED**

Article VII – Board of Trustees

Section 4 – Qualifications

- b) Qualifications for trustee must be met at the time the application for trustee is submitted to the World Service Office. Specifically, such trustee nominees must also have:
 - 1) Worked through all Twelve Steps;
 - 2) Declared themselves as practicing the Twelve Steps to the best of their ability;
 - 3) Declared themselves as committed to the Twelve Traditions of Overeaters Anonymous; ~~and~~
 - 4) Stated two specific ideas, in writing, to improve the health and long-term survival of the Fellowship; and
 - 5) Affirmed these additional qualifications on their trustee application forms.

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Two **failed**; 24 yes, 146 no.

Bylaw Amendment Proposal Ten

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Service Bodies, Section 3 – Affiliation and Participation, to read as follows:

**BYLAWS AMENDMENT
PROPOSAL TEN
AMEND BYLAWS B, ARTICLE
VI, SECTION 3 ADOPTED**

Article VI – Service Bodies

Section 3 – Affiliation and Participation

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.

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Ten **adopted**; 158 yes, 6 no.

New Business Motion B

Move to amend WSBC Policy 1992a to read as follows:

**NBM B
AMEND POLICY 1992a**

The following policy statement was adopted:

“Unity with Diversity” Policy

(Third Paragraph)

THE FELLOWSHIP respects the rights of members, groups, and service bodies to follow a particular concept of recovery within Overeaters

Anonymous and encourages each member, group, and service body to respect those rights as they extend the hand of fellowship to those who still suffer. For example, this means we do not try to convince any member or visitor to adopt a belief in God.

**NBM B
AMEND POLICY 1992a
ADOPTED AS AMENDED**

Motion required majority to adopt. New Business Motion B **adopted** as amended; 131 yes, 49 no.

Bylaw Amendment Proposal Three

Move to amend OA, Inc. Bylaws, Subpart B, Article VII – Board of Trustees, Section 1 – Composition, to read as follows:

**BYLAWS AMENDMENT
PROPOSAL THREE
AMEND BYLAWS B, ARTICLE
VII, SECTION 1 ADOPTED AS
AMENDED**

Article VII – Board of Trustees

Section 1 – Composition

The Board of Trustees shall consist of sixteen trustees. Whenever possible, a minimum of two trustees shall come from outside of North America.

Proviso: The number of trustees will be reduced by attrition as vacancies occur with no elected trustee being removed as a result of this amendment.

Motion required 2/3rds vote to adopt. Bylaw Amendment Proposal Three **adopted** as amended; 168 yes, 14 no.

Following announcements, the chair adjourned the meeting at 1:08 p.m. with I Put My Hand in Yours.

ADJOURNMENT

Saturday, May 10, 2025 – Business Meeting V

Chair Meg M. called the fifth business meeting to order at 10:00 a.m. Minja-Tiina K., Virtual Region, led the Serenity Prayer in Finnish and in English.

CALL TO ORDER

Michael W., Virtual Region, read from *Voices of Recovery*.

READING

Sandy Zimmerman presented the Credentials Report, confirming there were 199 eligible voters. By unanimous consent, the Credentials Report was **adopted** as presented.

CREDENTIALS REPORT

Consent Agenda Motions

**CONSENT AGENDA
MOTIONS**

Bylaw Amendment Proposal One

Move to amend OA, Inc. Bylaws, Subpart B, Article VI – Board of Trustees, Section 1 – Composition to read as follows:

**BYLAWS AMENDMENT
PROPOSAL ONE
AMEND BYLAWS B, ARTICLE
VI, SECTION 1**

Article VI – Board of Trustees

Section 1 – Composition

e) There shall be ten regions: one virtual region and nine geographic regions each composed of intergroups, groups, and service boards that fall within its region. Subject to region and Board of Trustees approval, language service boards that span more than one region may choose to affiliate with any single region or choose not to be affiliated with a region.

1) Region No. 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.
- 2) Region No. 2 shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.
 - 3) Region No. 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.
 - 4) Region No. 4 was dissolved/disbanded in July 2024 and ratified at World Service Business Conference 2025.
 - 5) Region No. 5 shall be the Central Region composed of East Iowa, Illinois, Indiana, Kentucky, Michigan, Minnesota, Missouri (except Greater Ozarks Intergroup), North Dakota, Ohio, and Wisconsin.
 - 6) Region No. 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.
 - 7) Region No. 7 shall be the Eastern Region composed of Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.
 - 8) Region No. 8 shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Greater Ozarks Intergroup, the US Virgin Islands, the Caribbean Islands, Central America, and South America.
 - 9) Region No. 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia, including all of Russia.
 - 10) Region No. 10 shall be composed of countries and territories in Australia, East Asia, New Zealand, Southeast Asia, and the Western Pacific Basin.
 - 11) Virtual Region is nongeographic and is composed of virtual groups and virtual intergroups.

**BYLAWS AMENDMENT
PROPOSAL ONE
AMEND BYLAWS B, ARTICLE
VI, SECTION 1 ADOPTED ON
CONSENT AGENDA**

Bylaw Amendment Proposal One **adopted** on the Consent Agenda.

Bylaw Amendment Proposal Seven

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 3 – Delegates, to read as follows:

**BYLAW AMENDMENT
PROPOSAL SEVEN
AMEND BYLAWS B, ARTICLE
VIII, SECTION 3 ADOPTED
ON CONSENT AGENDA**

Article VIII – Meetings of Delegates

Section 3 – Delegates

- b) Those who may address the World Service Business Conference are:
 - 2) Nondelegates: Officers of the Corporation or any parent or subsidiary of the Corporation who are not also trustees, the Conference parliamentarian, trustee nominees, the managing director, the managerial staff of the World Service Office, volunteers, and interpreters.

Bylaw Amendment Proposal Seven **adopted** on the Consent Agenda.

Bylaw Amendment Proposal Eight

Move to amend OA, Inc. Bylaws, Subpart B, Article VIII – Meetings of Delegates, Section 4 – Notice to read as follows:

**BYLAW AMENDMENT
PROPOSAL EIGHT
AMEND BYLAWS B, ARTICLE
VIII, SECTION 4 ADOPTED
ON CONSENT AGENDA**

Article VIII – Meetings of Delegates

Section 4 – Notice

Notice of the regular annual Conference and all special meetings of delegates shall be given to each registered service body, unless otherwise instructed by each individual service body, by electronic transmission. Such notice shall be sent no less than sixty days before each meeting and shall specify the day(s), hour(s), method, and manner of the meeting, and shall state the general nature of the business to be considered at such meeting.

Bylaw Amendment Proposal Eight **adopted** on the Consent Agenda.

Seventh Tradition total: \$4,277.00

**SEVENTH TRADITION
TOTAL**

Collective thanks were expressed to the delegates, staff, and outgoing trustees.

COLLECTIVE THANKS

There being no further business, the 64th Annual World Service Business Conference was adjourned at 10:23 a.m. with I Put My Hand in Yours.

ADJOURNMENT

Submitted by: _____

Rebbie Garza
Board Administrator and Conference Secretary

Approved by: _____

Dan Sandweiss
Managing Director and Corporate Secretary to OA, Inc.

David M. – Minutes Approval Committee

Karin H. – Minutes Approval Committee

Cathy G. – Minutes Approval Committee

Chair's Report

Hello trustee friends, region fellows, and delegates! It has been my humble honor to be your chair for the past two years. My learning has been vast and deep, fun and challenging, as well as pivotal. My season as a trusted servant has covered over twenty years, and it is my intent to continue being of service until my death, which I hope is a long way away. I never knew it was possible to meet so many new friends from around the world. My wish for all of you is to have great joy and beauty in the world of recovery, more than you could ever imagine; and to meet new lifelong friends, learn different skills, and be free from the obsession and practice of compulsive eating.

As a trusted servant over these past years, I have been able to learn a few things. Some were mind-blowing, and others were so difficult I thought the lesson would never end—but eventually it did, and I became a better person because I stuck it out. I learned to like and love myself.

These are some of the key learnings that I gained from each service level. Thinking about the OA inverted pyramid, I am starting with what shows up at the top. Here is a link to the [OA pyramid](#) for reference.

Group

During my first year back in the doors of Overeaters Anonymous after a fourteen-year relapse, I was desperate. I was blessed with abstinence, and I showed up every week and unlocked the door, arriving fifteen minutes early to help set up tables, chairs, and literature. Though I am an extrovert, I can be shy, especially when feeling self-conscious or experiencing low self-esteem. At first I grappled with my isolationist tendencies, but the group's friendliness and camaraderie helped me grow more confident and open new friendships. Consistent service and connection pulled me out of my shell and deeper into recovery.

I became more accountable to the group I grew to know each week. Knowing people counted on me, I showed up. I did not want to disappoint them, and in return, I gained deeper recovery. I heard powerful stories and insights, boosting my self-esteem as I honored my commitment for a year. Handling literature made me curious, so I bought the books, finding hope in their pages. Other experiences strengthened my desire to heal. I practiced assertiveness and setting boundaries, replacing griping and helplessness with action. This journey helped me grow in confidence, connection, and commitment to my recovery.

Intergroup/Service Board

After a few years in the program, I became an intergroup representative. My duties included attending health fairs, organizing workshops and retreats, and participating in intergroup meetings. I met more new friends and stayed engaged instead of isolating. Surrounded by interesting people, I could ask about food plans, recovery, and personal experiences. I looked forward to our monthly meetings and did not want to miss out. Over the next five years, I took on more roles: region representative, World Service Business Conference delegate, and eventually intergroup treasurer and chair, deepening my commitment to service and strengthening my recovery.

If you want to live Tradition Twelve, “principles before personalities,” do service. Serving as a representative, delegate, and officer refined my leadership skills and made me a better listener. I personally visited all seventy group meetings, inviting representatives to attend our intergroup, which helped build a vibrant, engaged community. I was excited to be around people passionate about recovery. I learned to inspire participation without authority, motivating others through enthusiasm rather than control. I also learned about world service business and met people with over forty years of abstinence, something I aspire to. My confidence grew, making me a better leader at work. I pursued more challenging roles, earned more money, and took on greater responsibilities.

Region

As a region representative, I loved traveling throughout the Midwest United States and central Canada, experiencing different communities. When I became region chair, I embraced my role serving the board, committee members, and representatives. I saw the importance of giving my best work while practicing OA principles as a nonprofessional. This role required strong listening skills, traveling to serve, and engaging with members. I led workshops and assemblies, and participated in discussions where I ensured my decisions benefited the entire region. It was a rewarding experience that deepened my commitment to service and strengthened my connection to the Fellowship.

During my four years as region chair, I had the privilege of visiting all eighteen intergroups, meeting new people, and hearing countless stories of strength, hope, and joy. The region provided creative ideas for public information and professional outreach, helped develop fundraisers, and encouraged groups to spread the word about OA. A key goal was ensuring intergroups had the resources they needed. Funds raised also provided scholarships, allowing representatives to attend assemblies across the region and delegates to attend the World Service Business Conference, all while strengthening their connection to service and the OA Fellowship.

World Service

I became a trustee in 2020, during a unique time when the World Service Business Conference was held virtually for the first time due to the pandemic. It was a brand-new experience. With the guidance of a mentor trustee and service sponsor, I immersed myself in learning the business side of Overeaters Anonymous, Inc. As a trustee, I was responsible for overseeing finances, ensuring adherence to bylaws and policies, and upholding the Traditions and Concepts of our Fellowship. It was a role of service, not power, focused on maintaining the integrity and stability of OA for the benefit of all members. Reference [OA, Inc. Bylaws Subpart B, Article VII, Section 2](#) for trustee duties.

The gifts of service have brought me over twenty years of joy, self-love, friendship, and a deep sense of belonging. Being with all of you, my fellows, fills me with appreciation and excitement. I am humbled by the stories you have shared and am forever changed by the challenges that have shaped me. Through it all, I have learned to embrace life in all of its messy, beautiful complexity. I am no longer doomed to experience food addiction; instead, I am part of a supportive community that understands me and grows with me while we all strive to be our best selves guided by a Higher Power. Thank you for being part of my journey. I am deeply grateful.

Respectfully submitted,
Meg M., Chair of the Board of Trustees
March 2025

Treasurer's Report

Tradition Seven and Step Twelve help us carry the message to compulsive eaters who still suffer. I am grateful for the generous service and monetary contributions from our members and service bodies. We need to keep the momentum going to fulfill our primary purpose worldwide.

Audit

At the time of the submission of this report, our auditor (Porch & Associates, LLC, certified public accountants and consultants) is in the process of conducting our 2024 audit. The audit will be completed prior to the World Service Business Conference and posted on oa.org. The treasurer will answer any questions at the Conference.

As of December 31, 2024, our unaudited financials show a net income from operations of US\$20,420. While this is good news, we must look at the details to understand the numbers further. Our 2024 actual income from contributions was US\$29,000 short of our budgeted number, and our overall 2024 income fell US\$59,000 short of our budgeted number. Conversely, our 2024 expenses were US\$107,000 less than our budgeted number, thanks to the conservative spending of our World Service Office managing director and staff. The shortfall in revenues is one of the reasons behind the Board of Trustees change to our suggested contribution percentages. Our suggested contributions are now 50 percent to intergroups/service boards, 40 percent to world service, and 10 percent to region instead of 60 percent, 30 percent, and 10 percent, respectively. See below for more information on the change to the suggested contribution percentages, which went into effect on January 1, 2025.

We experienced investment gains in the booming market of 2024, increasing by a total of US\$140,000. As we know, the investment market is volatile, and we should not depend on these gains as a steady source of income. In the month of December 2024 alone, we saw an investment loss of US\$41,000. We are working with an investment professional to ensure we are making smart decisions with our funds and not putting our long-term investments at risk.

Budget

The budget is reviewed by the Executive Committee of the Board of Trustees every October, where we review each line item of the budget. We also look at past years' budget performance as well as the forecast and expectations for future years. For Fiscal Year 2025, the Board of Trustees adopted a balanced budget of US\$1,925,450. Budget comparisons and details for Fiscal Year 2025 and Fiscal Year 2024 can be found in Appendix D. The budget process was difficult, but the Executive Committee and the World Service Office staff worked well to balance the 2025 budget, making cuts and deferring projects until funding is available for them. While it is not easy to match our budget with our OA Strategic Plan 2026–2029 goals, the trustees will continue to strive to achieve this goal to help our organization function well.

Contributions

There are two main revenue streams for OA: contributions and literature sales. For 2024, unaudited contributions were US\$991,000, up from the 2023 amount of US\$957,000 but short of our 2024 budget of US\$1,020,000. Literature sales, including digital literature, were US\$570,000, down from the 2023 amount of US\$572,000 and short of our 2024 budget of US\$584,000. Thank you for supporting your recovery and the OA budget by providing funds to carry our message.

We have two general categories for our contributions. One is the general fund, and the other is restricted funds.

- **General Fund:** Contributions are used to fund items such as public information, oa.org and Find a Meeting, translations, literature, video advertisements, staffing, equipment, and administrative needs.
- **Donor Restricted Funds:** Once a contribution is entered into one of these funds, it is used for that specific purpose only.
 - Delegate Support Fund
 - Professional Exhibits Fund
 - Translation Assistance Fund
- **Board Designated Funds:** These funds are for projects and events where the board has set aside additional funds, such as creating the most recent public service announcement and upgrading the OA website, including Find a Meeting. Monies in these funds are not restricted and may be moved into general contributions when a project is completed.
- **Automatic Recurring Contributions:** What can you do to help? Please consider supporting OA by setting up an automatic recurring contribution (ARC). We are hopeful more members will use our new contributions portal and set up their recurring contributions. Set it up and know that you are both making a difference and not forgetting to contribute, like I have in the past!
 - Go to oa.org/contribute and check out the four ways to make contributions:
 - Our new QR code,
 - Contributions portal, where you can set up a recurring contribution,
 - Mail-in contribution, and/or
 - Online contribution.

Change in the Suggested Contribution Percentages

As you are aware, effective January 1, 2025, the suggested group contribution percentages changed to 50 percent to intergroups/service boards, 40 percent to world service, and 10 percent to region from 60 percent, 30 percent, and 10 percent, respectively. While the *Seventh Tradition* pamphlet was updated and an announcement was made on oa.org, the Executive Committee of the Board of Trustees wants to provide some clarification about the change.

- The 60/30/10 percentages are the original suggested group contribution percentages established in the 1990s and have not changed since. The suggestion to increase contributions to 40 percent for world service is necessary to support the increasing needs of our budget.
- The OA, Inc. budget has remained at US\$1.8 to US\$1.9 Million for the past several years while the OA Fellowship's needs have soared over that same period. Our World Service Office staff are overworked and in need of support. The added 10 percent in contributions will help support an increase in staff and enhance services for our membership.
- Literature sales have declined over the past several years. Your additional contributions are needed to balance the budget so OA can thrive and continue to serve our global Fellowship.
- The Board of Trustees realizes how important the oa.org website is to our members, especially the Find a Meeting section. With your interests in mind, the board has allocated over US\$100,000 to fund much-needed website improvements. Your continued support for this project and future endeavors are very much appreciated.

We urge you as members to review your group's and service body's financials to ensure your group or service body is not holding on to much-needed funds that should be distributed.

Please know the Board of Trustees, our managing director, and our World Service Office staff are working hard to provide our members with the best service possible while spending our resources in the most responsible manner. Though the trustees are all volunteers, we take our positions and responsibility seriously. We are committed to OA's primary purpose and long-term success and to the highest good for OA as a whole.

[Click here](#) to reference a letter from the Executive Committee of the Board of Trustees discussing the information above, and please distribute it to your groups and service bodies.

Region Treasurers

I am grateful for the work of the region treasurers and for those who are willing to step up and do that service for OA. We had bimonthly meetings for the past two years, and I loved seeing their collaboration and discussions of both what works for them and what has not. What a resource they have been for each other, and for me too! Recently, the region treasurers have assisted the Board-Approved Literature Committee with a comprehensive update of the *Treasurer Guidelines*. Please be on the lookout for the updated guidelines, which were in final review when this report was submitted.

In Closing

This report will be my final one as your treasurer, and I have been very grateful to serve in this capacity for the past two years. I am blessed to have found OA in 2003, and my life keeps getting better thanks to my Higher Power and the wonderful Fellowship of Overeaters Anonymous. Service has been a key reason for my growth, both in OA and as a person. God has given me the courage to try new service positions, which has changed my low self-esteem and lack of purpose into a life filled with direction and usefulness to do God's will. I am honored to work with the Board of Trustees and the World Service Office staff, who are so dedicated and filled with passion for OA.

Respectfully submitted,
Bob L., Treasurer
March 2025

Managing Director's Report

We have a strategic plan! The Strategic Planning Committee worked for six months to develop a plan to lead the organization for the remainder of the decade. Kudos to the members of the committee for their work. Leveraging OA's mission of extending a hand to the still-suffering compulsive eater, the committee determined that our goals will be:

- Increase the number of members in OA, and
- Increase the number of members who have strong recovery.

World Service Business Conference committees will develop lists of resources available on the website to facilitate the above-mentioned growth. The committees will distribute their lists to groups and service bodies to support their growth activities.

The Strategic Planning Committee determined it is also important to measure progress in our growth efforts. The committee will develop tools to measure growth in membership and the number of members who have strong recovery. As the plan is executed, the data from these tools will enable World Service Business Conference committees and OA service bodies to tweak their approaches and share information to capitalize on what is working and restructure what is not working. Regions will also share information on successes.

Increased membership and recovery will produce a ripple effect. Carrying the message to more people puts more compulsive eaters on a path to physical, emotional, and spiritual health. Growth aids OA by providing more awareness of the organization and more resources toward its programs. Membership and recovery expansion improves the world by yielding more people from all nations who are managing their emotional, spiritual, and physical health, while helping to bridge differences.

As you move forward with your activities in OA, think about how your group can increase its membership and recovery. As always, the World Service Office is here to support you.

Member Services

- **Find a Meeting:** The Find a Meeting database has begun an upgrade project to make it a relational database. Please refer to the Website Review Committee report for details.
- **Groups and Service Bodies:** In 2024, the number of OA meetings worldwide, including virtual meetings, averaged 6,146 in over seventy-five countries, with 324 service bodies (including region offices). Below is a five-year average.

	2024	2023	2022	2021	2020
Groups	6,146	6,237	6,467	6,566	6,199
Service Bodies	324	333	339	337	334

To ensure your meeting and service body information is current with the World Service Office, it is important to update that information at <https://oa.org/find-a-meeting/>.

- **Professional Exhibits Fund:** The following service bodies were funded (US dollars) since May 2024.

Service Body/Show	Conference Dates	Approved Funds
Sydney Intergroup <i>(General Practice Conference)</i>	May 24–26, 2024	US\$2,205.00
Pinellas Traditions Intergroup <i>(Florida Nurse Practitioners Convention)</i>	August 22–24, 2024	US\$1,287.00

Service Body/Show	Conference Dates	Approved Funds
Cape Cod Intergroup (Cape Cod Symposium on Addictive Disorders)	September 5–8, 2024	US\$2,166.00
Region Three (Obesity Week Conference)	November 3–6, 2024	US\$750.00
South Jersey Intergroup (National Association of Social Workers)	March 30–April 1, 2025	US\$1,000.00

Publications

- **Conference-Approved Literature:** Three manuscripts of revised OA literature are being presented this year to receive the Conference Seal of Approval: *Just for Today* wallet card, *Sponsorship in OA: Guiding Others into Recovery*, and *To the Man Who Wants to Stop Eating Compulsively, Welcome*. *Sponsorship in OA* was developed through the review and combination of OA pamphlets *A Guide to Sponsors* and *Sponsorship Through the Twelve Steps*, both of which will be discontinued if the revised manuscript is adopted by Conference.

The *OA Handbook for Members, Groups, and Service Bodies*, adopted at the 2024 World Service Business Conference, and *Diverse Voices*, adopted at the 2023 Conference, are available in print from the OA bookstore and as e-books from authorized third-party vendors.

The *Worksheets for Twelve Step Workshop and Study Guide, Second Edition* are now available for purchase from the OA bookstore for immediate PDF download.

- **Board-Approved Literature:** These resources were approved for distribution:
 - *Guidelines for Using Copyrighted Material and Trademarks* (new)
 - OA Regions map (revised)
 - OA Press Kit (revised)
 - *Seventh Tradition of OA* (revised with suggested 50/10/40 percent contributions)
 - *Treasurer Guidelines* (revised)
 - *The Joy of Service!* e-zine (new)
 - *Recovery: What Works for You?* (new)
 - *Suggested Atheist/Agnostic/Secular Virtual Meeting Format* (new)
 - *Showcasing Diverse Meetings in OA* (new)
 - “Overeaters Anonymous Supports Rainbow (LGBTQ+) Specific Focus Service Board” letter (new)
 - *Sponsorship Resources* and video (new)
 - *Service Body Bylaws Checklist* (new)
 - *Sample Standing Rules for Service Bodies* (new)
 - *Sample Policies and Procedures for Service Bodies* (new)
 - *One-on-One Professional Outreach: Demonstration Video and Talking Points* (new)
 - “Free Licensed Images, Translation, and Graphic Design Platform” memo (new)
 - Twelfth Step Within four-part “Focus On” slideshows (new)
 - *Professional Community Courier* newsletter, Issue IV
- **Audiobooks:** OA distributes two audiobooks via Audible, Amazon, and Apple Books:
 - *Overeaters Anonymous, Third Edition*
 - *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*
- **E-books:** OA distributes e-books via Amazon (Kindle), Barnes & Noble (Nook), and Apple Books. All OA books and manuals, except workbooks, are available as e-books. Nine more e-pamphlets were released in 2024, and most OA pamphlets are now available as e-books. Our four e-workbooks are available as downloadable PDFs from the OA bookstore.

- **Print on Demand:** OA distributes three books in print solely via Amazon’s print-on-demand format:
 - *A New Beginning: Stories of Recovery from Relapse*
 - *OA Twelve and Twelve, Second Edition, Large Print*
 - *Lifeline Sampler*
- **Discontinued Literature:** In August 2024, the Board of Trustees adopted a policy stating, in part, “Overeaters Anonymous, Inc. does not endorse allowing minors to attend face-to-face, online, telephone, or non-real-time meetings.” In alignment with the policy, these publications were removed from the OA website: *Billy’s Story* and *The Twelve Steps and Twelve Traditions: A Kid’s View*. The full board policy can be found at oa.org.
- **Literature Pricing and Availability:** Effective January 1 of this year, OA increased the prices of our print pamphlets and wallet cards by US\$.25. The prices of corresponding digital publications were also raised. The increases are necessary to respond to the higher costs for goods and services that OA, like much of the world, is experiencing. For prices, see the 2025 Literature Catalog and Order Form, both available in the Document Library at oa.org.

In 2025, OA will introduce a new weight-based shipping calculator that will better reflect the true shipping cost of individual orders, whether shipped within or outside the US.

OA literature is available in multiple formats: print, PDF download, audiobook, e-book, and print-on-demand. No OA literature is available in all formats. Some formats, such as e-workbooks and e-books, do not have a shipping cost. To purchase OA literature, go to bookstore.oa.org. Product pages include links to third-party vendors authorized to sell our literature: Audible, Amazon, Barnes & Noble, and Apple Books. OA receives a royalty share for purchases made from these vendors.

- **Trademarks:** OA, Inc. holds four trademarks in trust for the Fellowship as a whole:
 - OA®

OVEREATERS
ANONYMOUS®



Registered OA groups and service bodies may apply for written permission to use an OA trademark, with the exception of the Conference Seal of Approval. The group’s registration number or the service body’s registered name must be printed directly beneath the OA trademark to distinguish the material from that originating from OA, Inc. It is essential the registration mark ® is shown with our trademarks. For guidelines and written permission to use an OA-owned trademark, see the revised Logo Request Form in the Document Library at oa.org.

- **Copyrights:** OA, Inc. holds the copyrights for our literature and materials in trust for the Fellowship as a whole. Registered OA groups and service bodies may reproduce and/or translate and reproduce the following OA material without written permission:
 - print material currently on oa.org;
 - recovery content currently posted on lifeline.oa.org; however, content cannot be collected, published, or sold;
 - *WSO News Bulletin*;
 - preview images automatically generated by social media platforms when a URL is shared in a social media post; and,
 - image-based digital content OA has designated for public information and professional outreach (PIPO) use.

Registered OA groups and service bodies that meet via videoconference may, without written permission, screen share limited OA-owned literature during meetings. Registered OA groups and service bodies that meet via other digital means, such as by mobile messaging app, social media, website, or blog, must apply for written permission to share OA-owned literature not available on oa.org.

For more information, see the Board of Trustees’ “Sharing OA-Copyright Material Electronically” letter, dated February 26, 2022. For written permission to share OA-owned literature and material not listed above, see the revised Reprint Request Form. Both are in the Document Library at oa.org.

- **Infringements:** The Publications Department actively addresses infringements of OA-owned copyrighted material and trademarks. Since late 2022, more than 120 social media pages, apps, and unauthorized library posts have been taken down.
 - Social Media
 - Facebook: 89 pages/groups/profiles
 - Instagram: 16 pages
 - Apps
 - Google: 2 apps
 - Apple: 4 apps
 - Unauthorized Libraries
 - Links: 48 links on eight sites

If you see an outside enterprise using OA-owned material without permission, contact the World Service Office at info@oa.org, subject line “Infringement.”

- **Infringement Guidelines:** Copyright infringement has become a widespread, global issue. To protect OA, Inc. and support registered groups and service bodies, OA will soon publish *Guidelines for Using Copyrighted Material and Trademarks*. These guidelines provide legal as well as plain-language guidance on when to and when not to use created content (drawings, clip art, photos, videos, songs, logos, slogans, lyrics, literary works, etc.). The guidelines include a Frequently Asked Questions section as well as a quiz. Look for *Guidelines for Using Copyrighted Material and Trademarks* on oa.org. **Remember: When in doubt, do not use it!**
- **International Publications and Translations:** OA literature has been translated or is in the process of being translated by our service bodies into thirty-one languages. Fifty-eight digital documents of translated OA literature have been added to the World Service Office archives since World Service Business Conference 2024, with the greatest number of contributions being in the Persian and French languages. OA’s licensing agreement includes instruction that a digital copy of the translation must be sent to the World Service Office. For a list of translations in the World Service Office archives, see *Digital Files in Translation* in the Document Library at oa.org.

OA's newest pieces of literature, including *Diverse Voices*; *OA Handbook for Members, Groups, and Service Bodies*; and *Worksheets for Twelve Step Workshop and Study Guide, Second Edition*, are available to be translated. Fill out OA's License 1, found in the Document Library, and send it to info@oa.org to begin the process.

As of December 31, 2024, OA had almost US\$61,000 to support OA service bodies in translating OA literature, and the International Publications and Translations Committee is actively seeking opportunities to support service bodies in translating and publishing OA literature and materials. In 2024, the committee granted more than US\$30,000 in translation funds to two service bodies. The committee also dispersed US\$8,500 to support translation on oa.org.

The International Publications and Translations Committee reviews applications for funds monthly. The application deadline is the last day of the month, and applications are considered the following month. To apply for funds to translate, verify, and/or distribute OA literature and materials, see the Translation Assistance Fund Application in the Document Library at oa.org.

OA's licensing agreement includes instruction that a royalty of 10 percent of net income be paid to OA world service. This royalty payment supports our Seventh Tradition. In 2024, OA received US\$2,844 in royalties from ten service bodies: Cluj-Napoca meeting (Romania) #53256, CCA Colombia Intergroup #09688, Costa Rica Intergroup #09604, Deutschsprachiger Dienst Der OA (DDOA) Language Service Board (Germany) #09963, Israel National Service Board #09960, Italian National Service Board #09965, Junta National Service Board de España (Spain) #09967, National Service Board OA of Greece #09974, National Service Board of Russia #09989, and The Dutch Intergroup #09401. If your group or service body translates and sells OA literature, remember to send royalties to the World Service Office annually.

For more information about how to translate OA literature and materials, apply for translation funds, or send a royalty payment, contact the trustee assigned to your region or the World Service Office.

Digital Communications

We are pleased to report two significant improvements to OA's digital communications in 2024 and early 2025:

- **Website and Document Translation:** Our websites, oa.org and lifeline.oa.org, now have built-in translation in forty-eight languages. For perspective, twenty-three languages cover more than 99 percent of all non-English OA meetings. Within six months of installing the translation software, we saw a 79 percent increase in users whose primary language is a non-English language, rising to an average of 3,850 users per month. Since every web page and every *Lifeline* story is now catalogued in all forty-eight languages by the major search engines, we can only expect that more users will discover OA when they search for a solution in their language.

Since early 2025, we have started converting our 270 PDFs in the oa.org Document Library to a translatable (and mobile-friendly) format. Most significantly, our newcomer pamphlet *Where Do I Start? Everything a Newcomer Needs to Know* is now available in forty-eight languages, double the previous number. Check it out at oa.org/start.

- **Social Media Growth:** In 2024, OA's social media followers increased by 35 percent to 24,950. In this same period, our social media content was viewed by 256,000 members of the public, an 880-percent increase over 2023. We now average forty-five to fifty posts a month, and our two social media channels are filled with information about our Steps, Traditions, Concepts, events, literature, news, Find a Meeting, and invitations for newcomers to join OA.

- **OA Websites:** OA’s websites include our main site, oa.org; the Lifeline: Stories of Recovery blog at lifeline.oa.org; and the OA bookstore at bookstore.oa.org. In 2024, OA websites saw an average of 58,950 visitors per month, a 3.7 percent increase over 2023. Average monthly counts included:
 - 37,300 visitors searching Find a Meeting
 - 8,550 visitors answering our Fifteen Questions at oa.org/quiz
 - 3,650 visitors opening or downloading OA’s 270 Document Library documents 11,500 times
 - 2,950 visitors browsing an average of twenty events per month submitted to Event Calendar
 - 1,350 visitors reading A Step Ahead News at oa.org/news
 - 1,000 visitors turning to Lifeline: Stories of Recovery at lifeline.oa.org

Our top ten documents downloaded from the Document Library at oa.org were:

1.	<i>Where Do I Start? Everything a Newcomer Needs to Know</i> (all twenty-two language versions)	14,914
2.	<i>Introduction to the Twelve Steps</i> (excerpt of page 3 of our <i>Twelve and Twelve</i> book)	11,173
3.	Abstinence Literature Resource Guide	3,482
4.	The Twelve Steps of Overeaters Anonymous (a list of the Twelve Steps)	3,292
5.	OA Preamble	3,134
6.	<i>Abstinence Presentation</i>	2,372
7.	<i>Our Invitation to You</i>	2,165
8.	<i>Been Slipping and Sliding: A Reading and Writing Tool</i>	1,907
9.	<i>Tools of Recovery (abridged)</i>	1,890
10.	<i>A Sponsor’s Toolbox</i>	1,889

- **WSO News Bulletin Email Newsletter:** The WSO publishes the *News Bulletin* email monthly to communicate important changes in the OA program, literature updates, upcoming events, and more. In 2024, subscriptions to the *Bulletin* increased by 10.4 percent to 15,900 subscribers. The average trackable open rate increased .9 percentage points from 32.9 percent in 2023 to 33.8 percent in 2024. The average click rate decreased .2 points to 3.2 percent. Both the trackable open rate and the click rate are comparable to industry averages.
- **The Digital Communications Invitation to YOU!:** Give service! Support OA’s digital communications.
 - Send your OA event to Event Calendar on oa.org
 - Encourage your service body’s social media administrator to follow our social media channels and like, comment, and share OA’s social media content:
 - <https://facebook.com/overeatersanonymousofficial>
 - https://www.instagram.com/overeatersanonymous_official
 - Fill out our volunteer form to help improve translations on oa.org and lifeline.oa.org:
 - <https://tinyurl.com/5d8mt7xu>
 - Report non-English errors you see in Find a Meeting to the World Service Office
 - Subscribe to the *News Bulletin* by entering your email address on the oa.org home page

To learn more about these service opportunities, contact the World Service Office. Together we can carry the message online!

Dan Sandweiss
 Managing Director
 March 2025

Bylaws Committee Report

2025-2026 OFFICERS

- Delegate Cochair: Diane D.
- Vice Chair: Arthur G.
- Secretary: Cee Z.

The following subcommittees were formed to work on goals for the coming year.

EVERYONE HAS A VOICE AGENDA QUESTIONNAIRE PARTICIPATION

- Purpose: To make the Agenda Questionnaire process more effective so members understand the process and give their voice by completing the Questionnaire.
- Chair: Alexandra D.
- Secretary: Michelle N.

INTRODUCTORY MANUAL FOR BYLAWS COMMITTEE

- Purpose: To develop a manual or guide for new members coming onto the Bylaws Committee.
- Chair: Barb C.
- Secretary: Lisa S.

TRUSTEE NOMINATION PROCESS (continued from last year)

- Purpose: To review the trustee nomination process.
- Chair: Allen B.
- Secretary: Michelle D.

REFERENCE SUBCOMMITTEE

The Reference Subcommittee met during Conference to consider and offer amendments for the following motions:

- New Business Proposal B to revise Policy 1992a (Unity with Diversity).
- New Business Proposal C to revise Policy 2018b (no opinion on surgery and other medically recommended methods of weight management).
- Bylaw Proposal 3 to Article VII – Board of Trustees, Section 1 – Composition (reducing the number of trustees).

EMERGENCY NEW BUSINESS

The Reference Subcommittee considered two items submitted to Conference as emergency new business. The subcommittee determined that neither proposal qualified as emergency new business. The trustee cochair met with the makers of both motions to discuss other avenues for addressing their concerns.

Diane D., Delegate Cochair
Beverly M., Trustee Cochair
June 2025

Conference-Approved Literature Committee Report

COMMITTEE OVERVIEW

The Conference-Approved Literature Committee (CLC) for 2024-2025 actively engaged in overseeing and managing the development and review of literature projects for Overeaters Anonymous. All four subcommittees played a crucial role in ensuring that the literature produced met the standards and needs of the OA Fellowship culminating in bringing three manuscripts to Conference 2025 which received the Seal of Approval: *Just for Today* wallet card, *Sponsorship in OA: Guiding Others into Recovery*, and *To the Man Who Wants to Stop Eating Compulsively*.

The *Unity with Diversity Checklist* revision successfully passed through all stages of development. We are excited to announce that it is now ready for presentation to the Board of Trustees at the August 2025 meeting.

These milestones reflect the hard work and dedication of everyone involved, and we look forward to the pamphlet's approval and subsequent contribution to our organization's resources next Conference 2026.

This 2025-2026 term we continue two previous projects: Traditions Workbook and Study Guide and Mental Health and Recovery. We also have two revisions being considered: *The Twelve Concepts of OA Service* pamphlet and *The Tools of Recovery*. We have a new affirmed proposal for a Secular Daily Reader making five subcommittees total for the CLC this term.

2025-2026 ELECTIONS

- Delegate Cochair: Melanie B.
- Vice Chair: Alejandra S.
- Acting Secretary: Cathy G.

MEETING DISCUSSIONS AND HIGHLIGHTS

During the meeting, the committee focused on the following key areas:

- Reviewed the stages of literature development with the Publications Department and had a questions and answers period.
- Discussed the lines of communication within the committee to help keep subcommittees working effectively and harmoniously.
- Reported on the past term and reported on continuing projects: Traditions Workshop and Study Guide and Mental Health and Recovery.
- Reviewed, discussed, and voted on six new literature proposals. A two-thirds vote in favor to develop the new literature proposals was required to move to the next stage of development.

Proposal 1: Secular Stories	64% yes – 36% no	Failed
Proposal 2: Graphic Novel	23% yes – 77% no	Failed
Proposal 3: Secular Daily Reader	73% yes – 27% no	Adopted
Proposal 4: Aging in Recovery	65% yes – 35% no	Failed
Proposal 5: Twelve Concepts of OA Service	62% yes – 38% no	Failed
Proposal 6: Comprehensive Reference	65% yes – 35% no	Failed

- Delegates chose their subcommittees and had their first meeting to choose a chair and secretary, share contact information, and when the subcommittee will meet to work on their goal reports for the term.

The subcommittees have set several goals and deadlines to guide their work for the term.

- Traditions Workshop and Study Guide Subcommittee: Presently focusing on two rounds of review with the new subcommittee on last year's work; to be completed by July. Long range is to have this piece of literature ready for Conference 2026.
- Mental Health and Recovery Subcommittee: Reviewing last year's manuscript to bring it to stage 3 of the literature review process to review, comment, and vote. Long range is to have the manuscript ready for Conference 2026.
- The Twelve Concepts of OA Service Pamphlet Revision: The subcommittee is reviewing the pamphlet.
- The Tools of Recovery Revision: The subcommittee is reviewing the pamphlet.
- Secular Daily Reader: The subcommittee is brainstorming ideas, formulating a plan, gathering resources, and getting ready for a call for stories for "Beyond Belief: A Daily Reader."

Trustee Cochair Cindy C. was appointed to the committee on May 10, 2025.

We look forward to another busy year pressing onward in working with our subcommittees to bring the literature projects through the stages of development to be ready for Conference 2026.

Respectfully submitted,
Melanie B., Delegate Cochair
Cindy C., Trustee Cochair
June 2025

Public Information/Professional Outreach Committee Report

The Public Information and Professional Outreach Conference Committee met virtually on May 3, 2025, for two and a half hours. During that time, we discuss the committee's structure and workflow, recapped of the year's projects, and reviewed possible projects for the year ahead.

2025-2026 OFFICERS

- Delegate Cochair: Beth M.
- Vice Chair: Chris S.
- Secretary: Hennie V.

Following Conference 2025, Gary D. was appointed as trustee cochair. Cindy C. moves on after serving as the trustee cochair for the last two years.

The 2025-2026 committee formed three subcommittees.

- PIPO Exhibit Committee: "Resources for Exhibiting at a Professional Conference or Health Fair" one-pager rolled over from last year.
- PIPO Document Audit Subcommittee: Review *Guidelines for Professional Outreach Committees* per the Publications Strategic Plan; reconcile PIPO Resource List and PIPO Resources webpage.
- Subcommittee Name To Be Determined: In the process of developing a new project. This subcommittee is considering several ideas.

Leslie and Cindy thank both last year's committee and this year's committee for their commitment to public information and professional outreach efforts and carrying the message!

Leslie F., Delegate Cochair
Cindy C., Trustee Cochair
May 2025

Region Chairs Committee Report

During the year 2024-2025, the Region Chairs Committee (RCC) met via videoconference. The committee also adopted a hybrid model for those unable to attend our in-person meetings. Acknowledging that some committee members are in different time zones, we scheduled some meetings at more convenient times for them.

As a committee, we worked on several items.

- We have set up a file-sharing site. Training is available for all new chairs.
- The RCC manual was updated.
- The Virtual Region is updating and rewriting the Intergroup Renewal Workshop. They are also organizing several workshops to test the new version. Afterwards, the RCC will review the entire workshop and finalize it.
- Some of us participated in the pilot program, where region chairs were members of the Board of Trustees' committees. We believe this was beneficial for OA and worth continuing.
 - Region Two Chair Jeremiah A. joined the Internal Information Committee.
 - Region Five Chair Pam P. joined the Website Review Committee.
 - Region Nine Chair Loudovika P. joined the International Publications and Translations Committee.
 - Virtual Region Chair Claire M. joined the Public Awareness/Professional Tradeshows Committee.
- We worked on amending the letter that the World Service Office sends to all newly registered groups.
- We did our best to help organize the worldwide Twelfth Step Within Day marathon.
- We shared our best practices, experience, strength, and hope regarding several issues that arose throughout the year.

2025-2026 Goals

- Plan and execute the 2026 Forum
- Provide routine execution, stretch goals
- Continue intergroup renewal efforts
- Implement Strategic Plan vision
- Maintain policies and procedures in the reference RCC Manual
- Onboard new chairs
- Create a Translations and Publications Subcommittee

There was a change in the composition of our committee throughout the year due to the election of new chairs. We expressed our gratitude to the outgoing chairs and welcomed the new members of the committee. We thanked Elaine L., Region Three and welcomed Marla D.; we thanked Eileen C., Region Five and welcomed Pam P.; and we thanked Tiffany G., Region Seven and welcomed Lee Ann S.

We also thanked our outgoing officers: Alice W., delegate cochair; BJ J., trustee cochair; Jeremiah A., vice chair; and Sam B., secretary. Our new officers are: Loudovika P., delegate cochair; Meg M., trustee cochair; Marla D., vice chair; and Sam B., secretary.

Respectfully Submitted
Loudovika P., Delegate Cochair
BJ J., Trustee Cochair
June 2025

Twelfth Step Within Committee Report

The Twelfth Step Within Committee officers for 2024-2025 were Judy R., delegate cochair; Laurie O., trustee cochair; Joy V., vice chair; and Chuck F., secretary.

The incoming 2025-2026 Twelfth Step Within officers are Debra L., delegate cochair; Juliette R., trustee cochair; Jenean B., vice chair; and Rita Q., secretary.

Twelfth Step Within Document Review Subcommittee

Subcommittee Chair: To be determined

Subcommittee Secretary: To be determined

The subcommittee has completed their review of last year's documents and submitted recommendations. They will now review the current set of documents and determine whether to keep, delete, or update. They hope to have everything completed by Conference 2026.

Twelfth Step Within Red Button Subcommittee

Subcommittee Chair: To be determined

Subcommittee Secretary: To be determined

The subcommittee made great strides but will need to continue this year to complete identifying and listing all Twelfth Step Within resources on oa.org. They will work with World Service Office Digital Communications staff to create a central "red button" link to these resources.

Twelfth Step Within Day, December 12, Virtual Marathon Meeting Subcommittee

Subcommittee Chair: To be determined

Subcommittee Secretary: To be determined

The subcommittee will evaluate the success of last year's first Twelfth Step Within Marathon. They will implement suggested viable changes and repeat this year's global virtual marathon with any changes and improvements for celebrating OA's International Twelfth Step Within Day. The event will be coordinated and executed in partnership with the Virtual Region and other participating regions

Debra L., Delegate Cochair

Juliette R., Trustee Cochair

June 2025

Unity with Diversity Committee Report

The Unity with Diversity Committee held its first meeting on Saturday, June 7, 2025. We opened with the “we” version of the Serenity Prayer, reviewed our Serenity Statement, and clarified our purpose and mission for the year ahead.

Two documents were previously submitted to the Materials Approval Committee (MAC).

- *Tough Questions* workshop
- A second, untitled document, currently in development

MAC responded with a request for additional edits to the *Tough Questions*, emphasizing clarity, cohesion, and the incorporation of shared feedback. The subcommittee will complete revisions and resubmit for publishing on the OA website. The second document is on track for completion by the end of July.

We also established four subcommittees that will:

- Finalize the *Tough Questions* workshop
Chair: Amodini
Members: Sima, Vonnie, Sandy, Mary Anne
- Develop Unity with Diversity page on oa.org
Chair: Olivier
Members: Kim, Kay, Dana
- Create a workshop to strengthen cross cultural unity
- Revisit the gender-neutral language proposal that focuses on understanding and addressing language differences
Members: Sima, Nancy

Additional discussions included improving literature accessibility for the vision-impaired and offering a podcast in multiple languages. The meeting concluded with the OA Promise.

Gary D., Trustee Cochair
May 2025

Young Adults Committee Report

The Young Adults Committee had its initial virtual meeting on May 3, 2025 before the 2025 virtual World Service Business Conference.

The committee welcomed new and returning members, as well as returning Delegate Cochair Robbie T. and returning Trustee Cochair Blair P.

The following items were discussed and/or decided:

- Spanish language translation during virtual committee and subcommittee meetings
- Appointed a new secretary, Nancy G.
- Ideas for subcommittees
- Names of subcommittees and major goals

Spanish Language Translation During Virtual Committee and Subcommittee Meetings

Initially, there were three non-English speaking committee members who attended the virtual committee meeting. While our videoconference room had closed captions enabled for attendees, it became clear that using closed captions as a translation tool was ineffective. Unfortunately, it was very challenging for the committee members who did not speak English to participate in our committee meeting. A temporary solution of using a committee member who is fluent in both English and Spanish was identified for the next virtual committee meeting. A global solution is needed when Conference is virtual; translation via videoconference should be considered for all committee and subcommittee meetings.

Committee Secretary

Nancy G. was appointed as the committee secretary. The committee agreed to utilize videoconference and artificial intelligence tools to capture meeting summaries. The summaries will be reviewed by the secretary and sent to the delegate and trustee cochairs for review and distribution to the committee.

Ideas for Subcommittees

The committee discussed potential ideas for subcommittees, including outreach challenges, virtual meeting improvements, face-to-face meeting strategies, emphasizing OA's importance to young adults, and leveraging existing resources.

Names of Subcommittees

The committee defined three subcommittees and their major goals.

- OA Service members' Toolkit for Young Adult Resources: Create a toolkit
- Global Online Workshop: Create an online workshop on how to make virtual meetings more attractive for young adults
- Face-to-Face Outreach Strategies for Young Adults: Create and compile a resource library for face-to-face outreach

Respectfully Submitted,
Robbie T., Delegate Cochair
Blair P., Trustee Cochair
June 2025

All About Conference Workshop Summary

Leaders

- Beverly M., Bylaws Committee Trustee Cochair
- Denise O., Center Microphone Monitor
- Emilia I., Conference Planning Committee Chair
- Francene A., Center Microphone Monitor

The Conference Planning Committee chair welcomed new and returning delegates and opened the World Service Business Conference. The title was “To Carry the Message is Our Primary Purpose,” she and highlighting the Spiritual Principles of Concepts Two and Three: Conscience and Trust.

She explained what delegates could expect from the two-hour workshop, which included an overview of the event and important details about the Conference and parliamentary procedure. She also provided directions for the videoconferencing platform and explained the naming convention, how to use the Delegate Binder, and where to find information and the schedule of the different workshops and business sessions. She reminded delegates that they were expected to carry the message back home, commit to a one-year term on an assigned committee, and that the Conference is also an opportunity for recovery. Then, she introduced the other speakers.

The Bylaws Committee trustee cochair explained her roles as trustee cochair of the Bylaws Committee and the Reference Subcommittee. Then, she thoroughly explained the role of the Reference Subcommittee, which was active primarily during the Conference and consisted of up to two delegates from each region. The subcommittee’s main purpose was to review motions that could slow things down on the Conference floor. The Reference Subcommittee problem-solved and sought to improve motions before they were sent to the floor or returned to the committee. The subcommittee reviewed motions and proposed amendments, asking for input from the makers and other delegates. After receiving input, Reference Subcommittee members would discuss how to proceed with a motion and could combine, reword, rewrite, or submit a substitute motion. The Reference Subcommittee would then make a recommendation to the Conference on whether to adopt, defeat, or refer a motion to a committee. The second role of the Reference Subcommittee was to review Emergency New Business proposals, which are only policy motions. First, the Reference Subcommittee would decide if the motion qualified as Emergency New Business. If so, the motion would be discussed, formalized, and presented at the final business session, if time allowed. She also invited delegates to attend and observe open Reference Subcommittee meetings.

The center microphone monitors introduced themselves. They covered what delegates need to find quickly in the Delegate Binder, such as the parliamentary procedures, Standing Rules, Consent Agenda, order of motions, and business motions. They also explained why it was important for delegates to find this material quickly: everyone needed to be ready for the debate and the upcoming votes. Then they went through the parliamentary procedures and the role of center microphone monitors: to support the chair in addressing questions delegates have and amendments to motions from delegates. They emphasized their support to delegates by:

- identifying what type of motion or request to make of the chair to make.
- determining the best way to ask questions about motions or procedures.
- understanding when the best time was to present the motion or amendment or ask the question.
- giving delegates a bit of parliamentary education.
- making sure the voice of delegates was heard during business sessions.

They explained to delegates how to use the direct chat, stressing to be very patient with them because they might delay in considering answering the question. They reminded them of the importance of asking questions and considering all there might be about a motion. Then they explained how to speak when recognized by the chair by stating the name, service body, and asking only one question. They mentioned where to find parliamentary procedure in the Delegate Binder and strongly suggested they watch the “All About Conference” video to be prepared before the business sessions. Finally, they said that delegates may call for the Serenity Prayer if they felt discussion was becoming tense (Question of Privilege). The center microphone monitors explained about virtual attendance, but they had to learn some processes in real time as they met on the videoconferencing platform.

The Conference Planning Committee chair concluded the workshop and invited everyone to say the Responsibility Pledge and then I Put My Hand in Yours.

Available Resources to Carry the Message, Including Social Media Workshop Summary

Leaders

- Leslie F., Region Seven
- Sandy C., Virtual Region

The workshop started with the Serenity Prayer. Emilia I. then introduced the workshop leaders.

- Leslie F. took time to review many of the public information and professional outreach pieces of literature available on the oa.org website that are related to the use of social media. Video resources, including public service announcements (PSAs), were shown on screen. One example of a PSA was played. Also discussed were pieces of literature that could be used with medical professionals and guidelines for health fairs and trade shows. The importance of anonymity was reviewed as to how to keep your own and others. She also talked about the value of the *Public Information and Professional Outreach Service Manual*, which is available for purchase on the oa.org website.
- Sandy C. reviewed the Twelfth Step Within resource materials. She emphasized welcoming newcomers and returning members and cautioned against being overwhelming. She requested that all be mindful of atheists and agnostics, and others who might not be ready to hear about the importance of a relationship with one's Higher Power. She also discussed the importance of making outreach calls and suggested creating a script to make it easier to get started.

The workshop was then opened to ideas, suggestions, and questions from the attendees. There were lots of great ideas.

- Create a video sharing channel
- Hire a service worker to do PSA placements
- Run advertisements at service stations during peak holidays
- Get your local meetings added to your state and town's resource list on their website
- Write to local and national politicians to increase awareness of OA
- Share the link to these pages with your Public Information Professional Outreach Committee and encourage them to review all the resources available
- Quick Response (QR) codes for oa.org to be displayed on posters, flyers, and other promotional materials
- QR codes to put on your local website and all print materials
- Have a landing page for newcomers on your local website; use videos from oa.org
- Run an ongoing workshop on Steps One, Two, and Three
- Host open houses for newcomers, along with targeted social media campaigns and one-on-one responses to direct messages
- Have a unique newcomer's site that is distinct from your regular site
- Have a pop-up banner to bring to conferences and other events, and include the OA Fifteen Questions on it
- Use OA business cards with local OA information on them; oa.org already has a template available, OA = It Works!
- Ask newcomers how they heard about OA, then record that information for future outreach purposes
- Share the link to OA videos with members

Peak attendance was 127 participants.

Living the Principles to Carry the Message Workshop Summary

Leaders

- Allen B., Region Five
- Amodini K., Region Nine

Discussion Questions

- 1) How are the principles important to your recovery? What principles have you embraced right away in your personal life?
- 2) Which principles have helped you the most in carrying the message?
- 3) What principles have you found challenging to put into practice in all areas of your life?

Purpose

To share, with explicit and practical examples, how the OA Principles are an integral part of every area of life, especially in carrying the message of recovery to the Overeaters Anonymous compulsive eater, considering the diversity that makes up our Fellowship.

Emilia I., Region Nine trustee liaison and Conference Planning Committee chair introduced the speakers and gave the title of the workshop.

The speakers provided personal examples of how they used OA's Spiritual Principles in their life. Pages 86-88 were referenced from *The Twelve Steps and Twelve Traditions of Overeaters Anonymous, Second Edition*. In addition, they addressed the discussion questions that were read to the group.

The workshop concluded with twenty minutes of sharing by the attendees. We ended the meeting with the Third Step Prayer.

Where Everybody Knows OUR Name Forum Summary

Leaders

- Region Chairs

Purpose

The purpose of this year's Forum was to encourage participants to carry the message of recovery to other fellows, friends, strangers, doctors, therapists, and to the world. By doing so, our Fellowship will have the opportunity to grow. Our goal was to inspire all participants to develop personal strategies for engaging with those inside and outside the rooms who are still suffering.

Welcome and Introductions

The objective was to create an environment of unity, openness, empathy and joy. We shared a video to inspire and remind everyone what OA is offering to each and every one of us and that OA is a worldwide fellowship, where everyone is welcome.

Region chair speakers shared their own "elevator pitch" about what Overeaters Anonymous means for them. An elevator pitch is a short, 30-second pitch to get one or two key points across and make a connection with someone.

Into Action

We created breakout rooms with a maximum of eight members. In the breakout rooms members were given a few minutes to talk about any challenges they faced when talking about OA. Then they were encouraged to write a 30-second or less response to "What is OA?" (an elevator pitch). The aim of this exercise was to help us get comfortable with carrying the message. We never know the ripple effect these conversations may have. Members were invited to share their elevator pitch with the group.

Next, each group received a scenario to act out in front of the group. Two, three, or four people from each group were encouraged to participate in a skit.

These were the scenarios.

- 1) You are traveling and you strike up a conversation with a stranger and someone says, "Where are you going?" You are on your way to an OA Convention.
- 2) Your friends ask you if you are on a new antidepressant or if you started doing yoga because you seem really peaceful lately.
- 3) You are at an event with acquaintances, and you don't eat something offered to you. They remark that you have such good willpower, and they wish they could do that.
- 4) You tell your doctor you are in OA, and your doctor says, "What's OA?"
- 5) Your therapist says, "I know that OA is a twelve-step program but that's all I know. How does it work?"

Open Sharing

Back in the main room members were encouraged to share either the skit they had created with their group, or their elevator pitch. They were also encouraged to send their ideas by email or put them into the chat. You can find the ideas that were sent below.

Closing

Delegates were thanked for their participation. We closed with the OA Promise.

What is OA?

(Example Elevator Pitches)

“I’ve been in Overeaters Anonymous for 38 years—it’s a 12-step program that saved my life when nothing else worked.”

I participate in a recovery program called Overeaters Anonymous to manage my relationship with food. This program has helped me change my eating habits and address life issues without relying on food. Through the program support I have lost over 75 pounds and maintained this weight over thirty years. As a result, I now maintain a balanced perspective on food in life.

I belong to a twelve-step program, like AA, that is for people who have problems with food. (If they’re still interested, I keep going ...) So, it’s for anorexics, bulimics, people who are obese. It’s called Overeaters Anonymous; terrible name, but it’s pretty amazing. I haven’t binged now for nearly thirty years.

OA gives me options when I want to stuff my feelings with food. Nothing else has worked for me but OA has made it possible to live my life a day at a time without bingeing.

Overeaters Anonymous is a twelve-step recovery program for anyone who struggles with compulsive food behaviors. We support each other in our journey to be free of our obsession with food so we can live the life we were meant to live. OA saved my life; it can save yours too.

At over 500 pounds, I was living in darkness—trapped by shame, fear, and hopelessness. I believed I was destined to die young. Then I found Overeaters Anonymous, and through that fellowship or people just like me, I discovered people who shared my struggle and a Higher Power that was personal to me that I could lean on. I began to heal—inside and out. My life and relationships have been transformed, and when I joined OA, I didn’t just find support. I found grace, and I found hope.

I belong to Overeaters Anonymous, a Twelve-Step program based on the Steps of Alcoholics Anonymous. We are a Fellowship of people who have overcome overeating, undereating, bulimia, and anorexia. All my life, before OA I used food to numb my feelings, negative or positive. I learned there are some foods I can’t stop eating once I start. This program of recovery and the Fellowship taught me how to stop eating those foods and embrace life.

I cringe when I have to get on the scale, even though I’ve maintained a 65-pound weight loss for more than thirty years. Thanks to Overeaters Anonymous, I no longer crave the foods that set off uncontrolled eating.

I’ve struggled with overeating and weight gain since I was a child. I was a yo-yo dieter, always putting on more weight after going off a diet! I can honestly say that OA has changed my life! It is a Twelve-Step program like AA and as a result of working the Steps I no longer need to overeat and am a healthy body weight. I have even reversed my Type 2 diabetes.

I have been in Overeaters Anonymous for over forty years and I met my husband there who has been in longer than me. OA is a fellowship which, like Alcoholics Anonymous that deals with alcohol, has helped me to stop compulsively overeating. But anyone who wants to stop eating compulsively is welcome. If you'd like to learn more you can visit oa.org or if you would like to talk more about it, I would be happy to talk more about it with you.

I've been a member of the OA program for over fifteen years. During that time, I've lost over 100 pounds and maintained that loss for over ten years. OA changed my life and relationship with food so I can live in sanity and recovery rather than chaos and binging all the time. If you want what I have, please come to an OA meeting with me or visit the website, oa.org. (I pass them a wallet card such as *Think First* and write my number on the card.)

Overeaters Anonymous is a support group that helps address addictive issues with food. We use the Twelve Steps, similar to Alcoholics Anonymous, so that we learn the reasons for our problem with food, and to learn a new way of life, freed from this unhealthy relationship with food. Personally, my life has transformed, since I have been in this program, having lost and maintained a weight loss of 220 pounds.

I belong to a twelve-step fellowship; you know like AA (Alcoholics Anonymous), for people who have problems with food. It's for anorexics, bulimics, people who are obese. It's called Overeaters Anonymous; a terrible name, but it an amazing program of recovery. In fact, I would say it saved my life.

OA is a worldwide fellowship, patterned after that of AA (Alcoholics Anonymous) that helps people recover from letting food control their lives. I have lost over 100 pounds and have kept it off, but, more importantly, I have found a new joy in living. If you want more information, go to oa.org.

Hello! You ask how I lost weight. I go to Overeaters Anonymous meetings every week. OA is a Twelve-Step program like AA. I met people there who had the same trouble with food as me. My weight was up and down hundreds of pounds all my life. I've maintained a 140-pound weight loss for seven years. At OA we help each other. I feel so much better now that I don't binge anymore. And I've found peace of mind too. There's more information at oa.org.

I had bariatric surgery nineteen years ago, but it didn't keep me from overeating. I joined Overeaters Anonymous, which is a group of friends that are bound by a desire not to abuse food. Since then, I have maintained my weight loss and been able to share my experience, strength, and hope how God has saved and is continuing to save me from medicating myself with food.

Overeaters Anonymous (OA) is a support program, patterned after Alcoholics Anonymous (AA), for people who struggle with addictive eating behaviors. It addresses the physical, emotional, and spiritual challenges that result in these unhealthy behaviors, and it provides meetings, fellowship, tools, and a new way of life. Check it out at oa.org.

OA was where I found out why I have such a great life today. At 68 years old, I uncovered feelings that I'd stuffed down with food all my life, and I learned the tools to deal with all of them, without even thinking about eating. I made friends that I could share with. All the new feelings: my fears, my joys, and my frustrations.

I belong to a twelve-step program like AA but this fellowship is for people who have problems with food. I was a compulsive dieter but no longer need to diet and I am maintaining a 60-pound weight loss for over forty years. It works when nothing else does. It helps me physically as well as emotionally and spiritually. If you want to know more, call me or go to oa.org.

At the end of an annual doctor checkup:

“...and good news, status update, the OA Fellowship I'm in has been effective still at maintaining my 85-pound weight loss for another year. If you have any patients who aren't able to follow regular dietary instructions, they can read these questions to self-diagnose. They, or you if you want to learn more, can visit a free online or local meeting. There are 6,000 weekly worldwide, and here's another pamphlet, for you to give out.”

Doctor: “Thank you, I did recommend it to someone. That's great about your health.”

OA, is a fellowship, which teaches you how to live a healthy life without compulsively overeating or undereating.

Overeaters Anonymous is a life-changing program similar to AA that's allowed me to have sanity with food. My whole life I've struggled with my weight and self-medicating with food. I was ALWAYS dieting, binging, and over exercising. This caught up with me as I aged and after trying every diet under the sun, I finally decided to try OA. OA is different because I found others who struggle the same way I do, and I surrendered my problems and my food to a power greater than myself. Now my obsessions with food no longer consume me and I can live happy, joyous, and free; maybe not every minute but through working the Twelve Steps and staying in touch with my fellows, I now have tools that help me recognize my own part in creating my own misery. I'd be happy to tell you more if you'd like!!

I haven't eaten sugar or eaten between meals for nineteen years. I belong to a fellowship named Overeaters Anonymous (OA) which has helped me with my compulsive eating and diet and body obsession. It's similar to AA; it's a twelve-step program and works at addressing the underlying reasons for my eating behavior. There is more information at oa.org or you are welcome to call me to discuss my experience and the OA program further.

I participate in a 12-step program that helps me to have a better relationship with food. OA helps me to live life one day at a time without shame, pain, and obsession with food. OA is where everyone knows my name but the only ones calling it are my friends and not the food.

“Overeaters Anonymous is a worldwide twelve-step program that continues to help me recover from food and sugar addiction. I haven't had chocolate in over seventeen years, and I don't spend all my waking

moments thinking about food. I'm a better ME thanks to OA. If you'd like to know more about it, go to oa.org. Have a blessed day!"

OA is a twelve-step program that treats eating disorders as manifestations of addiction. We approach addiction recovery from three angles: emotional, physical, and spiritual. We try to substitute a spiritual practice for coping with life, rather than using self-destructive compulsive behaviors, especially eating behaviors. I used to weigh 45 pounds more.

Overeaters Anonymous is a support group that helps address addictive issues with food. We use the Twelve Steps, similar to Alcoholics Anonymous, so that we learn the reasons for our problem, and to learn a new way of life, freed from this unhealthy relationship with food. Personally, my life is transformed since I have been in this program, having lost and maintained a weight loss of 200 pounds.

OA is an invitation to be met where you are, to come as you are, to be held as you are, without judgement or criticism or advice. If you have a challenging relationship with food or your body, you are welcome here. If you have lost the ability to keep the promises you make to yourself, you are welcome here. If you are afraid that you may not be you without the restriction or overexercising or pushing your feelings down, we welcome you. Whatever the face of what keeps you stuck, we welcome you. Come, rest awhile, unpack and let us love you until you can love yourself. Together we can do what we could never do alone. If you are willing and ready to try again, we welcome you, always, just as you are. Welcome to OA, welcome home.

I happen to be going to an Overeaters Anonymous Convention. It's for people who have a problem with food. All different kinds of problems. Mine happens to be overeating. Once I start, I can't stop. Since going to Overeaters Anonymous I've met hundreds of people that have the same problem as me and I've been shown how to stop overeating and get to the root of why I do what I do with food.

OA is like AA, only for food. I used to weigh 365 pounds and now I've been in a normal-sized body for more than half my life; I'm 67. Before then, I'd lost hundreds of pounds, but I always gained it back and more. What changed this time was using the Twelve Steps, and especially getting the support of all the people who welcomed me in. We have a rule, you want to stop overeating, you're a member. That's it! And we have no dues or fees. We just try to help each other, and it really works. Any questions?

I'm maintaining a 75-pound weight-loss thanks to OA. Overeaters Anonymous is a twelve-step recovery program, like AA, a supportive community for people who have problems with food such as compulsive food behaviors like overeating, under-eating or overexercising. God uses OA to teach me how to handle life issues without excess food. The benefits are emotional acceptance, spiritual peace, and stable weight. I haven't had any chocolate or sugar in four years, one day at a time. If you want to know more, go to oa.org. To get started, go a meeting online or in-person. Here's the QR code to our website to find a local meeting. Here's the QR code to find a meeting for young adults.

That's a great question. Overeaters Anonymous is a twelve-step program based on the same principles as Alcoholics Anonymous, but it's for people who struggle with food—whether it's compulsive overeating, bingeing, restricting, or other food behaviors.

We believe it's not just about willpower or dieting; it's a physical, emotional, and spiritual illness. The Steps help us find freedom from obsession with food by connecting with a higher power, working with a sponsor, and being part of a supportive fellowship. For me, it's not a diet; it's a way of living that's given me peace, love, the ability to live a longer and productive life, and a way of living I didn't think was possible

I participate in a recovery program called Overeaters Anonymous to manage my relationship with food. This program has helped me change my eating habits and address life issues without relying on food. Through the program's support, I have lost over 75 pounds and maintained this weight for over thirty years. As a result, I now maintain a balanced perspective on food and life.

I came to Overeaters Anonymous, because I have an eating disorder. I had no control over my food, was obsessed with my body image, but most of all I was miserable. My heart had a burden; my mind was in a constant state of turmoil. The members at Overeaters Anonymous welcomed me with acceptance. The program worked for me and today my food flows, my weight is stable, my head has peace, and my heart has acceptance and joy.

World Service Attending Delegates

For Use Within OA Only

**To preserve privacy and anonymity, this section is not included in the online report.*

Region	Number of Delegates
<i>1</i>	17
<i>2</i>	20
<i>3</i>	22
<i>5</i>	24
<i>6</i>	22
<i>7</i>	13
<i>8</i>	14
<i>9</i>	29
<i>10</i>	3
<i>Virtual</i>	35
<i>TOTAL</i>	199

The total number includes Board of Trustees, region chairs, and delegates.

Business Conference Policy Manual

A Summary of Continuing Effects Motions
1962-2025

Adopted by the World Service Business Conference of Overeaters Anonymous, Inc.

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INTRODUCTION

It is noted that all motions appearing in this summary were adopted by the group conscience of the World Service Business Conference of Overeaters Anonymous. Furthermore, until changed, these motions set self-imposed limits on the Fellowship. According to the Bylaws of Overeaters Anonymous, Inc., Subpart B, Article VIII, Section 1a) which states:

“...The Conference shall serve as the collective conscience of the Fellowship of Overeaters Anonymous as a whole...”

CONTINUING EFFECT MOTIONS

1962 Rescinded 2014.

1977a Rescinded 2001.

1977b It was adopted to:

Adopt a responsibility pledge: Always to extend the hand and heart of OA to all who share my compulsion; for this I am responsible.

1978 Amended 2023. It was adopted that:

Service bodies may obtain permission to translate and/or publish or republish OA literature, including translated literature, through the established licensing process. Published translated literature shall conform to existing OA-approved literature.

1979a Rescinded 1989. Superseded by 1982b.

1979b Rescinded 1989. Superseded by 1980c and 1984e.

1979c Amended 1989. It was adopted that:

The treasurer’s report be prepared and sent out to delegates prior to the Business Conference to allow each person time to study, assimilate, and prepare any questions they might have for the Board of Trustees.

1979d Rescinded 2015.

1979e Amended 1989, 2001, 2012, 2016, and 2023. It was adopted:

To ensure personal anonymity be maintained, the online version of the Final World Service Business Conference Report will only include first names and last initials in minutes and reports. The contact section of the report, which includes names, phone numbers, and email addresses of delegates will be emailed to all service bodies and delegates following Conference. “For Use Within OA Only” will appear at the top of this list.

1980a Rescinded 2016.

1980b Amended 2013. An anonymity statement was adopted:

Anonymity is the spiritual foundation of our program, always ensuring principles before personalities. This means that OA itself is not anonymous, but its members are. There are no exceptions. While OA may be publicized, we do not break our individual anonymity at the level of press, radio, films, television, and all public media of communication; and the recognizable facial exposure of persons identifying as OA members at the level of press, films, television, and all public media of communication is a violation of our tradition of anonymity, even though the first name only is given or the entire name is withheld.

- 1980c** Amended 2002 and 2013. It was adopted that:
All OA events sponsored by registered OA groups and service bodies referenced in Bylaws, Subpart B, provided they uphold the Twelve Traditions, be placed in the World Service Office calendar upon request of the sponsoring body.
- 1980d** It was adopted that:
A Conference committee member can petition the Board of Trustees to consider by a two-thirds vote of the Board of Trustees to remove a nonfunctioning chairman of a specific Conference committee. The vice chairman will then assume the chairmanship.
- 1982a** Rescinded 1999.
- 1982b** Rescinded 2010.
- 1982c** Amended 1989, 2018, and 2023. Group (meeting) definitions of Overeaters Anonymous are as follows:
- Meeting with Visitors (Open): Open to everyone. All meetings are considered open to visitors unless otherwise indicated.
- Meeting without Visitors (Closed): Open to those who desire to stop eating compulsively. (This includes newcomers, OA members, and others who think they have a problem with food.)
- Specific-Focus Meeting: Designed for individuals who may feel they can more readily identify with fellow members of Overeaters Anonymous with similar attributes. For a full list, see the oa.org Find a Meeting page. All OA members are welcome at these meetings.
- Specific-Topic Meeting: Designed for a specific subject matter or format. For a full list, see the oa.org Find a Meeting page. All OA members are welcome at these meetings.
- 1982d** Rescinded 2001.
- 1982e** Amended 2024. It was adopted that:
The Fellowship be invited to attend and observe the Board of Trustees' meetings held at World Service Business Conference and World Service Convention. The board is to make available sufficient facilities to accommodate all who choose to attend.
- 1982f** Rescinded 2012.
- 1983** Amended 1989. After a presentation/discussion on requirements other than the Twelve Steps, the following statement was adopted:
Overeaters Anonymous respects the autonomy of each OA group. We do suggest, however, that any OA group which imposes a special purpose, task, or guideline should inform its members that this special purpose, task, or guideline does not represent OA as a whole. The only requirement for membership is the desire to stop eating compulsively. Anyone who says they are a member is a member. We of Overeaters Anonymous welcome all members with open arms.
- 1984a** Amended 1990, 2013 and 2015. Upon the recommendation of the Literature Committee, a preamble for Overeaters Anonymous was adopted to read:
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.

1984b Amended 1993 and 2001. It was adopted that:
The World Service Convention will be held at a time and place to be determined by the Board of Trustees.

1984c It was adopted that:
Business Conference committees not raise or maintain funds.

1984d Amended 2013 and 2014. The following procedure for Business Conference presentations/discussions was adopted:

- 1) Items for presentations/discussions at the annual Business Conference are selected by the board from those recommended by the Conference Planning Committee. Selections for topics are made from recurring problems, topics of major interest, and topics requested by the Fellowship.
- 2) Service bodies who propose presentation/discussion topics will be sent a letter stating how topics are chosen and that their recommendation has been referred to the Conference Planning Committee for consideration.

1984e Amended 2014. After a presentation/discussion, a statement on the sale of merchandise was adopted:
It is the will of the Business Conference that sale of merchandise, per se, is not prohibited by the Traditions. With regard to sale of merchandise, "Each group should be autonomous except in matters affecting other groups or OA as a whole." If you choose to sell merchandise, the following guidelines are suggested:

- 1) All sales be made by and for OA service bodies.
- 2) Each sale item be approved by group conscience.
- 3) Sales at OA events and functions should be conducted in such a manner so as not to divert or distract from our primary purpose to carry the message to the compulsive overeater who still suffers.

In accordance with our Traditions, each group and OA service body may choose to sell or not sell merchandise as they determine. Overeaters Anonymous must be ever mindful of our Traditions, which warn against endorsement of outside enterprise.

1985 Amended 1993 and 2017. Upon the recommendation of the Literature Committee, the following revised procedure for granting the Conference Seal of Approval was adopted:

The Conference-approved seal that appears on the back of our literature means that the material has broad application to the Fellowship as a whole and is intended primarily to distinguish OA literature, not to censor other literature.

The Board of Trustees oversees the production of literature at the world service level. The Conference Seal of Approval shall be granted to OA literature upon receiving a two-thirds vote from the delegates present and voting at the annual World Service Business Conference.

All refining will be processed by the Conference-Approved Literature Committee, Board-Approved Literature Committee, and the Board of Trustees, according to their procedures, prior to recommending any literature for approval of the delegates.

Prior to the Business Conference, pamphlets and books that are recommended for the Conference Seal of Approval will be posted online as downloadable files. At the Business Conference, delegates will vote either to approve or reject, rather than to edit or refine the material.

(Note: Originally adopted in 1976; revised 1980, 1985, 1993, and 2017)

1986a Rescinded 2019. Superseded by 2019c.

1986b It was adopted that:

The annual World Service Business Conference Delegate Binders include a copy of the current fiscal year budget as adopted by the Board of Trustees.

1987a Rescinded 2000. Superseded by 2000a.

1987b Rescinded 2018.

1987c It was adopted that:

All policies adopted by the Business Conference shall be placed in a document entitled Business Conference Policy Manual which shall be distributed to world service delegates as part of pre-Conference delegate materials and also updated and included in all final World Service Business Conference reports.

1987d Rescinded 2005. Superseded by 2005c.

1988a Amended 1989, 1992, 1996, 1998, 2001, 2002, 2010, 2014, and 2018. It was adopted that:

1) Functioning

Service bodies may join together in order to help carry the message of OA recovery, providing they adhere to the Traditions and the Overeaters Anonymous policies for the use of OA-approved literature and print material.

2) Business Conference Delegates

a) In addition to the requirements set out in Article VIII, Section 3c) of the Bylaws, Subpart B, it is suggested the delegates should be selected for judgment, experience, stability, willingness, and for faithful adherence to living within the concepts of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Overeaters Anonymous. It is further suggested a world service delegate be a current or past regional representative.

b) As participants, delegates shall not be bound by the wishes of their service bodies, but should not vote against these wishes unless situations arise at the Business Conference that make it necessary for the best interests of Overeaters Anonymous as a whole.

1988b Amended 2002, 2009, 2011, 2019, and 2021. The following policy statement was adopted:

The World Service Business Conference 2021 accepts the following definitions:

Abstinence is the action of refraining from compulsive eating and compulsive food behaviors while working towards or maintaining a healthy body weight.

Spiritual, emotional, and physical recovery is the result of living and working the Overeaters Anonymous Twelve Step program on a daily basis.

1988c Superseded by 2005c.

1989a It was adopted that:

In order to reaffirm the special relationship between OA and O-Anon and in keeping with the spirit of Tradition Ten—cooperation without affiliation—the following be adopted:

Overeaters Anonymous, Inc. recognizes the special relationship we enjoy with O-Anon groups, a separate but similar fellowship. OA wishes to recognize the contribution O-Anon has made and is making to friends and families of compulsive overeaters.

It is the desire of the Conference to affirm the relationship between OA and O-Anon, and it is also the desire of the Conference to acknowledge OA's appreciation for O-Anon groups.

1989b Rescinded 2003.

1990 Amended 2011 and 2014. It was adopted that:

The World Service Business Conference of Overeaters Anonymous suggests that individual groups and service bodies refrain from publishing the names or non-OA titles of speakers/leaders at OA functions in any informational materials (flyers, newsletters, etc.). OA service titles (but not names) may be used when a speaker/leader is performing the service responsibility of his or her OA office.

1991a Amended 2003, 2013, 2015, 2017, and 2022. It was adopted that:

- 1) The Conference committees listed in Subpart B, Article IX of the Overeaters Anonymous, Inc. Bylaws should confer with the corresponding board committees.
- 2) Committee membership will be limited to a delegate cochair, a trustee cochair, and an equal percentage of the year's registered delegates (with exception listed in 1991a 6). Each committee will include delegates from across the regions, whenever possible. Additionally, a combination of up to six former trustees, current trustees, and nondelegate members may be appointed to participate in the work of the committee during the year.
- 3) Cochairs consisting of a Conference delegate (elected by committee members at World Service Business Conference) and a trustee (appointed by the chair of the Board of Trustees) will coordinate the efforts of the committee. The Conference delegate cochair will preside over the committee meetings at World Service Business Conference and throughout the following year. The trustee cochair will act as liaison between the committee and the Board of Trustees and will report to the Board of Trustees regarding committee activities.
- 4) Committee members not responding to two consecutive mailings of the committee which require answers will not receive future mailings unless the member has notified one of the cochairs of a reason for a temporary absence from committee work.
- 5) The committee meetings at World Service Business Conference will be open; however, only committee members will have a voice and vote.
- 6) Delegates should be registered by March 1 and have submitted a committee preference form by April 1. Committee assignment is made on a first come, first served basis except the Conference-Approved Literature Committee and the Reference Subcommittee (OA, Inc. Bylaws, Subpart B, Article IX, Sections 1 and 2). Delegates will be notified of their committee assignment at or prior to World Service Business Conference. Service on a committee is expected and the commitment is maintained until the following World Service Business Conference. It is recommended that those serving at the world service level rotate committee assignments every two years.

1991b Rescinded 2005. Superseded by 2005c.

1991c Amended 2018. It was adopted that:
The terms “compulsive overeater, compulsive eater” and “compulsive eating, compulsive overeating” be used interchangeably in OA literature, as determined to be appropriate to the topic and context by the Literature Committee during the regular literature writing, editing, and approval process.

1992a Amended 2013, 2021, 2023, and 2025. The following policy statement was adopted:

“Unity with Diversity” Policy

THE FELLOWSHIP of Overeaters Anonymous encourages and promotes acceptance and inclusivity. All are welcome to join OA and are not excluded because of race, creed, nationality, religion, gender identity, sexual orientation, or any other attribute. We welcome all who share our compulsion. Everyone with the desire to stop eating compulsively is welcome in Overeaters Anonymous.

THE FELLOWSHIP recognizes the existence of individual approaches and different structured concepts to working our Twelve Step program of recovery; that the Fellowship is united by our disease and our common purpose; and that individual differences in approaches to recovery within our Fellowship need not divide us.

THE FELLOWSHIP respects the rights of members, groups, and service bodies to follow a particular concept of recovery within Overeaters Anonymous and encourages each member, group, and service body to respect those rights as they extend the hand of fellowship to those who still suffer. For example, this means we do not try to convince any member or visitor to adopt a belief in God.

THE FELLOWSHIP encourages each duly registered group and service body to affirm and maintain the Twelve Traditions of Overeaters Anonymous by allowing members to share their experience, strength, and hope in meetings regardless of the individual approach or specific concept that member may follow. Duly registered is defined as being in full compliance with Bylaws, Subpart B, Article V.

1992b Rescinded 2019. Superseded by 2019c.

1992c Amended 2002 and 2016. It was adopted that:
AA literature sold by the OA World Service Office shall be available for purchase at all World Service Conventions.

1992d Rescinded 1998.

1992e Rescinded 2023.

1993a It was adopted that:
We, the 1993 Business Conference of Overeaters Anonymous, suggest that OA meetings and events be closed with one of the following: the Serenity Prayer, the Seventh-Step Prayer, the Third-Step Prayer, or the OA Promise *I Put My Hand in Yours*.

1993b Amended 2010. It was adopted that:
It is the group conscience of the 1993 World Service Business Conference that the sale or display of literature other than OA-approved literature and AA conference-approved literature (as

described in World Service Business Conference Policy 2010a) is an implied endorsement of outside enterprises, and therefore in violation with Tradition Six.

1993c Amended 1994, 2001, 2002, 2012, 2014, and 2023. It was adopted that:
The World Service Office shall contact all service bodies annually requesting contributions for the Delegate Support Fund to help delegates to attend World Service Business Conferences. Delegates selected to receive funding will be those from intergroups and service boards demonstrating need. Priority will be given to those intergroups and service boards that have not previously sent delegates to Conference.

1993d Rescinded 2001.

1993e Rescinded 1998.

1994a (updated 2013 due to amended 1984a) The following policy statement was adopted:
Our primary purpose in Overeaters Anonymous is to abstain from compulsive eating and to carry the message of recovery through the Twelve Steps of OA to those who still suffer. Other addictions and problems may have contributed to the intensity of our disease; however, OA is not directly concerned with recovery from these issues. They should be shared in OA meetings only as they relate to compulsive eating. It is in our best interest to concentrate on our primary purpose and not be distracted by focusing on issues such as alcoholism, codependency, abuse, or the treatment thereof. These and similar outside issues should be addressed in other programs or with professionals.

1994b Amended 2008 and 2023. It was adopted that:
Overeaters Anonymous recognizes the existence of specific-focus meetings comprised of persons with similar attributes. For a list of these meetings, see the oa.org Find a Meeting page.

According to the Traditions, bylaws, and policies of OA, the only requirement for membership is a desire to stop eating compulsively. Therefore, we ask each person attending a meeting to respect and consider the group conscience of the whole Fellowship and welcome and give a voice to any person who has a desire to stop eating compulsively.

1994c Rescinded 1998.

1995a Rescinded 2014.

1995b Rescinded 2014.

1996a Amended 1999 and 2014. It was adopted that:
The 2014 World Service Business Conference of OA suggests OA's Twelve Steps and Twelve Traditions be read at every meeting. In addition, we suggest all service bodies and the World Service Business Conference read the Twelve Concepts of OA Service.

1996b Rescinded 2008. Superseded by 2008a.

1997 Rescinded 2001.

1998 Rescinded 2008. Superseded by 2008a.

1999 Rescinded 2016.

- 2000a** Amended 2005. It was adopted that:
No OA members shall be prevented from attending, sharing, leading, and/or serving as a speaker at an OA meeting due to choice of food plan. Groups sharing food plan information must adhere to OA's policies on outside literature, as well as copyright law.
- 2000b** It was adopted that:
Terms used in the bylaws and policies that refer to communications, including report(s), response(s), document(s), and notice(s), shall be understood to include suitable electronic transmissions. The term "postmark" includes appropriate electronic date/time stamping.
- 2001** Amended 2023. It was adopted that:
There will continue to be a delegate registration fee adjusted as deemed necessary by the Board of Trustees. A portion of this fee is nonrefundable based on cost.
- 2002a** Rescinded 2005.
- 2002b** Rescinded 2005.
- 2003** Amended 2014. It was adopted:
To ensure the personal anonymity of members, an encryption program will be maintained to allow for secure transmission of all meeting information submitted via the OA website.
- 2004a** Rescinded 2018.
- 2004b** Amended 2009, 2014 and 2018. It was adopted that:
Appeals process for service bodies denied credentials at World Service Business Conference because they do not meet the requirements of OA, Inc. Bylaws, Subpart B, Article VIII, Section 3c – Qualifications/Selection.
- 1) The World Service Office shall notify the service body of any challenges to delegate credentials within seven days of receipt of delegate information by the World Service Office.
 - 2) The service body shall notify the World Service Office if it wishes to appeal denial of delegate credentials within fourteen days of this notification.
 - 3) The Appeals Review Committee shall be composed of two members of the Board of Trustees (the Board of Trustees chair and one other trustee), two region chairs, and two representatives of the region bringing the appeal. It will be chaired by the Board of Trustees chair.
 - 4) The Appeals Review Committee, via electronic communications, will collectively decide the final disposition of each appeal with a deadline of one month prior to the first session of the upcoming World Service Business Conference.
- 2005a** Amended 2016. It was adopted that:
Business Conference policies that have been completed or the purpose of which have been served and are no longer required shall be presented by the Bylaws trustee cochair to the Board of Trustees for consideration of removal at the next Business Conference.
- 2005b** Rescinded 2011.
- 2005c** Amended 2017. It was adopted to:
Combine World Service Business Conference Policies 1987d, 1988c, and 1999b to read: The World Service Business Conference adopts as policy the following procedures for the submission and

consideration of all a) New Business Motions, b) policy motions, and c) Bylaw Amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws.

- 1) All submissions of proposed New Business Motions, policy motions, and/or amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws shall include a) a statement of intent; b) a statement of the procedures necessary for the implementation of the proposal (if necessary); c) a statement of estimated cost associated with the proposal; d) a history of related new business items or Bylaw Amendments that were voted upon by the World Service Business Conference in the past five years and the results of those votes; e) up to one page of arguments in favor of each new business item or Bylaw Amendment submitted by the maker of the motion at the time of submission; and f) an explanation of how this motion will help carry the message of recovery to those who still suffer.
- 2) The Conference Agenda Questionnaire include all proposed new business, policy motions, and Bylaw Amendments that have been submitted within the announced postmarked deadline, including those deemed out of order with the exception of those motions and Bylaw Amendments that, based upon opinions from legal counsel, are deemed to be defamatory.

Proposals included in the Agenda Questionnaire that are deemed out of order must include within the World Service Business Conference Motions Review Committee Comments an explanation of this determination, and at the end of the Proposed Wording the parenthetical comment “Deemed Out of Order: See World Service Business Conference Motions Review Committee Comments below.”

Additionally, the World Service Business Conference Motions Review Committee must also include an explanation of the general nature of the motion or Bylaw Amendment that resulted in it being deemed defamatory by legal counsel and therefore not printed in the Conference Agenda Questionnaire.

2006 Rescinded 2014.

2007 Rescinded 2009.

2008a Amended 2019. It was adopted that:

OA literature may be discontinued, removed, or changed in format for the following reasons:

- 1) Low Demand. When it is no longer cost-effective to print and maintain inventory of Conference-approved OA literature due to low demand, the Executive Committee of the Board of Trustees may decide to move the piece from print to digital form after the depletion of remaining stock.
 - a) Pamphlets will be made available for download from the OA website.
 - b) The Executive Committee may choose other methods to make low-demand books available.
 - c) A copy marked “digital only” with the date the piece was converted to digital only will be maintained in literature archives.
- 2) Removal of Conference Seal of Approval. World Service Business Conference delegates may remove the Conference Seal of Approval by a two-thirds vote. Sales of such literature will cease immediately. A copy marked “removed” with the date the piece was removed will be maintained in literature archives.
- 3) Non-Observance of Traditions. If any previously approved literature is found by the Executive Committee of the Board of Trustees to violate our Traditions, sales of that literature will cease immediately, and it will not be distributed for any reason. Conference-approved literature

determined to violate Traditions will then be submitted to the Conference for removal of the Conference Seal of Approval. A copy marked “removed” with the date the piece was removed will be maintained in literature archives.

- 4) Discontinued Literature. A copy of literature that is discontinued for any reason other than noncompliance with Traditions will be marked “discontinued” with the date the piece was discontinued and maintained in literature archives.

Notification to the Fellowship shall be through appropriate World Service Office publications.

2008b Rescinded 2023.

2008c Rescinded 2023.

2008d Rescinded 2023.

2008e Rescinded 2023.

2008f Amended 2023. It was adopted that:
The Overeaters Anonymous World Service Office sell recovery chips marked with years from 1 to 20, 25, 30, 35, 40, 45, and 50.

2009a Rescinded 2023.

2009b Rescinded 2023. Superseded by 2019c.

2009c Rescinded 2012.

2009d Rescinded 2019.

2010a Amended 2012 and 2023. The following policy statement was adopted:

Statement on Approved Literature

In accordance with our Traditions, we suggest that OA groups maintain unity and honor our Traditions by using, selling, and displaying only approved books and pamphlets at their meetings. This includes OA Conference- and board-approved literature; AA Conference-approved books, booklets, and all future editions thereof, with original edition copyright 2010 or earlier; and locally produced OA literature. Although groups may choose to focus on only one piece of OA-approved literature, individuals and groups are encouraged to use any and all OA-approved literature. Locally produced literature must be developed according to the *OA Guidelines for Locally Produced Literature*, and should be used with the greatest discretion. Local literature should be considered temporary and discontinued when OA literature approved for general use is available to cover the topic.

2010b Rescinded 2014.

2010c Amended 2015. It was adopted that:
The World Service Business Conference Final Conference Report be made available electronically.

2010d Amended 2014, 2021, and 2025. It was adopted to:
Establish an OA Young Adults Conference Committee.

2010e Amended 2014 and 2018. It was adopted to:
Require all groups and service bodies wishing to register with the World Service Office to provide at least one email address and name when submitting their registration request. The required email address is for use within the OA organization and will not be published.

2011a Amended 2016 and 2019. The following policy statement was adopted:

Statement on Public and Social Media

While Overeaters Anonymous has no opinion on outside issues, including social media, the delegates of the 2019 World Service Business Conference recommend that any OA member, group, or service body using social media for OA public information and public awareness maintain the personal anonymity of OA members.

Members of Overeaters Anonymous are anonymous. The Fellowship is not. Members of Overeaters Anonymous are responsible for maintaining their anonymity and respecting the anonymity of other OA members. When attending an OA meeting, whether face-to-face or virtual, members are encouraged to seek appropriate means to protect their own anonymity and that of fellow members.

All registered virtual meetings shall inform members that their anonymity is not fully protected when attending a virtual meeting.

Find options for protecting anonymity at *Guidelines for Anonymity in the Digital World*.

2011b It was adopted to:
Include the Tools of recovery of OA in the Conference Policy Manual.

The following are the Tools of recovery of OA: A Plan of Eating, Sponsorship, Meetings, Telephone, Writing, Literature, Anonymity, Service, and Action Plan.

2011c It was adopted that:
Overeaters Anonymous Fellowship bestow the title of founder to Rozanne S.

2012a Amended 2018. The following policy statement was adopted:

Statement on Creating Service Centers

Service bodies may form service centers to assist them in communicating with the groups and to help carry the message, providing that they adhere to the Traditions, as guided by the Twelve Concepts of OA Service, and adhere to Overeaters Anonymous policies for the use of OA-approved literature and print material.

2012b The following policy statement was adopted:

Statement on Group Where Access is Restricted

A group which, for compelling reasons over which it has no control, where access is restricted (i.e., national security, military security, ships, military bases, or institutional setting), cannot welcome all who have the desire to stop eating compulsively will be considered to be in compliance with the points defined in Bylaws, Subpart B, Article V, Section 1, if:

- 1) It has provided the Board of Trustees, in writing, the specific compelling reason.
- 2) The Board of Trustees specifically approves the exception.

2012c The following policy statement was adopted:

Statement on Group Liability Insurance

As per OA, Inc. Bylaws, Subpart A, Article III – Members, the legal structure of OA, Inc. does not allow for the provision of liability insurance for OA groups or service bodies.

2012d Amended 2014 and 2024. It was adopted that:

World Service Business Conference delegate service is limited to no more than six continuous years before requiring a minimum of one-year rotation out of service. Request for a waiver of this limitation shall be submitted to the Board of Trustees.

Should the individual be elected as either a region chair or trustee, the one-year rotation out of service would not apply.

2013 Amended 2023. The following policy statement was adopted:

Statement on Individual Member Donations to the OA World Service Office

- 1) A member may contribute up to US\$7,500 per year to the general fund, up to US\$7,500 per year to any special fund, and up to US\$7,500 per year to honor the memory of a deceased member.
- 2) OA, Inc. may accept a bequest from the will of a deceased member in cash or cash equivalent. There is no limit on the amount of such a bequest.

2014a Rescinded 2017.

2014b Amended 2023. It was adopted that:

Meetings of Delegates

Annual Business Conference

- 1) Oral committee and workshop reports shall be made on the final day of the Business Conference when time allows. Written reports are due in the World Service Office four weeks following the close of the Business Conference.
- 2) Special meetings of delegates or committees of delegates during the Business Conference for any purpose or purposes may be called at any time by the chair or by a majority of the trustees and/or delegates.
- 3) Communications concerning the Business Conference from the trustees and the World Service Office shall be through the registered delegates and service bodies.

2015 It was adopted that:

World Service display the name “Overeaters Anonymous” on all displays, banners, and other signage at its events. This does not apply to badges.

2016 Rescinded 2019.

2017a Rescinded 2023.

2017b The following policy statement was adopted:

Overeaters Anonymous will establish a special fund to assist in translating OA literature, forms, correspondence, website, and other materials to languages other than English. Money contributed to this fund is in addition to the International Publications/Translations Committee’s budget. The Board of Trustees will establish guidelines to allocate the funds.

2017c Rescinded 2023. Superseded by 2019c.

2018a Rescinded 2023.

2018b Amended 2025. The following policy statement was adopted:

In keeping with Tradition Ten, Overeaters Anonymous has no opinion on surgical or other medically recommended methods of weight management. In the spirit of Tradition Three, Overeaters Anonymous welcomes anyone with a desire to stop eating compulsively.

2019a Amended 2021. It was adopted that:

The term hybrid is used to describe a group composed of members attending a single meeting where all can hear and share but may be present either in the same physical location (face-to-face) or through some form of electronic device (virtual).

A hybrid group may register only once and is assigned one group number but may appear on oa.org in both the face-to-face listing and the virtual listing and will clearly indicate that they are a hybrid meeting.

2019b Amended 2023. It was adopted to:

Apply for and, if approved, accept non-profit status from Google.

2019c Amended 2021 and 2023. The following policy statement was adopted:

The World Service Business Conference established the following annual events.

OA Birthday: The third full weekend (Friday included) of January as the annual celebration of the January 19, 1960 founding of Overeaters Anonymous.

Unity Day: The last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m. local time.

Sponsorship Day: The third full weekend (Friday included) in August.

International Day Experiencing Abstinence (IDEA): The third full weekend (Friday included) in November.

Twelfth Step Within Day: December 12 (12/12) each year be designated as OA's International Twelfth Step Within Day, the purpose of which will be to encourage OA service bodies, meetings, and individual members to reach out to those within the Fellowship who are still suffering from compulsive eating behaviors.

2021 Amended 2023. The following policy statement was adopted:

Diverse Voices Policy

When developing new and updating existing literature published by Overeaters Anonymous World Service, the Literature committees will make a concerted effort to include stories and/or quotes from members of diverse populations that are underrepresented in OA.

2022a It was adopted that:

The OA Responsibility Pledge be included in/on all published OA literature, social media, newsletters, and bulletins maintained by the World Service Office except where space is prohibitive

in a printed document. The World Service Business Conference further suggests that all OA registered service bodies use the OA Responsibility Pledge on all OA locally produced literature.

2022b It was adopted to:

Create a policy that OA makes a Portable Document Format of the board-approved newcomer-oriented pamphlet, *Where Do I Start?*, available to anyone to download and print.

2023a It was adopted that:

All official documents and communications issued at the World Service level will avoid, wherever possible, the use of acronyms and abbreviations. The acronym for Overeaters Anonymous, “OA”, and literature will be exempt from this policy.

2023b The following policy statement was adopted:

Public Communications Policy

It is proposed that Overeaters Anonymous adopt a Public Communications Policy. The purpose of the public communications policy is to assist Overeaters Anonymous to continue to grow the Fellowship and to carry its message to the compulsive eater who still suffers.

We fulfill our primary purpose most effectively by attraction and cooperation—not promotion or affiliation.

Overeaters Anonymous is attracting when it tells people why we are, what we are, what we do, and how; we let them know that we are available if and when help is needed. We state the facts, which are communicated via all available forms of public media, always stressing personal anonymity at the public level. Overeaters Anonymous is cooperating when it works with others, rather than alone. Working with others broadens our scope and contacts, and we reach more of those in need.

Overeaters Anonymous and registered service bodies may purchase ads or send press releases and public service announcements, including those in relation to special events and promotions, in all forms of public media, provided personal anonymity is maintained for members of Overeaters Anonymous (contact names on media communication can include any special worker associated with public communications, as well as the first names of individual members).

For more information on the implementation of this policy, see Overeaters Anonymous board-approved guidelines.

2024 It was adopted that:

When planning the World Service Business Conference or other meetings scheduled in accordance with OA, Inc. Bylaws, Subpart B, Article VIII, Sections 1 and 2, the Board of Trustees will make every effort not to arrange such meetings during major holidays. Whenever possible, such meetings will not be arranged for three days before or after the holidays.

****END****

Note: The World Service Office shall oversee that the Business Conference minutes are researched annually in order to update this summary with any Business Conference motions which have a continuing effect. This includes new, revised, or rescinded motions adopted by the World Service Business Conference.

Business Conference Policy Manual Appendix A – Rescissions

- 1962** At OA’s first Business Conference, then called the National Conference, it was adopted that:
We endorse as our only basic creed the only thing that OA in general subscribes to (from headquarters), the Twelve Steps and the Twelve Traditions. That this is the only basic program that OA (headquarters) believes as its creed. We acknowledge that these two things are the only creed that OA subscribes to, basically. *(Rescinded 2014)*
- 1977a** It was adopted that:
The price be put back on the literature. *(Rescinded 2001)*
- 1979a** It was adopted that:
AA-approved literature to be sold at the WS Convention with list to be submitted from the Literature Committee to the board for approval. *(Rescinded 1989; Superseded by 1982b)*
- 1979b** It was adopted that:
Any activity (i.e., marathons, conventions, and retreats) not sponsored by a registered group, an intergroup, region, or OA as a whole be considered an outside enterprise not to be endorsed or promoted by OA and as such not appear in a world service publication. Any marathon, convention, or retreat that offers for sale any items that are not Conference-approved, be considered an outside enterprise and also not be publicized in OA publications. *(Rescinded 1989; Superseded by 1980c and 1984e)*
- 1979d** It was adopted to:
Pay founder Rozanne S.’s expenses to all future Conventions. *(Rescinded 2015)*
- 1980a** Amended 1989. It was adopted that:
The purpose of each proposed amendment to the World Service bylaws be clearly verbalized by the proposing body. *(Rescinded 2016)*
- 1982a** After a presentation/discussion on whether OA should produce literature on anorexia nervosa or other eating disorders, the following statement was adopted:
Overeaters Anonymous does not have any literature for specific eating disorders other than compulsive overeating. We welcome in love and fellowship all who have the desire to stop eating compulsively. *(Rescinded 1999)*
- 1982b** After a presentation/discussion on using an OA/AA-approved literature list which includes the 1976 Business Conference Statement on OA/AA-approved literature, the following was adopted that:
The current World Service Business Conference policy on literature be a list (to be updated as necessary) which includes the amended 1976 Statement on OA-/AA-approved literature: “In accordance with our Traditions, we suggest OA groups maintain unity and protect our Traditions by selling only program books and pamphlets at their meetings. This would include AA Conference-approved literature and OA Conference- and board-approved literature. Intergroup- or group-prepared local literature should be used with the greatest discretion. Even then, we suggest that you submit it to the World Service Office for their information. This type of local literature should be considered temporary and discontinued when OA literature approved for general use is available to cover the topic.” (The complete list which includes this statement, literature, and explanations is available from the World Service Office.) *(Rescinded 2010)*

1982d It was adopted that:
The Board of Trustees presents a written Business Conference report of all Board of Trustees' policies, to be updated for each Business Conference beginning May 1983. *(Rescinded 2001)*

1982f It was adopted that:
Future Business Conferences begin proposed Bylaw Amendments directly following the last completely debated article of the previous year.

(Note: The intent is to apply this recommendation only in a year following a Business Conference that was unable to debate and vote on all proposed Bylaw Amendments due to a lack of time.)
(Rescinded 2012)

1986a Amended 1996, 1998 and 2018. It was adopted that:
Overeaters Anonymous celebrate an annual worldwide Unity Day on the last Saturday in February in even years and the last Sunday in February in odd years at 11:30 a.m.

To designate the third weekend of January as the annual celebration of the January 19, 1960, founding of Overeaters Anonymous. *(Rescinded 2019; Superseded by 2019c)*

1987a Amended 1997. A policy statement on food plans was adopted:
The OA 1997 World Service Business Conference, after careful consideration, believes that although many individual OA members choose to follow a plan of eating for their personal plan of recovery, offering food plans at OA meetings is a violation of Tradition Ten. While each OA member is free to choose a personal plan of eating to achieve abstinence, OA as a whole cannot print, endorse, or distribute food plan information to members.

Nutrition is a most controversial outside issue; the hiring of professionals to produce food plans for use at meetings also violates the Eighth Tradition, as we need always remain nonprofessional. Groups endorsing any food plans by distributing them at their meetings affect OA as a whole. We ask all groups, intergroups, and regions of OA to adhere to the above policy statement and discontinue the use of food plan information at meetings. We ought best concern ourselves with our suggested program of recovery—the Twelve Steps. *(Rescinded 2000; Superseded by 2000a)*

1987b It was adopted that:
One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities may be claimed by any member of the Board of Trustees during each of her/his elected terms of office for any reason. *(Rescinded 2018)*

1987d It was adopted that:
The World Service Business Conference adopt as policy the following procedures for the submission and consideration of all a) new business motions, b) policy motions, and c) amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws.

- 1) All submissions of proposed new business motions, policy motions, and/or amendments to Subpart B of the Overeaters Anonymous, Inc. Bylaws shall include:
 - a) a statement of intent;
 - b) a statement of the procedures necessary for the implementation of the proposal (if necessary); and
 - c) a statement of estimated costs associated with the proposal.

In the event that the proposed new business motion, policy motion, or amendment to Subpart B of the Overeaters Anonymous, Inc. Bylaws does not, or the maker cannot, state either the procedure of implementation or cost estimate, the World Service Office shall, to the extent possible, propose implementation procedures and make cost estimates which shall be circulated with the proposals. *(Rescinded 2005; Superseded by 2005c)*

1988a Regions:

Regional Assemblies

Regions may meet more often for the conduct of business as necessary. *(Rescinded 2005)*

1988c Amended 2001. It was adopted that:

The Conference agenda questionnaire include all proposed new business and policy motions and bylaw amendments that have been submitted within the announced postmarked deadline, including those deemed out of order with the exception of such motions and bylaw amendments that, based upon opinions from legal counsel, are deemed to be defamatory. Proposals included in the agenda questionnaire that are deemed out of order must include within the “WSO Comments” an explanation of this determination, and at the end of the “Proposed Wording” the parenthetical comment ‘deemed out of order: see WSO Comments below.’ Additionally, the BOT or its designated subcommittee must also include an explanation of the general nature of the motion or bylaw amendment that resulted in it being deemed defamatory by legal counsel and therefore not printed in the Conference agenda questionnaire. *(Rescinded 2005; Superseded by 2005c)*

1989b Changes and deletions in the Business Conference Policy Manual were adopted. See sections marked Revised 1989 or Deleted 1989. *(Rescinded 2003)*

1991b It was adopted that:

The following information be included in an information packet that is sent to each delegate before the Conference.

- 1) A history of related new business items or bylaw amendments that were voted upon by the WSBC in the past five years and the results of those votes.
- 2) Up to one page of arguments in favor of each new business item or bylaw amendment submitted by the maker of the motion at the time of submission. *(Rescinded 2005; Superseded by 2005c)*

1992b Amended 2018. It was adopted that:

The World Service Business Conference establish an International Day Experiencing Abstinence (IDEA) to be held annually on the third weekend in November. *(Rescinded 2019; Superseded by 2019c)*

1992d The following policy statement adopted that:

The World Service Business Conference resolves to welcome anorexics and bulimics in the OA Fellowship as full and equal members. *(Rescinded 1998)*

1992e It was adopted that:

The World Service Board of Trustees incorporates the job description of the general service trustee on the trustee application form. *(Rescinded 2023)*

1993d It was adopted that:

Beginning 1994 the World Service Office will charge a twenty-dollar (\$20) nonrefundable fee to register a World Service Business Conference delegate. *(Rescinded 2001)*

1993e It was adopted that:
Until such time as the World Service Business Conference adopts concepts for OA, that all OA service bodies study and utilize AA's Twelve Concepts as guidelines for their service. (*Rescinded 1998*)

1994c The World Service Business Conference 1994 adopted:

- 1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.
- 2) 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.
- 3) The right of decision, based on trust, makes effective leadership possible.
- 4) The right of participation ensures equality of opportunity for all in the decision-making process.
- 5) Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.
- 6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.
- 7) 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.
- 8) The Board of Trustees has delegated to its Executive Committee the responsibility to administer the World Service Office.
- 9) Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
- 10) Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.
- 11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs, and consultants.
- 12) The spiritual foundation for OA service ensures that:
 - a) no OA committee or service body shall ever become the seat of perilous wealth or power;
 - b) sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle;
 - c) no OA member shall ever be placed in a position of unqualified authority;
 - d) all important decisions shall be reached by discussion, vote, and whenever possible, by substantial unanimity;
 - e) no service action shall ever be personally punitive or an incitement to public controversy; and
 - 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. (*Adopted into OA Bylaws, Subpart B 1998*)

1995a It was adopted that:

Overeaters Anonymous designate January as "Media Awareness Month." (*Rescinded 2014*)

1995b (updated 2013 due to amended 1984a) It was adopted to:

Remove abstinence as a Tool and replace it with a "plan of eating," leaving abstinence as our primary purpose as outlined in the OA Preamble: "Our primary purpose is to abstain from compulsive eating and carry the message of recovery through the Twelve Steps of OA to those who still suffer." (*Rescinded 2014*)

1996b It was adopted that:
The Board of Trustees may discontinue reprinting low-demand pamphlets that are no longer cost-effective to reprint and maintain in the OA literature inventory.

Discontinuance of a pamphlet:

Conference-approved pamphlets that have broad application to the Fellowship and which fall within the lowest 20 percent of ranked total pamphlet unit sales shall be considered for discontinuance.

The World Service Office publications department will provide a quarterly report indicating the unit demand volume on each Conference-approved pamphlet for review by the Executive Committee.

Those pamphlets that consistently fall below the designated 20 percent of total unit demand for four consecutive quarters may be chosen by the Executive Committee for recommendation to discontinue reprinting.

The Executive Committee will submit a motion to the Board of Trustees for approval to discontinue reprinting those pamphlets.

If the Executive Committee motion is approved by the Board of Trustees, the designated pamphlets will not be reprinted and will be removed from the OA literature catalog when the remaining inventory is depleted.

Notification to the Fellowship shall be through appropriate WSO publications, such as *Lifeline* and *A Step Ahead*.

A copy marked “discontinued” with the date the piece was discontinued will be maintained in the literature archives for duplication by the World Service Office for special requests. An appropriate amount will be charged for the time and cost of duplicating, mailing, etc. Unauthorized duplication of copyrighted discontinued pieces is prohibited.

For withdrawal of any Conference-approved pamphlet that is no longer printed; that is the pamphlet shall no longer be available for distribution to the Fellowship in any language, will require approval of the World Service Business Conference. ***(Rescinded 2008; Superseded by 2008a)***

1997 It was adopted:
Effective with the World Service Business Conference 1998, there be established an additional per-delegate registration fee of forty-five dollars (\$45) (adjusted annually for inflation as deemed necessary by the BOT). ***(Rescinded 2001)***

1998 The following policy statement was adopted to:
Discontinue Conference-approved literature for reasons other than low sales, a two-thirds vote from the delegates present and voting at the annual World Service Business Conference is needed. ***(Rescinded 2008; Superseded by 2008a)***

1999 Amended 2004 and 2005. It was adopted that:
An online or telephone group will be registered with world service as long as the listed group meets the following criteria:
1) Takes place in “real-time”;
2) Is fully interactive; and

3) Fulfills the definition of an OA group as contained in Subpart B, Article V, Section 1 of Overeaters Anonymous, Inc. Bylaws. *(Rescinded 2016)*

2002a It was adopted that:

There will be a special Conference committee consisting of four members of the Board of Trustees, four region chairmen, and up to ten delegates to develop a plan of action to either strengthen the current OA worldwide service structure or restructure it. The result will be presented to WSBC no later than 2004. The chairman of the board will choose committee members. *(Rescinded 2005)*

2002b It was adopted that:

The Board of Trustees will investigate the feasibility of establishing a toll-free line for the purpose of public information and publish its reports to all service bodies by October 1, 2002. *(Rescinded 2005)*

2004a It was adopted that:

The WSO have proposal forms available on the OA website with detailed online instructions for submitting the proposals. The forms are to include an email address for the maker of the proposal. *(Rescinded 2018)*

2005b It was adopted that:

WSBC 2005 directs the Board of Trustees (BOT) to implement a matching grant program whereby service bodies may apply for and receive funds from OA, Inc. for projects enhancing unity and the ability to carry the message both within and outside OA. Total yearly funding for grants shall not exceed 1 percent of total donations to the World Service Office (WSO) for the prior year. *(Rescinded 2011)*

2006 It was adopted to:

Change the name of the HIPM (Hospitals, Institutions, Professionals, and the Military) Committee to Professional Outreach Committee. *(Rescinded 2014)*

2007 It was adopted that:

Overeaters Anonymous, Inc. conduct a Public Awareness Campaign using the services of an outside agency. Expenses connected to this campaign will be supported by member contributions to a special public awareness campaign fund established by the Board of Trustees. The BOT may use up to US\$20,000 of current reserves for seed money to initiate the campaign. Such funds are to be reimbursed from the special fund established for this purpose. *(Rescinded 2009)*

2008b It was adopted to:

Create an Overeaters Anonymous media policy.

To raise public awareness, Overeaters Anonymous and associated service bodies may send press releases to or make use of special events/promotions in newspapers, magazines, television, radio, websites, billboards, and other means of public media, providing personal anonymity is maintained for members of Overeaters Anonymous. Contact names on media communication can include any special worker associated with public awareness as well as the first names of individual Overeaters Anonymous members. *(Rescinded 2023)*

2008c It was adopted to:

Create an Overeaters Anonymous public relations policy.

If Overeaters Anonymous is to continue to exist, it must continue to grow in order to fulfill its primary purpose of carrying its message to the compulsive eater who still suffers and to reach those who are not yet aware of the existence of our Fellowship.

We fulfill this primary purpose most effectively by attraction and cooperation—not promotion or affiliation. For the guidance of our Fellowship, here are definitions of those terms:

To Attract: To draw by other than physical influence; to invite; to draw to; to encourage approach

To Promote: To push forward; to further advance, as in a business venture (implies “hard sell,” advancement for profit)

Cooperation: Joint operation or action (implies coming together of two or more people to work together for a common goal or benefit or on a common problem)

Affiliation: Association or close connection; a uniting (implies lending one’s name, endorsement, legal, or financial partnership)

Overeaters Anonymous is attracting when it tells people why we are, what we are, what we do, and how; we let them know that we are available if and when help is needed. We state the facts, which are communicated via the press, radio, TV, internet, and films, always stressing personal anonymity at the public level.

Overeaters Anonymous is cooperating when it works with others*, rather than alone. Working with others broadens our scope and contacts and we reach more of those in need. Hiring outside contractors or service companies is not considered an affiliation.

**Examples could include, but are not limited to, hospitals, doctors, nurses, clergymen, treatment centers, educators, dieticians, nutritionists, employee assistance programs, and health spas. (Rescinded 2023)*

2008d It was adopted to:
Create an Overeaters Anonymous public service announcements policy.

To raise public awareness, Overeaters Anonymous and associated service bodies may make use of public service announcements in appropriate newspapers, magazines, television, radio, websites, billboards, and other means of public media. *(Rescinded 2023)*

2008e It was adopted to:
Create an Overeaters Anonymous paid ads policy.

To raise public awareness, Overeaters Anonymous and associated service bodies may purchase ads in appropriate newspapers, magazines, television, radio, websites, billboards, and other public media. *(Rescinded 2023)*

2009a It was adopted that:
The World Service Office provides website templates for optional use by OA service bodies and groups in creating or revising their websites. *(Rescinded 2023)*

- 2009b** Amended 2017. It was adopted that:
December 12 (12/12) each year be designated as OA’s International Twelfth Step Within Day, the purpose of which will be to encourage OA service bodies, meetings, and individual members to reach out to those within the Fellowship who are still suffering from compulsive eating behaviors. *(Rescinded 2023; Superseded by 2019c)*
- 2009c** It was adopted to:
Establish a special fund to assist in the translating of OA literature, forms, correspondence, website, and other materials to languages other than English. Money in this fund is in addition to the Translation Committee’s budget. The BOT will establish guidelines to allocate the funds. *(Rescinded 2012)*
- 2009d** It was adopted to:
Create a Web/Technology Conference Committee starting at WSBC 2010. *(Rescinded 2019)*
- 2010b** It was adopted to:
Add a ninth Tool: “Action Plan.” *(Rescinded 2014)*
- 2014a** It was adopted that:
Overeaters Anonymous email groups, commonly called loops (groups that do not meet in real time), may list their group on www.oa.org as a courtesy with the following criteria:
1) Email groups must comply with the definition of an Overeaters Anonymous group as per OA, Inc. Bylaws, Subpart B, Article V – Overeaters Anonymous Groups, Section 1 – Definition.
2) The topic and/or focus of the email group are consistent with those listed on oa.org for Overeaters Anonymous face-to-face and virtual groups.
3) New members must be informed of the loop’s policies, norms, and practices.
4) Archives are to be deleted at least once a month unless the loop’s policies dictate otherwise.
5) Email groups are moderated to stay on topic.
6) The format of the email groups is structured similarly to a registered OA group. Postings to email groups are limited to the topic, the Twelve Steps, the Twelve Traditions, or the Twelve Concepts of OA Service. Feedback, crosstalk, and advice-giving are discouraged.
7) Each email group will have a coordinator who registers the loop with an email service provider and a secretary who will liaise with the OA World Service Office. *(Rescinded 2017)*
- 2016** It was adopted to:
Establish an OA Virtual Services Conference Committee. The committee would focus on virtual groups and would assist in forming new virtual service boards, presenting virtual workshops, and other projects that support the virtual groups and virtual service boards (VSBs). This will help build infrastructure and support for VSBs and virtual groups. *(Rescinded 2019)*
- 2017a** The following policy statement was adopted:
Overeaters Anonymous will establish an ad hoc committee to consider the implementation/registration of a Spanish language service board (SLSB). The Spanish-speaking Fellowship will work with the BOT in order to establish how the SLSB will fit into the OA service structure. *(Rescinded 2023)*
- 2017c** Amended 2018. It was adopted that:
The World Service Business Conference 2017 create a Sponsorship Day to be held annually on the third weekend in August. *(Rescinded 2023; Superseded by 2019b)*

2018a It was adopted that:

The World Service Business Conference 2018 direct the Board of Trustees of Overeaters Anonymous to establish an ad hoc committee to research and delineate the best means and costs of improving, upgrading, and expanding the electronic “front door” of OA for the purpose of defining a budgetary amount for a “Welcome to OA” capital campaign. OA’s “front door” includes the oa.org website data systems and could include the development of a geolocator and real-time Find a Meeting app for smartphones, or other means revealed to be useful in the research. (*Rescinded 2023*)

OA, Inc. Bylaws, Subpart A

ARTICLE I – NAME AND PLACE OF BUSINESS

The name of this Corporation is Overeaters Anonymous, Inc. (the “Corporation”). The principal office for the transaction of the business of the Corporation shall be located at such place or places within the County of Sandoval, State of New Mexico, as the Board of Trustees shall from time to time determine. Such principal place of business shall also constitute the location of the World Service Office of Overeaters Anonymous. The Corporation may have such other offices, either within or without the State of New Mexico, as the business of the Corporation may require from time to time.

ARTICLE II – PURPOSE

Section 1 – Mission Statement

Our mission is to carry the message of recovery through the Twelve Steps to the compulsive eater who still suffers.

Section 2 – Organization and Purpose

The Corporation is organized and incorporated under the laws of the State of New Mexico to operate as an exempt organization within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or similar provision of any future revenue law) (the “Code”) without profit to any officer or director. The purpose of Overeaters Anonymous is to carry the message of recovery through the Twelve Steps to the compulsive eater who still suffers. The general purpose and power are to promote the public health, and to work with and furnish charitable and cultural assistance to those with problems of obesity; and to conduct such other activities as are appropriate to these objectives. Subject to the foregoing, the Corporation may also engage in all other activities which are permissible by law. The Corporation is the guardian of the world services and the Twelve Steps and Twelve Traditions of Overeaters Anonymous and shall preserve the exclusive right to use the name Overeaters Anonymous. The Corporation shall maintain a World Service Office to serve Overeaters Anonymous.

ARTICLE III – MEMBERS

The Corporation shall have no members as such. Any action which would otherwise require approval by the members shall require only the approval of the Board of Trustees and all rights which would otherwise vest in the members shall vest in the trustees, except as otherwise expressly provided herein.

ARTICLE IV – PROHIBITIONS

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, the Corporation’s directors, members, officers, or other private personas, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions necessary to carry out the purposes set forth in Article Two. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Articles of Incorporation, the Corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended; or (b) by a corporation to which contributions are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended.

ARTICLE V – DIRECTORS/MANAGEMENT

Section 1 – Powers

Subject to the limitations of the Articles of Incorporation, these Bylaws, and the laws of the State of New Mexico, all corporate powers shall be exercised by or under the authority of the Board of Directors, which shall be known as the Board of Trustees and shall control the business and affairs of this Corporation. The term “trustees” as used in the Articles of Incorporation and these Bylaws shall mean “directors” as that term is used in the New Mexico Nonprofit Corporation Act and other laws. The use of the term “trustees” is historic only and is not intended to vary the duties of the trustees of this Corporation from that imposed on directors, or to establish a trust relationship.

Section 2 – Number of Trustees and Qualifications

The Corporation will have sixteen trustees. No paid employee at the local or national level may be a member of the Board of Trustees.

Section 3 – Composition

The board shall consist of all trustees elected in accordance with the procedures set forth in Subpart B of these bylaws. These trustees may serve in any of the following positions as determined by the board members: officer, Executive Committee, trustee liaison, Conference committee trustee cochair, or ad hoc committee trustee.

Section 4 – Election and Terms of Office

Trustees shall be elected by the delegates at the annual World Service Business Conference of Overeaters Anonymous in accordance with Subpart B of these Bylaws and shall hold office until the conclusion of the next such meeting at which their successors are elected and qualified.

Section 5 – Compensation

Trustees shall serve without compensation. Notwithstanding the foregoing, the Corporation may reimburse the trustees for reasonable out-of-pocket expenses for travel, lodgings, meals, and miscellaneous expenses in connection with attendance at board meetings and other official business.

Section 6 – Meetings

- a) Immediately following each annual World Service Business Conference meeting held pursuant to Article VIII of Subpart B of these Bylaws, the board shall hold a regular meeting to elect officers and transact other business. The Board of Trustees shall meet at least quarterly, at such place and time as it may designate from time to time by resolution of the board. In the absence of a resolution, regular meetings shall be held at the principal office of the Corporation. Special meetings may be called by the chair of the board or any three trustees, and such meetings shall be held at the time, place, and hour designated by the person or persons calling this meeting.
- b) Notice of the time and place of meetings shall be delivered to each trustee personally by email, at least two months prior to any face-to-face meeting and one month prior to any virtual/hybrid meeting (with specific meeting time frames). The agenda packet will be sent at least two weeks ahead of the formal Board of Trustees meeting.
- c) More than half of the trustees shall constitute a quorum for the transaction of business.
- d) In the absence of a quorum, the board shall transact no business, except as otherwise expressly provided in these Bylaws, in the Articles of Incorporation, or by law, and the only motion the board shall entertain is a motion to adjourn.
- e) Meetings of trustees shall be governed by the latest edition of *Robert’s Rules of Order, Newly Revised* or such successor publication as may from time to time be published, insofar as such rules are not inconsistent with or in conflict with these Bylaws, with the Articles of Incorporation, with law, or with special resolutions the board may adopt.

Section 7 – Resignation and Removal of Trustees

- a) Any trustee may resign effective upon giving written notice to the chair of the board, the secretary to the board, or the Board of Trustees of the Corporation. Unless the notice specifies otherwise, its acceptance by the Corporation shall not be necessary to make it effective.

Any trustee who advises the Board of Trustees that they have returned to compulsive eating will be deemed to have resigned as of the time of receipt of such notice by the Board of Trustees.

The Board of Trustees may declare vacant the office of a trustee who has been declared of unsound mind by a final order of court or convicted of a felony or been found by a final order or judgment of any court to have breached any duty under Section 53-8-25.1 or any other relevant provision of the New Mexico Nonprofit Corporation Act.

- b) Any trustee may be removed by a three-fourths vote of the Conference delegates present and voting at the annual World Service Business Conference.
- c) A vacancy shall be presumed, and the office shall be declared vacant by a three-fourths vote of all trustees under the following circumstances:
 - 1) Any trustee who is absent from two Board of Trustees meetings during their term of office without prior notice to the chair of the board or the secretary of the board and good cause as determined by the Board of Trustees.
 - 2) Any trustee who is absent from two Board of Trustees meetings in a twelve-month period.
 - 3) Any trustee assigned to the Executive Committee who is absent from three Executive Committee meetings in a twelve-month period.
 - 4) Absences of a trustee serving only a one-year term could be excused only by impassable weather, serious illness of a trustee, death, or serious illness of a trustee's immediate family member, war, or national strike.
- d) Any member of the Board of Trustees may present a motion that an absence from a meeting of the Board of Trustees, and/or a meeting of the Executive Committee, be approved for good cause.
 - 1) The motion may be presented at a Board of Trustees meeting prior to or the meeting subsequent to the meeting from which the trustee wishes to be excused.
 - 2) The motion to excuse an absence shall be treated as any other business motion and requires a three-fourths vote of the Board of Trustees. The vote to excuse the absence will be taken by written ballot.
- e) To be considered in attendance at a meeting, a trustee must attend 75 percent of the business meeting's schedule on the agenda for that meeting. This stipulation may be waived due to an emergency or other good cause that occurs during the business meeting if approved by a three-fourths vote of the trustees present.
- f) One leave of absence for up to sixty days from all Board of Trustees activities and responsibilities may be claimed by a member of the Board of Trustees during each elected term of office for any reason. The provisions in Section 7c) above do not apply to any absences of any trustee while on a leave of absence.

When a trustee requests a leave of absence, they will be informed that the protocol is to take them off all correspondence lists, including boardmail and they will be given a choice of whether to be taken off or not.

- g) The Board of Trustees may remove any trustee for cause by an affirmative three-fourths vote of the trustees. The failure to perform the duties and responsibilities of a trustee, as enumerated in the OA Bylaws, Subpart B, Article VII, Section 2 may constitute cause for removal.
- h) No reduction in the authorized number of trustees will have the effect of removing any trustee before their term of office expires.

Section 8 – Vacancies

Vacancies on the Board of Trustees may be filled by a majority vote of the trustees then in office in accordance with Article VII, Section 8 of Subpart B of these Bylaws, whether or not less than a quorum, or by a sole remaining trustee, and each trustee elected in this manner shall hold office until the conclusion of the next annual Conference or until their earlier resignation or removal or their office has been declared vacant in the manner provided by these Bylaws. A vacancy or vacancies on the Board of Trustees shall exist on the death, resignation, or removal of any trustee, or if the board declares vacant the office of a trustee if they are declared of unsound mind by an order of court or are convicted of a felony, or if the authorized number of trustees is increased, or if the delegates fail to elect the full authorized number of trustees to be voted for at any delegates meeting at which an election of trustees is held. If the resignation of a trustee states that it is to be effective at a future time, a successor may be elected to take office when the resignation becomes effective.

Section 9 – Waiver of Notice or Consent

The transactions of any meeting of the Board of Trustees however called and noticed or wherever held, shall be as valid as though it had at a meeting duly held after regular call and notice, if a quorum is present and if, either before or after the meeting, each of the trustees not present or who, though present, has prior to the meeting or at its commencement, protested the lack of proper notice, signs a written waiver of notice, or a consent to holding the meeting, or an approval of the minutes of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings. A notice or waiver of notice need not specify the purpose of any regular or special meeting of the Board of Trustees.

Notice of a meeting need not be given to any trustee who signs a waiver of notice, whether before or after the meeting, or who attends the meeting without protesting, prior to or at its commencement, the lack of notice of such trustee.

Section 10 – Adjournment

A majority of the trustees present, whether or not a quorum is present may adjourn any meeting to another time and place. If the meeting is adjourned for more than twenty-four hours, notice of the adjournment to another time or place shall be given prior to the time of the adjourned meeting to the trustees who were not present at the time of the adjournment.

Section 11 – Meetings by Virtual Conference

Members of the Board of Trustees may participate in a meeting through use of electronic means so long as all members participating in such meeting can hear one another. Participation by trustees in a meeting in the manner provided in this Section constitutes presence in person at such meeting.

Section 12 – Action without a Meeting

- a) Any actions required or permitted to be taken by the Board of Trustees may be taken without a meeting.
- b) A two-thirds vote of the board shall be required for approval. Any vote taken will occur over a minimum period of twenty-four hours.
- c) Such actions shall be ratified by the board at the next scheduled meeting.

Section 13 – Chair of the Board

The Board of Trustees shall elect a chair of the board to preside over meetings of the board and shall elect a first and second vice chair to serve in the chair's absence.

Section 14 – Executive Committee

- a) The board will elect six of their members to serve on the Executive Committee, which will include four officers and two additional trustees. The election of all members of the Executive Committee will be

held at the first board meeting following the Conference. Reference Article VI, Section 2a Election Process.

- b) The Executive Committee meets at least monthly at a time and place they agree upon annually.
- c) The chair presides at all such meetings. If the chair is unable to attend a meeting, the highest-ranking officer present shall serve as chair for that meeting.
 - 1) The ranking of the officers shall be as follows: first vice chair, second vice chair, treasurer.
 - 2) The secretary is not included in the progression because the managing director holds that office.
- d) Notice of the regular monthly meetings is not required if the time and place are specified in the committee's resolution of the committee.
- e) For special meetings, notice shall be given as outlined in Article V, Section 6, Subpart A of these Bylaws. All committee proceedings shall be conducted as prescribed in these Bylaws for the board. The committee has all the authority of the board, except as limited by the board's resolution or these Bylaws, in the following cases:
 - 1) The approval of any action for which law or these bylaws also require approval of the Board of Trustees or delegates or approval of the majority of the Board of Trustees or delegates.
 - 2) The filling of vacancies on the board or in any committee which has the authority of the board.
 - 3) The fixing of compensation of the trustees for serving on the board or on any committee.
 - 4) The amendment or repeal of bylaws or adoption of new bylaws.
 - 5) The amendment or repeal of any resolution of the board, which by its express terms is not so amendable or eligible for repeal.
 - 6) The appointment of committees of the board or members thereof.
 - 7) The expenditure of corporate funds to support a nominee for trustee when there are more people nominated for trustee than can be elected.
 - 8) The approval of any self-dealing transaction.

Section 15 – Other Committees

The board may, by resolution adopted by a majority of the trustees then in office, provided that a quorum is present, create one or more committees, each of which shall be chaired by a trustee or designated officer of the Corporation, to serve at the pleasure of the board. The chair of the board shall appoint chairs of such committees. The chair shall serve as ex-officio member, without vote, on all committees. Such committees shall not exercise the authority of the board. Any committee exercising authority of the board must conform to the New Mexico Nonprofit Corporation Act.

Section 16 – Managing Director

There shall be a managing director who shall act as the chief operations officer of the Corporation. The managing director shall be responsible for providing advice and assistance to members of the Board of Trustees and shall be responsible for administering the total operations of Overeaters Anonymous, Inc. and the World Service Office. The managing director shall also serve as an officer of the Corporation as its secretary.

ARTICLE VI – OFFICERS

Section 1 – General

The Corporation shall have a chair of the board, first and second vice chair of the board, a secretary, and a treasurer and such other officers as the board may elect.

Section 2 – Qualification, Election, and Vacancies

- a) Election Process
 - 1) The Board of Trustees elect the chair, the first and second vice chairs of the board, and the treasurer of the Corporation from the current trustees at the first board meeting following the annual Conference.
 - 2) Each nominated trustee may speak for up to five minutes on what they hope to bring to the position.

- 3) If there are more than two candidates and no one receives a majority vote on any ballot, the candidate receiving the fewest votes will be withdrawn from the ballot until two candidates remain.
 - 4) If a tie vote occurs on two ballots (when only two candidates remain), election shall then be decided by lot.
- b) No trustee shall serve in any one office for more than two consecutive one-year terms.
 - c) Vacancies may be filled by the board.
 - d) The board may elect such other officers, with such qualifications and duties as it may deem fit, to serve at the pleasure of the board.

Section 3 – Duties of Chair of the Board

The chair of the board shall be the chief executive officer of the Corporation and shall, subject to the control of the board, supervise, and control the affairs of the Corporation. The chair shall perform all duties incident to their office and such other duties as are provided in these Bylaws or as may be prescribed from time to time by the Board of Trustees. The chair shall serve as ex-officio member, without vote, on all committees.

The chair of the Board of Trustees shall appoint all members of such committees. The chair of the Board of Trustees may appoint former trustees to serve on such committees.

Section 4 – Duties of Vice Chair of the Board

The first vice chair of the board shall perform all duties and exercise all powers of the chair of the board when the chair of the board is absent or is otherwise unable to act and when the first vice chair is absent or otherwise unable to act, the second vice chair shall perform such duties and exercise such powers. The first and second vice chairs of the board shall perform such other duties as may be prescribed from time to time by the Board of Trustees.

Section 5 – Duties of Secretary

The secretary shall keep minutes of all meetings of the Board of Trustees, Executive Committee, and World Service Business Conference delegates; shall be the custodian of the corporate records; shall give all notices as are required by law or by these Bylaws; and generally shall perform all duties incident to the office of secretary and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be assigned from time to time by the Board of Trustees or Executive Committee

Section 6 – Duties of Treasurer

The treasurer shall have charge and oversight of all funds of the Corporation; shall oversee the World Service Office staff to deposit such funds as required by the Board of Trustees or the Executive Committee, keep and maintain adequate and correct amounts of the Corporation's properties and business transactions, and render reports and accounting to the trustees as required by the Board of Trustees or the Executive Committee; and shall in general perform all duties incident to the office of treasurer and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be assigned from time to time by the Board of Trustees or the Executive Committee.

Section 7 – Compensation

Officers who are trustees of the Corporation shall serve without compensation.

ARTICLE VII – INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES, AND OTHER AGENTS

To the maximum extent permitted by the New Mexico Nonprofit Corporation Act, the Corporation shall, as to its past and present trustees, and may, in other cases, indemnify each of its agents against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with any proceeding arising by reason of the fact that any such person is or was an agent of the Corporation, and shall advance to each such agent expenses incurred in defending any such proceeding to the maximum

extent permitted by that law. For purposes of this Article, an “agent” of the Corporation includes any person who is or was a trustee, officer, employee, or other agent of the Corporation, or is or was serving at the request of the Corporation as trustee, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, or was a director, officer, employee, or agent of a corporation which was a predecessor corporation of the Corporation or of another enterprise serving at the request of such predecessor corporation. Notwithstanding anything to the contrary in this Article VII, the Corporation shall not be required to indemnify any past or present trustee to the extent that the matter to be indemnified against is covered by insurance purchased by the Corporation.

In the event the Corporation makes any payment or assumes any obligations under this Article VII, it shall to the extent of such payment or obligation be subrogated to all rights of the indemnified agent, including under policies of insurance and in any cause of action and judgment in favor of such agent arising out of or related to the indemnified matter.

ARTICLE VIII – INSURANCE

The Corporation may maintain insurance, at its expense, to protect itself and any director, officer, partner, trustee, employee, or agent of the Corporation or another corporation, partnership, joint venture, trust, or other incorporated or unincorporated enterprise against any such expense, liability, or loss, whether or not the Corporation would have the power to indemnify such person against such expense, liability, or loss under the New Mexico Nonprofit Corporation Act.

ARTICLE IX – MISCELLANEOUS PROVISIONS

Section 1 – Fiscal Year

The fiscal year of the Corporation shall be January 1 to December 31.

Section 2 – Corporate Seal

The Corporation may have a seal, which shall set forth, the name of the Corporation, the state, and date of incorporation. The seal may be affixed to any corporate instrument, but failure to affix it shall not affect the validity of any such instrument.

Section 3 – Execution of Checks, Notes, Contracts

- a) Contracts. The Executive Committee may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances.
- b) Loans. No loans up to US\$150,000 shall be contracted on behalf of the Corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Executive Committee. Loans above this amount require authorization of the full Board of Trustees. Such authority may be general or confined to specific instances.
- c) Checks, Drafts, and Other Financial Instruments. Except as otherwise provided by law, checks, drafts, promissory notes, orders for the payment of money, and other evidences of indebtedness of the Corporation shall be signed by:
 - 1) The treasurer or other designated officer and countersigned by the chair of the board or by other specified officer.
 - 2) Except that payment for any or all operating obligations may be signed by a designated employee of the World Service Office up to the amount of their respective bond.

Section 4 – Annual Report

- a) The board shall cause an annual report to be sent to the trustees not later than one hundred twenty days after close of the Corporation’s fiscal year. Such report shall contain in appropriate detail the following:
 - 1) The assets and liabilities, including the trust funds, of the Corporation as of the end of the fiscal year.

- 2) The principal changes in assets and liabilities, including trust funds, during the fiscal year.
- 3) The revenue or receipts of the Corporation, both unrestricted and restricted to particular purposes, for the fiscal year.
- 4) The expenses or disbursements of the Corporation, for both general and restricted purposes, during the fiscal year.
- 5) A statement of any transaction or indemnification in which the Corporation, a parent, or subsidiary was party, and in which either of the following had a direct or indirect material financial interest:
 - (i) A trustee or officer of the Corporation, or its parent or subsidiary.
 - (ii) Any holder of more than 10 percent of the voting power of the Corporation, its parent, or subsidiary.

For the purpose of this subparagraph (5), an “interested” person is any person described in subparagraph (i) or (ii) above of this subparagraph (5).

For the purpose of this subparagraph (5), a mere common directorship is not a material financial interest.

The statement required by this subparagraph (5) shall describe briefly:

- (i) Any covered transaction during the previous fiscal year involving more than forty thousand dollars, or which was one of a number of covered transactions in which the same interested person had a direct or indirect material financial interest, and which transactions in the aggregate involved more than forty thousand dollars.
- (ii) The names of the interested persons involved in such transactions, stating such person’s relationship to the Corporation, the nature of such person’s interest in the transaction and, where practicable, the amount of such interest; provided, that in the case of a transaction with a partnership of which such person is a partner, only the interest of the partnership need be stated.

The statement required by this subparagraph (5) shall describe briefly the amount and circumstances of any indemnifications or advances aggregating more than ten thousand dollars paid during the fiscal year to any officer or trustee of the Corporation.

The report required by this Section 4 shall be accompanied by any report thereon of independent accountants, or, if there is no such report, the certificate of an authorized officer of the Corporation that such statements were prepared without audit from the books and records of the Corporation.

Section 5 – Inspection

Every trustee shall have the absolute right at any reasonable time to inspect and copy all books, records, and documents of every kind and to inspect the physical properties of the Corporation.

Section 6 - Choice of Law

These Bylaws shall be interpreted under the laws of the State of New Mexico, and any action brought to enforce its provisions shall be brought in a court in New Mexico.

ARTICLE X – DISSOLUTION

Upon the dissolution of the Corporation, the Board of Trustees shall, after paying or making provision for the payment of all the liabilities of the Corporation, dispose of all of the assets of the Corporation to an organization or organizations organized and operated exclusively for charitable, education, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Code, as the Board of Trustees shall determine. Any of such assets not so disposed of shall be disposed of by the District Court of the county in which the principal office of the Corporation is then

located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XI – AMENDMENTS

Section 1 – Board of Trustees

Except as expressly stated in Subpart A, and provided there is no conflict in Subpart B, the Bylaws of Subpart A may be amended by the Board of Trustees as follows:

- a) Two-thirds vote of the board provided the amendment has been given in writing to the board administrator twenty-five days prior to the next board meeting.
- b) Seven-eighths vote of the board provided the amendment has been given in writing to the chair of the board at least one hour prior to the vote.

Section 2 – Record of Amendments

Whenever an amendment or new bylaw is adopted, it shall be copied and inserted into the minute book adjacent to the original bylaws or in an appropriate section of the Bylaws.

If any bylaw is repealed, the fact of repeal and the date of the meeting at which the repeal was enacted or written consent was filed, must be noted in the minutes and adjacent to the original bylaw.

OA, Inc. Bylaws, Subpart B

ARTICLE I—TWELVE STEPS

The Twelve Steps suggested for recovery in the Fellowship of Overeaters Anonymous are as follows:

- 1) We admitted we were powerless over food—that our lives had become unmanageable.
- 2) Came to believe that a Power greater than ourselves could restore us to sanity.
- 3) Made a decision to turn our will and our lives over to the care of God *as we understood Him*.
- 4) Made a searching and fearless moral inventory of ourselves.
- 5) Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
- 6) Were entirely ready to have God remove all these defects of character.
- 7) Humbly asked Him to remove our shortcomings.
- 8) Made a list of all persons we had harmed, and became willing to make amends to them all.
- 9) Made direct amends to such people wherever possible, except when to do so would injure them or others.
- 10) Continued to take personal inventory and when we were wrong, promptly admitted it.
- 11) Sought through prayer and meditation to improve our conscious contact with God *as we understood Him*, praying only for knowledge of His will for us and the power to carry that out.
- 12) Having had a spiritual awakening as the result of these Steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

ARTICLE II—TWELVE TRADITIONS

The Twelve Traditions of Overeaters Anonymous are:

- 1) Our common welfare should come first; personal recovery depends upon OA unity.
- 2) For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
- 3) The only requirement for OA membership is a desire to stop eating compulsively.
- 4) Each group should be autonomous except in matters affecting other groups or OA as a whole.
- 5) Each group has but one primary purpose—to carry its message to the compulsive overeater who still suffers.
- 6) An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
- 7) Every OA group ought to be fully self-supporting, declining outside contributions.
- 8) Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.
- 9) OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
- 10) Overeaters Anonymous has no opinion on outside issues; hence, the OA name ought never be drawn into public controversy.
- 11) Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television and other public media of communication.
- 12) Anonymity is the spiritual foundation of all these Traditions, ever reminding us to place principles before personalities.

ARTICLE III—TWELVE CONCEPTS

The Twelve Concepts of OA Service are:

- 1) The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.

- 2) 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.
- 3) The right of decision, based on trust, makes effective leadership possible.
- 4) The right of participation ensures equality of opportunity for all in the decision-making process.
- 5) Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.
- 6) The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.
- 7) 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.
- 8) The Board of Trustees has delegated to its Executive Committee the responsibility to administer the OA World Service Office.
- 9) Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
- 10) Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.
- 11) Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants.
- 12) The spiritual foundation for OA service ensures that:
 - a) no OA committee or service body shall ever become the seat of perilous wealth or power;
 - b) sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle;
 - c) no OA member shall ever be placed in a position of unqualified authority;
 - d) all important decisions shall be reached by discussion, vote and whenever possible, by substantial unanimity;
 - e) no service action shall ever be personally punitive or an incitement to public controversy; and
 - 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.

ARTICLE IV – MEMBERS

Section 1 – Legal Status

The Corporation may have associated with it persons who are not members of the Corporation within the meaning of Section 53-8-11 of the New Mexico Nonprofit Corporation Act, but who may be referred to as “members of Overeaters Anonymous” or “members” in this Subpart B. The identity, rights, and privileges of such “members” with respect to the Corporation shall be as set forth in these Bylaws. Reference in this Subpart B to members shall refer to such persons.

Section 2 – Qualifications

Any person may become a member of Overeaters Anonymous who has a desire to stop eating compulsively.

ARTICLE V – OVEREATERS ANONYMOUS GROUPS

Section 1 – Definition

These points shall define an Overeaters Anonymous group:

- a) As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service.
- b) All who have the desire to stop eating compulsively are welcome in the group.
- c) No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
- d) As a group they have no affiliation other than Overeaters Anonymous.

- e) It has affiliated as an Overeaters Anonymous group by registering with the World Service Office.

Section 2 – Composition

- a) A group may be formed, as set forth in Article V, Section 1, by two or more persons meeting together, either
 - 1) in the same physical location (land-based);
 - 2) through some form of electronic device (virtual); or
 - 3) both (hybrid).
- b) Groups compose the service bodies set forth in Article VI hereof.
- c) Affiliation/Participation:
 - 1) A group may affiliate with only one intergroup or national service board through the registration process.
 - 2) Unaffiliated groups that are not ready to form a service body or new groups without any intergroup or national service board in their language may affiliate with an intergroup or national service board that supports groups in their language including translation of OA literature.
 - 3) Any group or service body may participate in the activities (including voting) of another service body with their permission.

ARTICLE VI – SERVICE BODIES

Service bodies are formed to support the groups in matters the group cannot accomplish on their own.

There shall be five types of service bodies to provide services beyond the group level. Service bodies provide support and representation of the groups and intergroups from which they are formed and act as guardians of the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.

Service Bodies

- a) Intergroups
- b) National Service Boards
- c) Language Service Boards
- d) Specific Focus Service Boards
- e) Regions

Section 1 – Composition

- a) Intergroups are composed of two or more groups that have formed a service body for the purpose of supporting and representing these groups that are affiliated with it. Each state/province/country may have at least one service body (intergroup or national service board). In a state/province/country having only one group, that group may function as an intergroup.
- b) National service boards are composed of groups and intergroups who share a common purpose; to deal with issues that require a combination of membership and financial resources of intergroups and groups established within a single country.
- c) Language service boards are composed of groups, intergroups, and national service boards to serve the common needs of a language group, regardless of geographic proximity.
- d) Specific focus service boards are composed of two or more groups or intergroups to serve the common needs of groups and intergroups with the same specific focus, regardless of geographic proximity.
- e) There shall be ten regions: one virtual region and nine geographic regions each composed of intergroups, groups, and service boards that fall within its region. Subject to region and Board of Trustees approval, language service boards that span more than one region may choose to affiliate with any single region or choose not to be affiliated with a region.
 - 1) Region No. 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.

- 2) Region No. 2 shall be the Pacific Southwest Region composed of California, Hawaii, Reno/Tahoe area of Nevada, and Mexico.
- 3) Region No. 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.
- 4) Region No. 4 was dissolved/disbanded in July 2024 and ratified at World Service Business Conference 2025.
- 5) Region No. 5 shall be the Central Region composed of the Indiana, East Iowa, Indiana, Kentucky, Michigan, Minnesota, Missouri (except Greater Ozarks Intergroup), North Dakota, Ohio, and Wisconsin.
- 6) Region No. 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.
- 7) Region No. 7 shall be the Eastern Region composed of Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, and West Virginia.
- 8) Region No. 8 shall be the Southeast Region composed of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Greater Ozarks Intergroup, the US Virgin Islands, the Caribbean Islands, Central America, and South America.
- 9) Region No. 9 shall be composed of countries and territories in Africa, Europe, the Middle East, and Western Asia, including all of Russia.
- 10) Region No. 10 shall be composed of countries and territories in Australia, East Asia, New Zealand, Southeast Asia, and the Western Pacific Basin.
- 11) Virtual Region is nongeographic and is primarily composed of virtual groups and virtual intergroups.

Should states/provinces/territories/countries within a region, or service bodies within a state/province/territory/country wish to transfer to a region that is more convenient, the body notifies its current region, the region it would like to join, and the Board of Trustees of its desire to transfer. The Board of Trustees then submits a motion to World Service Business Conference to amend Subpart B, Article VI, Section 1e of the bylaws.

Section 2 – Registration

- a) Each service body shall be duly registered with the World Service Office of Overeaters Anonymous by submitting:
 - 1) a completed registration form;
 - 2) bylaws and/or a summary of its purpose and operating procedures, neither of which shall be in conflict with OA, Inc. Bylaws. At a minimum, such bylaws or summary of purpose shall include a statement indicating that its primary purpose is to aid those having problems with compulsive eating through the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service, and to serve and represent the OA groups from which it is formed; and
 - 3) complete registration information on:
 - i) intergroups—each affiliated group;
 - ii) national service boards—each affiliated intergroup and group;
 - iii) language service boards—each participating group, intergroup, and national service board; and
 - iv) specific focus boards—each participating group and intergroup.
- b) Each service body shall submit a copy of its bylaws and/or summary of purpose to the World Service Office whenever either is updated or revised.
- c) Each service body shall evaluate its bylaws upon receipt of notification from the World Service Office of amendments to OA, Inc. Bylaws adopted at the World Service Business Conference to ensure that their bylaws do not conflict with OA, Inc. Bylaws. Notices shall be deemed to have been given if sent by electronic transmission to the registered contact for each service body. Any updated bylaws shall be

submitted to the World Service Office pursuant to OA, Inc. Bylaws, Subpart B, Article VI, Section 2a) 2 above.

Section 3 – Affiliation and Participation

Purpose of Affiliation: To facilitate the count of the groups and service bodies of the Fellowship and to encourage the flow of support and information to all.

Purpose of Participation: To facilitate the support and the flow of information within groups and service bodies that have a common need.

For the purpose of registration and World Service Business Conference representation:

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

A group may choose to affiliate with an intergroup. The group shall be affiliated with the intergroup's region.

Should a group choose not to affiliate with an intergroup, but affiliates with a national service board, that group shall 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.

Section 4 – Functioning and World Service Business Conference Representation

- a) Service bodies may conduct their business by any method they choose.
- b) Minimal requirement for registered service bodies to maintain their registration at the World Service Office:
 - 1) Intergroups shall convene at least once a year, after prior notice has been given to all affiliated member groups, and for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.
 - 2) National service boards shall convene at least once a year, after prior notice has been given to all affiliated member groups and intergroups for election of officers and selection, when necessary, of delegate(s) to the World Service Business Conference of Overeaters Anonymous.

- 3) Language service boards shall convene at least once a year, after prior notice has been given to all member groups, intergroups, and national service boards for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.
 - 4) Specific focus service boards shall convene at least once a year, after prior notice has been given to all member groups for election of officers and selection, when necessary, of one delegate/alternate to the World Service Business Conference of Overeaters Anonymous.
 - 5) Region assemblies whose members shall be called “region representatives” or “RRs” shall convene at least once a year, after prior notice has been given to all service bodies and unaffiliated registered groups, for the election of officers and/or the selection of nominees for trustee(s) from that region and any sitting trustee from outside of that region who is currently serving as their trustee liaison.
- c) To send delegates to the World Service Business Conference a service body must be formally registered, along with its delegate information, thirty days prior to Conference opening. (See Article VIII, Section 3c) for qualifications and selection of delegates.)
 - d) In order to deregister, a service body submits a written request to the World Service Office, region chair, and trustee liaison; or in the case of a language service board or specific focus service board that is not affiliated with a region, the World Service Office and the trustee liaison.

ARTICLE VII – BOARD OF TRUSTEES

Section 1 – Composition

The Board of Trustees shall consist of sixteen trustees. Whenever possible, a minimum of two trustees shall come from outside of North America.

Section 2 – Duties and Responsibilities

- a) Each trustee shall serve and represent Overeaters Anonymous as a whole. The members of the board, subject to the laws of the State of New Mexico, are expected to exercise the powers vested in them by law in a manner consonant with the faith that permeates and guides the Fellowship of Overeaters Anonymous, inspired by the Twelve Steps of Overeaters Anonymous, in accordance with the Twelve Traditions and Twelve Concepts of OA Service, and in accordance with the bylaws.
- b) Subject to the limitations of these bylaws, and to the action of the delegates at the Conference, all powers shall be exercised by or under the authority of, and the business affairs of the Corporation shall be controlled by the Board of Trustees. Without prejudice to such general powers but subject to the same limitations, it is hereby expressly declared that the trustees shall have the following powers:
 - 1) To act as guardians of the Twelve Steps and Twelve Traditions, ensuring they are not altered in any way, except as specified in Article XII of these Bylaws.
 - 2) To act as guardians of the Twelve Concepts of OA Service and to promote the understanding and implementation of the Twelve Concepts of OA Service at all levels of service.
 - 3) To conduct, manage, and control the affairs and business of the Corporation and any charitable foundation organized in conjunction with or allied with Overeaters Anonymous as they may deem best, and to make such rules and regulations consistent with law, the Articles of Incorporation, or with these Bylaws, or the action of the Conference taken through the delegates at the Conference.
 - 4) In reference to Article VIII, Section 1, to designate a manner or method for holding meetings of the delegates or any other meeting as required.
 - 5) To manage in such a manner as they deem best all funds and real or personal property received and acquired by the Corporation, and to distribute, loan, or dispense with the same and the income.
 - 6) To call to the attention of any group or service body any nonadherence to the Twelve Traditions or the Twelve Concepts of OA Service which the trustee believes the group or service body has made, acting only in an advisory capacity in matters affecting Overeaters Anonymous as a whole.

- 7) To speak on behalf of Overeaters Anonymous in all matters affecting Overeaters Anonymous as a whole.
 - 8) To provide for and supervise publications of Overeaters Anonymous.
 - 9) To furnish counsel and guidance to the members, groups, and service bodies.
 - 10) To supervise and guide education and attraction efforts of Overeaters Anonymous.
 - 11) To provide forums for the interchange of ideas and information among groups and OA service bodies and to be instrumental in carrying the OA message of recovery to compulsive overeaters.
 - 12) To perform such other duties as may be directed by the delegates at the Conference.
 - 13) To prepare and present an annual report to the delegates at the Conference.
- c) Specific Duties
- 1) The trustees shall attend Board of Trustees meetings and Executive Committee meetings, if applicable, and the annual World Service Business Conference.
 - 2) The assigned trustee liaisons shall be the representatives of the Board of Trustees in their respective regions and at the region assemblies.
 - 3) The Executive Committee shall have general authority with respect to the routine conduct of the business affairs of the Corporation, including the following specific duties:
 - (i) To maintain a World Service Office and to receive and disburse all funds contributed to the World Service Office for the benefit of Overeaters Anonymous as a whole, so that the Fellowship of Overeaters Anonymous need never be organized in any legal or official manner.
 - (ii) To receive, manage, control, use, and disburse in such manner as the board may deem advantageous to Overeaters Anonymous, all gifts and contributions, monies, and properties of every kind received by the Board of Trustees for Overeaters Anonymous.

The board must decline all outside contributions in accordance with Tradition Seven.

 - (iii) To have the books of the Corporation and any and all affiliated bodies, foundations, and nonprofit corporations audited and to furnish an accounting of all financial transactions at the regular annual meeting of the Conference.
 - (iv) To submit minutes of the Executive Committee meetings to the Board of Trustees.

Section 3 – Term of Office

Trustees shall be elected at the annual World Service Business Conference for a period of three years. Trustees may be elected at any annual Conference in order to fill the remaining term created by a vacancy except as specified in Section 8.

Trustees shall serve no more than eight consecutive years. A candidate may not run for election at the World Service Business Conference if serving the full term of the proposed office would result in that candidate serving on the Board of Trustees for more than eight consecutive years.

Section 4 – Qualifications

- a) Qualifications for trustee shall be:
- 1) Seven years in the Fellowship;
 - 2) Five years of service beyond the meeting level, including at least two years of service as a region representative, region committee chair, region board member, region trustee liaison, or having served as a board member of a national service board;
 - 3) Attendance as a delegate to at least two World Service Business Conferences; and
 - 4) Five years of continuous recovery in Overeaters Anonymous as evidenced by:
 - (i) five years of current continuous abstinence;
 - (ii) current maintenance of a healthy body weight for at least two years; and

- (iii) emotional and spiritual growth as a result of incorporating into their lives the Twelve Steps and Twelve Traditions as a new way of living.
- b) Qualifications for trustee must be met at the time the application for trustee is submitted to the World Service Office. Specifically, such trustee nominees must also have:
 - 1) Worked through all Twelve Steps;
 - 2) Declared themselves as practicing the Twelve Steps to the best of their ability;
 - 3) Declared themselves as committed to the Twelve Traditions of Overeaters Anonymous; and
 - 4) Affirmed these additional qualifications on their trustee application forms.
- c) Upon election, each trustee shall make a commitment of:
 - 1) Adherence to the Twelve Steps, Twelve Traditions, and Twelve Concepts of OA Service.
 - 2) Continual recovery including abstinence and maintenance of a healthy body weight throughout the entire term(s) of office. Each person shall be the judge of their recovery including abstinence and maintenance of a healthy body weight.
 - 3) Compliance with all the terms and provisions of the prevailing Overeaters Anonymous, Inc. Bylaws.

Section 5 – Nomination of Trustees

- a) Submissions of Applications
 - 1) At least one-hundred twenty days prior to the scheduled opening of the annual Conference of Overeaters Anonymous, all groups within a region shall be notified by the region officers of the forthcoming Conference, with a request to all qualified members of the Fellowship of Overeaters Anonymous to submit nominations to the region.
 - 2) Current trustees not serving as a region liaison may submit their applications for re-election to the Board of Trustees for affirmation.
- b) Affirmation of Nominees
 - 1) At least ninety days prior to the annual Conference of Overeaters Anonymous, each region may affirm no more than three qualified nominees from applications received.
 - 2) At least ninety days prior to the annual Conference of Overeaters Anonymous, the Board of Trustees may affirm nominations received from current trustees not serving as region liaisons.
- c) All affirmed nominee applications shall be submitted to the Conference for consideration.
- e) Copies of resumes must be sent to all Conference delegates at least forty-five days prior to the annual Conference (see exception, Section 8).

Section 6 – Election of Trustees

- a) To be eligible for election, each nominee must appear before the delegates at the World Service Business Conference and address the assembled delegates from three to five minutes and answer questions from the floor. No new nominations will be accepted from the floor. No candidate may run for more than one position.
- b) To be elected, each trustee nominee must receive a majority vote of the delegates present and voting at the time of the election.
- c) If more than one ballot is necessary for any position, any candidate having less than one-fifth of the total vote will be withdrawn automatically on subsequent ballots, except that the top two candidates must remain. If no candidate has less than one-fifth of the votes, the candidate with the lowest number of votes shall be dropped from the ballot.
- d) Once there are only two candidates remaining for any trustee position and neither candidate receives a majority after two additional ballots are taken, a vacancy is declared. The Board of Trustees will fill this vacancy at the second regular board meeting after Conference.
- e) The newly elected trustees shall take office immediately at the conclusion of the Conference.

Section 7 – Assignment of Trustee Liaison

- f) After election or appointment of a new trustee, the Board of Trustees will give first consideration for liaison assignment to the region that affirmed the new trustee.
- g) Should the region affirm multiple candidates, the Board of Trustees will select the liaison from those the region affirmed.

Section 8 – Vacancies

- a) Vacancies occurring among the trustees may be filled by the Board of Trustees to serve until the conclusion of the next World Service Business Conference. The Board of Trustees shall solicit the names of eligible candidates through the regions.
- b) Should such vacancy occur within one hundred twenty days prior to Conference, the usual deadlines for the selection of trustee nominees shall be suspended. In this case only, resumes of trustee candidates nominated by the region shall be received by the Board of Trustees at least two weeks prior to the official opening of Conference to be considered for election at that Conference. Regions may affirm the nominations in a manner determined by the region. Copies of these resumes shall be supplied to the delegates by the opening of Conference.
- c) If the regions are unable to provide applicant(s), then Article VII, Section 8 applies.
- d) A vacancy created by action of the Conference delegates shall be filled as stated in Section 8.

ARTICLE VIII – MEETINGS OF DELEGATES

Section 1 – World Service Business Conference

- a) Annual Meeting
The Corporation shall sponsor an annual meeting of the delegates of the members, which shall be known as the World Service Business Conference (hereafter may be referred to as the “Conference”). The Conference shall serve as the collective conscience of the Fellowship of Overeaters Anonymous as a whole.
- b) Time and Location
The Conference shall be held on such dates as the Board of Trustees may determine. The Conference shall be held on a two-year rotation as follows:
 - 2) In person in the Albuquerque, New Mexico area or at such place as the Board of Trustees may designate.
 - 3) Via videoconferencing platform with the Board of Trustees determining any hybrid elements at their discretion.
- c) Virtual Attendance
The Board of Trustees may call the Conference, or any part of it, by virtual methods(s).

Section 2 – Special Meetings

Special meetings of the delegates for any purpose or purposes may be called at any time by the chair of the board or by a majority of the trustees.

Section 3 – Delegates

The delegates to the World Service Business Conference shall be as follows:

- a) Voting delegates shall consist of the following persons chosen in accordance with OA, Inc. Bylaws, Subpart B, Article VI, Section 4c) or Article VIII, Section 3c)1:
 - 1) Delegates from intergroups.
 - 2) Delegates from service boards chosen from groups, intergroups, and countries not otherwise represented.
 - 3) Delegates from countries not having any geographically based service board.
 - 4) Each language or specific focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or specific focus service board.

- 5) Each region shall be entitled to one vote through its duly elected chair or alternate.
 - 6) A region that was represented at the last World Service Business Conference by fewer than 40 percent of its intergroups and other eligible service bodies may send up to five additional delegates from the region. When selecting these delegates, the region shall give preference to delegates from intergroups and service bodies which would not otherwise be represented.
 - 7) Trustees.
- b) Those who may address the World Service Business Conference are:
- 1) Delegates: All delegates as defined in Section a). Any delegate may choose another delegate to speak on their behalf.
 - 2) Nondelegates: Officers of the Corporation or any parent or subsidiary of the Corporation who are not also trustees, the Conference parliamentarian, trustee nominees, the managing director, the managerial staff of the World Service Office, volunteers, and interpreters.
- c) Qualifications/Selection
- 1) Qualifications for selection of World Service delegates/alternates shall be set by each intergroup, region (in the case of region delegates), or service board provided that each delegate/alternate shall have at least one year of current abstinence and at least two years of service beyond the group level. (Permission for any exception in qualifications for valid reasons, if deemed credible by the trustees, may be received by application to the World Service Office.)
 - 2) Each intergroup or national service board shall be entitled to have one qualified delegate for up to the first fifteen groups it represents and one for each additional fifteen groups or any fraction thereof, as per the January Service Body Information Report from the World Service Office, except that the national service board shall not represent the same groups as intergroups represent.
 - 3) Countries without intergroups or national service boards that seek representation at the annual Conference shall have at least one delegate. Larger representation shall be determined by the Board of Trustees, with the delegate approval in accordance with the number of groups in that country.
 - 4) Each language or specific focus service board is entitled to have one qualified delegate only, regardless of the number of groups or service bodies (at least two meetings) that compose the language or specific focus service board.
 - 5) Delegates and alternates should be selected at least fifty days before the annual Conference, and the names forwarded immediately upon selection to the World Service Office of Overeaters Anonymous.
 - 6) If a region, intergroup, or service board does not select its delegate(s) and alternate(s) or fails to inform the World Service Office of Overeaters Anonymous before the annual meeting, such delegate(s) and alternate(s) may appear at the Conference with evidence of their due selection deemed credible by the trustees, and such delegate(s) shall be seated.

Section 4 – Notice

Notice of the regular annual Conference and all special meetings of delegates shall be given to each registered service body, unless otherwise instructed by each individual service body, by electronic transmission. Such notice shall be sent no less than sixty days before each meeting and shall specify the day(s), hour(s), method, and manner of the meeting, and shall state the general nature of the business to be considered at such meeting.

Section 5 – Voting

No delegate shall have more than one vote. Votes may be taken by notice, by show of hands, by ballot, or as called for by the presiding officer of any meeting, provided that the delegates may prescribe the method of voting desired on any question without regard to the method called for by the presiding officer.

Section 6 – Presiding Officer

All meetings of delegates shall be presided over by the chair of the Board of Trustees. In the absence of the chair, the first vice chair shall preside over the meetings of the delegates.

Section 7 – Parliamentary Authority

All meetings of the delegates shall be conducted in accordance with the latest edition of *Robert’s Rules of Order, Newly Revised*, where not in conflict with the law, Articles of Incorporation, these Bylaws, or special rules that delegates may adopt.

Section 8 – Business Agenda

- a) The chair shall provide that the agenda for the annual Conference includes written reports of the treasurer, managing director, board, and Conference committee chairs.
- b) Notwithstanding any action of the chair or mandate of Section 7 above, questions of policy shall take precedence over proposed Bylaw Amendments at all Conference meetings, except for such Bylaw Amendments as may be required to conform with or be mandated by any action of State or Federal statute, code, or law. The agenda of the Conference shall specifically provide for consideration of policy questions before consideration of Bylaw Amendments.
- c) New business to be placed on the agenda prior to Conference shall follow the same procedure for submission as for Bylaw Amendments and shall be approved by 50 percent of all intergroups and service boards responding to an Agenda Questionnaire by sixty days prior to the Conference. Other new business of an urgent nature must receive a majority vote of the Reference Subcommittee in order to be brought to the Conference floor.

ARTICLE IX – CONFERENCE COMMITTEES

The delegates may submit their preference for Conference committees in accordance with this Article IX. Committees shall include but not be limited to the following:

Section 1 – Conference-Approved Literature Committee

- a) The Conference-Approved Literature Committee shall be composed of twelve or more delegates selected by the cochairs of the Conference-Approved Literature Committee from among delegates at the Conference, to obtain good geographic representation, strong abstinence, and a willingness to serve.
- b) The cochairs may appoint outgoing delegates to serve an extra year on the committee in an advisory capacity.

Section 2 – Bylaws Committee

The Bylaws Committee shall be composed of one or two delegates from each region, selected either at regional assembly, or by a method practical to the region. In addition, other delegates attending the World Service Business Conference may choose to serve on the Bylaws Committee.

- a) The Reference Subcommittee shall be composed of the Bylaws Committee delegate chair and representative of the Board of Trustees who shall be the cochairs; and the representatives selected from each region to serve on the Bylaws Committee.
- b) The Reference Subcommittee shall meet at times designated on the Conference schedule or agenda, and other times as required by the Conference. The Reference Subcommittee will meet on the day prior to the conclusion of scheduled new business to consider emergency new business.
- c) Names of the Bylaws Committee members selected by the regions shall be sent to the World Service Office forty-five days prior to the Conference.
- d) The Reference Subcommittee shall further operate according to guidelines developed by the Bylaws Committee and approved by the Board of Trustees.

Section 3 – Region Chairs Committee

- a) The Region Chairs Committee shall act as a channel of communication between the Board of Trustees and the members of the Fellowship in their respective regions, for the purpose of sharing resources and solutions.
- b) The Region Chairs Committee shall be composed of the current region chairs only. A region chair may designate an alternate, such as the region vice chair, to serve on the committee in their absence.
- c) Section 5 of Article IX does not apply to this committee.

Section 4 – Other Conference Committees as may be needed and established by the Board of Trustees or the World Service Business Conference

Section 5 – Disbanding Conference Committees

- a) A Conference committee established by the Board of Trustees may be disbanded by the Board of Trustees if it is found not to have been working or meeting outside of the World Service Business Conference for more than one year.
- b) A Conference committee established by an act of the World Service Business Conference may only be suspended by an act of the World Service Business Conference.
- c) If such a committee is found not to have been working or meeting outside of the World Service Business Conference for more than one year, a motion to disband the committee shall be placed on the agenda of the next World Service Business Conference by the Board of Trustees for consideration at that World Service Business Conference.

Section 6 – Conference Committee Chair

- a) Election. A Conference cochair and a vice chair for each Conference committee shall be elected annually by a majority of the delegates present at the annual Conference committee meetings. The Conference cochair shall be a delegate and shall not serve more than two consecutive one-year terms. The vice chair shall assume all responsibilities in the absence of the Conference cochair.
- b) Responsibilities. One year's active service with the committee members and chairing the Conference committee meetings at the next annual World Service Business Conference if re-elected as a delegate.
- c) Vacancies. If, for any reason, the Conference committee cochair is unable to fulfill the position and there is no vice chair, the chair of the Board of Trustees, in consultation with the trustee cochair responsible for liaison between the Conference committee and the board, shall appoint a delegate from the committee to serve as Conference cochair.
- d) A vacancy shall be presumed if the Conference committee cochair fails to communicate with the committee for three consecutive months.

ARTICLE X – FINANCES

Section 1 – Procedure

- a) Full and complete disclosure of all World Service official financial matters is a prime guidance and objective for all accounting procedures and financial statements.
- b) Any delegate or trustee is entitled to examine the accounting records of the World Service Office, and any question concerning the finances of the World Service Office is completely proper and is to be answered promptly.
- c) Accounting procedures shall be geared to periodic reporting, and financial controls shall be established for credibility of the financial statements.
- d) Statements shall be clear and easy to understand to prevent confusion and misinterpretations.

ARTICLE XI – CORPORATION ASSETS

No delegate to the Conference or member of any local group which is a member of Overeaters Anonymous, and no trustee, officer, or employee or member of a committee or person connected with the Corporation, or any other private individual shall receive at any time any earnings or pecuniary profit from the operations

of the Corporation; provided that this shall not prevent payment to any such person of reasonable compensation for services rendered to or for the Corporation in effecting any of its purposes as shall be fixed by the Board of Trustees; and no such person or persons shall be entitled to share in the distribution of any of the assets upon the dissolution of the Corporation.

All delegates to the Conference and all members of local groups which are members of Overeaters Anonymous shall be deemed to have expressly consented and agreed that, upon such dissolution or winding up of the affairs of the Corporation, whether voluntary or involuntary, the assets of the Corporation then remaining in the hands of the Board of Trustees, after all debts have been paid, shall be delivered and paid over in such amounts as the Board of Trustees may determine or as may be determined by a court of competent jurisdiction upon application of the Board of Trustees, exclusively to charitable, religious, scientific, literary, or educational organizations which would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

ARTICLE XII – BYLAW AMENDMENTS

Section 1 – Procedure

Subpart B of these Bylaws may be amended as follows:

- a) Amendments to Subpart B of these Bylaws may be proposed by any registered service body, any standing or ad hoc Conference committee, or the Board of Trustees and shall be submitted to the chair of the Board of Trustees, postmarked or be date and time stamped through electronic transmission by December 1 before the annual meeting of the Conference.
- b) For the purpose of amendments, the English version of official documents is considered the version of record, and all amendments will be made to the version of record.
- c) The chair of the board shall cause a copy of the proposed amendments to be communicated to each delegate whose name appears in the office of the secretary of the Corporation and to each registered service body and trustee by January 5 prior to the annual Conference.
- d) In order for an amendment proposed to be submitted to the World Service Business Conference, these proposals will need to be approved by 50 percent of all intergroups and service boards responding. The Agenda Questionnaire must be returned to the World Service Office by sixty days prior to the Conference.
- e) Except as otherwise specified by these Bylaws, proposed amendments to Subpart B may be adopted by a two-thirds vote of the delegates present and voting, provided a quorum is present.
- f) Amendments to Article I (Twelve Steps) and Article II (Twelve Traditions) of Subpart B of these Bylaws may only be adopted if, in addition to d) above, they are ratified by three-fourths of the registered Overeaters Anonymous groups responding within six months of notification, provided at least 55 percent of the registered groups have responded.
- g) The parliamentarian may suggest editorial changes which do not alter the meaning of any bylaws but clarify the wording or bring the Bylaws and Articles of Incorporation into conformity.
- h) Amendments to Subpart B of these Bylaws shall be effective at the close of the Conference except as otherwise specified.

OA, Inc. FY2024 Financial Report

PORCH & ASSOCIATES LLC

CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

OVEREATERS ANONYMOUS, INC.

Financial Statements
and
Independent Auditor's Report

December 31, 2024 and 2023

OVEREATERS ANONYMOUS, INC.

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Independent Auditor's Report

Board of Directors and Management
Overeaters Anonymous, Inc.
Rio Rancho, New Mexico

Opinion

We have audited the accompanying financial statements of Overeaters Anonymous, Inc. (OA) (a not-for-profit corporation) which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities, cash flows, and functional expenses for the years then ended and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Overeaters Anonymous, Inc. as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of OA and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about OA's ability to continue as a going concern for one year after the date that the financial statements are issued.

Board of Directors and Management
Overeaters Anonymous, Inc.
Rio Rancho, New Mexico

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of OA's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about OA's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Porch & Associates, LLC

Albuquerque, New Mexico
March 18, 2025

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2024 and 2023

	2024	2023
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 195,726	298,168
Cash - restricted	76,799	86,777
Accounts receivable	31,594	2,678
Inventories	227,900	202,370
Prepaid expenses	55,822	44,172
Total current assets	587,841	634,165
Other Assets		
Property and equipment, net	560,193	602,800
Right of use asset	2,631	6,030
Investments	1,792,070	1,597,004
Intangible assets, net	20,957	26,942
Total other assets	2,375,851	2,232,776
Total assets	\$ 2,963,692	2,866,941
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable	\$ 29,708	18,881
Accrued expenses	65,693	71,652
Lease Liability	2,199	3,495
Total current liabilities	97,600	94,028
Non-current Liabilities		
Lease Liability	561	2,760
Total liabilities	98,161	96,788
Net Assets		
Without donor restrictions	2,788,732	2,683,376
With donor restrictions	76,799	86,777
Total net assets	2,865,531	2,770,153
Total liabilities and net assets	\$ 2,963,692	2,866,941

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF ACTIVITIES
Years Ended December 31, 2024 and 2023

	2024	2023
Change in Net Assets Without Donor Restrictions		
Revenues and Other Support		
Revenues		
Sales of literature	\$ 684,384	671,809
Contributions	983,005	957,053
Conference registration fees	46,665	33,095
Convention registrations and banquet fees	-	2,000
Total revenues	1,714,054	1,663,957
Other Support		
Investment income, net	140,806	171,312
Interest income	9,479	3,625
Other	4,899	7,004
Total other support	155,184	181,941
Total revenues and other support	1,869,238	1,845,898
Net assets released from restrictions	28,857	20,799
Total revenues and other support after release	1,898,095	1,866,697
Expenses		
Program Expenses		
Literature production and distribution	563,696	661,674
Digital content	129,693	90,013
Group support and referral services	585,057	566,425
Total program expenses	1,278,446	1,318,112
Supporting Expenses		
General and administrative	514,293	543,631
Total expenses	1,792,739	1,861,743
Change in net assets without donor restrictions	105,356	4,954
Net assets without donor restrictions, beginning of year	2,683,376	2,678,422
Net assets without donor restrictions, end of year	\$ 2,788,732	2,683,376
Change in Net Assets With Donor Restrictions		
Contributions	\$ 18,879	26,420
Net assets released from restrictions	(28,857)	(20,799)
Change in net assets with donor restrictions	(9,978)	5,621
Net assets with donor restrictions, beginning of year	86,777	81,156
Net assets with donor restrictions, end of year	\$ 76,799	86,777

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENTS OF CASH FLOWS
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Cash Flows From Operating Activities		
Cash received from:		
Literature sales	\$ 655,468	671,485
Contributions	1,001,884	983,473
Conference and convention registration fees	46,665	35,095
Other sources	4,899	7,004
Interest income	9,479	3,625
Cash paid to employees and suppliers	(1,758,594)	(1,770,844)
Net cash used in operating activities	(40,199)	(70,162)
Cash Flows From Investing Activities		
Purchase of property and equipment	(14,466)	(8,858)
Purchase of investments	(54,260)	(85,473)
Change in money market funds in investments	-	2,234
Net cash used in investing activities	(68,726)	(92,097)
Cash Flows From Financing Activities		
Payment of principal portion of lease liability	(3,495)	(13,670)
Net cash used in financing activities	(3,495)	(13,670)
Net change in cash and cash equivalents	(112,420)	(175,929)
Cash and cash equivalents, beginning of year	384,945	560,874
Cash and cash equivalents, end of year	\$ 272,525	384,945
Cash and cash equivalents are reported on the statement of financial position as follows:		
Cash and cash equivalents	\$ 195,726	298,168
Cash - restricted	76,799	86,777
	\$ 272,525	384,945

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2024

	Programmatic Services				Total
	Literature Production and Distribution	Digital Content	Group Support and Referral Services	General and Administrative	
Salary and related expenses					
Salaries	\$ 217,841	86,399	233,586	172,102	709,928
Payroll taxes	16,168	5,726	15,951	16,820	54,665
Employee benefits	37,005	12,509	35,931	52,671	138,116
Total salaries and related expenses	271,014	104,634	285,468	241,593	902,709
Other expenses					
Banquet and entertainment	-	-	16,216	-	16,216
Delegate support payments	-	-	16,659	-	16,659
Equipment rental	-	-	28,614	2,433	31,047
Insurance	-	-	1,199	26,493	27,692
Literature development	130	-	-	-	130
Other	525	-	85,780	5,314	91,619
Occupancy	9,027	4,368	9,027	6,698	29,120
Outside services	16,188	-	-	113,779	129,967
Parliamentarian	-	-	11,550	-	11,550
Postage and shipping	75,175	-	83	663	75,921
Printing and duplicating	129,971	-	7,944	-	137,915
Professional exhibits	-	-	9,198	-	9,198
Promotions and attractions	-	-	158	28,023	28,181
Supplies	7,732	-	100	38,459	46,291
Taxes - nonpayroll	-	-	-	259	259
Telephone	-	-	22	15,186	15,208
Translation fund	3,000	-	-	-	3,000
Travel, lodging, and meals	-	-	70,278	122	70,400
Utilities	4,719	2,283	4,719	3,501	15,222
Website maintenance	21,028	10,175	21,028	15,601	67,832
Lease accounting standard	-	-	-	3,545	3,545
Total other expenses	267,495	16,826	282,575	260,076	826,972
Total salary and other expenses before non-cash expenses	538,509	121,460	568,043	501,669	1,729,681
Non-Cash Expenses					
Depreciation	17,014	8,233	17,014	12,624	54,885
Amortization	8,173	-	-	-	8,173
Total non-cash expenses	25,187	8,233	17,014	12,624	63,058
Total functional expenses	\$ 563,696	129,693	585,057	514,293	1,792,739

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2023

	Programmatic Services				Total
	Literature Production and Distribution	Digital Content	Group Support and Referral Services	General and Administrative	
Salary and related expenses					
Salaries	\$ 234,502	63,306	213,080	242,671	753,559
Payroll taxes	21,423	4,063	15,598	17,527	58,611
Employee benefits	53,917	10,226	38,845	44,769	147,757
Total salaries and related expenses	309,842	77,595	267,523	304,967	959,927
Other expenses					
Banquet and entertainment	-	-	17,925	-	17,925
Delegate support payments	-	-	4,209	-	4,209
Equipment maintenance and repairs	-	-	-	703	703
Equipment rental	-	-	28,072	6,834	34,906
Insurance	-	-	1,156	23,178	24,334
Literature development	65	-	-	-	65
Other	-	-	111,026	9,227	120,253
Occupancy	7,112	1,464	5,857	6,485	20,918
Outside services	29,790	-	-	72,417	102,207
Parliamentarian	-	-	6,693	-	6,693
Postage and shipping	119,423	-	114	966	120,503
Printing and duplicating	123,041	2,100	14,788	-	139,929
Professional exhibits	-	-	2,467	-	2,467
Promotions and attractions	-	-	19	27,625	27,644
Supplies	8,995	-	980	34,845	44,820
Taxes - nonpayroll	-	-	-	547	547
Telephone	-	-	66	16,561	16,627
Translation fund	14,123	-	-	-	14,123
Travel, lodging, and meals	-	-	70,118	212	70,330
Utilities	7,201	1,483	5,930	6,565	21,179
Website maintenance	16,824	3,464	13,855	15,338	49,481
Lease accounting standard	-	-	-	(139)	(139)
Total other expenses	326,574	8,511	283,275	221,364	839,724
Total salary and other expenses before non-cash expenses	636,416	86,106	550,798	526,331	1,799,651
Non-Cash Expenses					
Depreciation	18,975	3,907	15,627	17,300	55,809
Amortization	6,283	-	-	-	6,283
Total non-cash expenses	25,258	3,907	15,627	17,300	62,092
Total functional expenses	\$ 661,674	90,013	566,425	543,631	1,861,743

The accompanying notes are an integral part of these financial statements.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1. ORGANIZATION

Overeaters Anonymous, Inc. (OA) was formed as a California not-for-profit corporation on May 16, 1969. The Internal Revenue Service issued a ruling stating that OA qualifies as a public charity and is exempt from federal income tax under Section 501(c)(3). In November 2007, OA filed Articles of Merger with the New Mexico Corporation Commission. The Articles merged the California Corporation into a newly formed New Mexico not-for-profit Corporation. The California Corporation was dissolved and, in June 2008, OA filed Restated Articles of Incorporation, becoming a New Mexico not-for-profit corporation.

The specific and primary purpose of OA is to aid those with the problem of compulsive overeating to overcome that problem through a 12-Step program of recovery.

The OA program is carried out primarily through local groups in which recovering compulsive overeaters share their experience, strength, and hope. OA is defined by the organization's charter as the Board of Trustees, the World Service Office, and the annual meeting of delegates at the World Service Business Conference. OA administers the World Service Office as the international headquarters of Overeaters Anonymous and provides services to local groups and regional service bodies through three major activities:

- Maintenance of an online directory that users can search to find any of 6000 monthly meetings worldwide.
- Publication and shipping of hardcopy and downloadable literature that augments the help provided by the local groups.
- Publication of two blogs and a monthly, online volume of member stories.

OA is supported primarily by voluntary contributions from members and from sales of literature. OA charges no dues or fees.

The accompanying financial statements do not include the operations of the local groups or service bodies, which are autonomous.

Programs and Services. During the year ended December 31, 2024 and 2023, OA incurred program and service expenses in the following major categories:

Literature Production and Distribution - This service provides information about the programs of recovery from compulsive overeating and suggestions for implementing the 12 Steps and 12 Traditions of OA, and suggested guidelines for group activities.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Digital Content - This service now covers what was once Magazine Production and Distribution and provides a forum for sharing experiences about the OA recovery program and current information about OA and its activities. This service is responsible for OA's overall online presence, through its various websites and on social media.

Group Support and Referral Services - This service provides activities, including the annual World Service Business Conference, directed toward growth and successful functioning of groups in accordance with the 12 Traditions of OA.

This summary of significant accounting policies of OA is presented to assist in the understanding of OA's financial statements. The financial statements and notes are the representations of OA's management who is responsible for their integrity and objectivity.

Allowance for Uncollectible Accounts. Accounts receivable are stated at unpaid balances, less an allowance for doubtful accounts. Management feels that accounts receivable is fully collectible and, accordingly, no allowance for uncollectible accounts is considered necessary. OA had accounts receivable in the amount of \$31,594 and \$2,678 at December 31, 2024 and 2023, respectively.

Basis of Presentation. OA's financial statements are presented in accordance with the Financial Accounting Standards Board Accounting Standards Codification (ASC) 958-205, Not-for-Profit Entities, Presenting Financial Statements. Under ASC 958-205, OA is required to report information regarding its financial position and activities according to two classes of net assets; net assets without donor restrictions and net assets with donor restrictions.

Basis of Accounting. The financial statements of OA are prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables, and other liabilities.

Cash Flow Information. OA considers all cash, money market, and short-term investments with an original maturity of three months or less to be cash equivalents.

Concentrations of Risk. OA maintains cash and cash equivalents with financial institutions. At times, such amounts may exceed FDIC limits. OA limits the amount of credit exposure with any one financial institution and believes that no significant credit risk exists with respect to cash. OA's cash balances were in excess of FDIC insurance by \$9,381 and \$603 at December 31, 2024 and 2023, respectively. OA has not experienced any losses on uninsured balances and does not believe this is a significant risk.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)**

Revenue and Revenue Recognition. OA follows ASC Topic 606, *Revenue from Contracts with Customers*, which requires the recognition of revenue when promised goods or services are transferred by OA in an amount that reflects the consideration to which OA expects to be entitled to in exchange for the goods or services.

Contributions. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for specific purpose are reported as net assets with donor restrictions. However, if a restriction is fulfilled in the same time period in which the contribution is received, OA reports the support as without donor restrictions.

Donated Goods and Services. Generally accepted accounting principles requires that professional service hours (attorney, accountants, doctors, etc.) be recorded in the financial statements, but not volunteer hours. Volunteers and board members have donated significant amounts of their time in OA's programs. The value of these hours is not recorded in the financial statements. There was no in-kind expense or revenue for the years ending December 31, 2024 or 2023.

Functional Expense Allocation. The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Costs are allocated on the basis of time and effort.

Income Taxes. OA is organized as a New Mexico nonprofit corporation and has been recognized by the IRS as exempt from federal income taxes under IRC Section 501(a). The IRS determined that OA, under IRC Section 501(c)(3), qualifies for the charitable contribution deduction under IRC Sections 170(b)(1)(A)(vi) and (viii), and has been determined not to be private foundation. OA is required to file a Return of Organization Exempt from Income Tax (Form 990) with the IRS. OA's open audit periods are 2022 through 2024.

OA evaluates uncertain tax positions in accordance with ASC 740 whereby the effect of the uncertainties in tax positions would be recorded if the outcome was considered probable and reasonably estimable. OA believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

Intangible Assets. Under ASC 350-30-25, Intangibles - Goodwill and Other, costs of internally developing, maintaining, or restoring intangible assets that are not specifically identifiable, that have indeterminate lives, or that are inherent in a continuing business or nonprofit activity and related to an entity as a whole, shall be recognized as an expense when incurred. Because costs of renewing and maintaining trademarks and foreign registrations have specifically identifiable costs with determinate useful lives they have been capitalized. Trademark and foreign registration costs are being amortized using the straight-line method over the following renewal or extension terms:

European Union Registration	10 years
Australian Trademark	10 years
Canadian Trademark	15 years

OA's future cash flows are not materially impacted by its ability to extend or renew agreements related to its amortizable intangible assets.

Inventories. Inventories, consisting primarily of books and pamphlets held for resale, are stated at the lower of cost (first-in, first-out method) or market. Due to the unique nature of OA's mission, a large number of items are included in inventory. For some of these items, more than a one-year supply is on hand.

Investments. Investments consist of certificates of deposit, individual stocks, mutual funds, and money market funds. Investments are carried at fair market value or appraised value, and realized and unrealized gains and losses and investment income are reported in the statements of activities as increases or decreases in net assets without donor restrictions unless a donor or law temporarily or permanently restricts their use. Investment income consists of interest, dividends, and unrealized and realized gains and losses, net of related fees.

Net Assets. Net assets are composed of the following:

Net Assets Without Donor Restrictions. Net assets that are not subject to usage restrictions based on donor-imposed requirements. This class also includes assets previously restricted where restrictions have expired or have been met.

Net Assets With Donor Restrictions. Net assets that are subject to restrictions imposed by donors that may or will be met by the occurrence of a specific event or the passage of time. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and are reported in the Statement of Activities as net assets released from restrictions.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

The governing board has designated net assets without donor restrictions for the following purposes as of December 31,2024:

An operating reserve in the amount of \$420,992, a building and capital reserve in the amount of \$5,125, a reserve for the purpose of producing audiobooks in the amount of \$6,623, a reserve for the purpose of updating the FAM database in the amount of \$34,955, a reserve for the purpose of hiring professional translators in the amount of \$45,129, a reserve for the purpose of developing a platform to replace the Lifeline magazine in the amount of \$34,922 a reserve for the purpose of updating the OA.org website in the amount of 34,414 , a reserve for the purpose of increasing OA’s Public Information/Public Outreach in the amount of \$17,574, and a reserve for building repairs and upgrades in the amount of \$27,455.

Promises to Give. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. There were no unconditional promises to give at year-end.

Property and Equipment, Net. OA capitalizes expenditures over \$1,000 with a useful life greater than one year. Property and equipment is recorded at cost if purchased or fair value if donated. If donors stipulate how long the assets must be used, the contributions are recorded as restricted support. In the absence of such stipulations, contributions of property and equipment are recorded as unrestricted support. Depreciation is provided for using the straight-line method over the following estimated useful lives:

Land improvements	15 years
Building and improvements	5 to 40 years
Furniture and fixtures	5 to 10 years
Equipment	3 to 5 years

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)

Leases. OA is a lessee for a non-cancellable lease of equipment and recognizes a lease liability and an intangible right-to-use lease asset in the financial statements. The lease liabilities are recognized for leases with an initial individual value of \$1,000 or more in total future lease payments. At the commencement of a lease, OA initially measures the lease liability at the present value of payments expected to be made during the lease term. Subsequently, the lease liability is reduced by the principal portion of lease payments made. The lease asset is initially measured as the initial amount of the lease liability, adjusted for lease payments made at or before the lease commencement date, plus certain initial direct costs. Subsequently, the lease asset is amortized on a straight-line basis over its useful life.

Key estimates and judgments related to leases include how OA determines (1) the discount rate it uses to discount the expected lease payments to present value, (2) lease term, and (3) lease payments.

- a. OA uses a rate of 3.25% for leases with a term of 1 year to 5 years.
- b. The lease term includes the non-cancellable period of the lease; the term of the lease contract, including options to extend, must be more than 12 months. Lease payments included in the measurement of the lease liability are composed of fixed payments and purchase option price that OA is reasonably certain to exercise.

OA monitors changes in circumstances that would require a remeasurement of its leases and will remeasure the lease asset and liability if certain changes occur that are expected to significantly affect the amount of the lease liability.

Related Party Transactions. Certain sales of literature and donations are made to and received from member's groups, intergroups, and National/Language Service Boards or Regions registered with OA. The groups and service bodies are legally separate from OA. Therefore, they are not considered to be related party transactions.

Shipping and Handling Costs. Freight billed to customers is considered sales revenue and the related freight costs is expensed in postage and shipping.

Use of Estimates. The preparation of financial statements in conformity with generally accepted accounting principles requires OA to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates, and those differences could be material.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(CONTINUED)**

Risk Management. OA is exposed to various risks of loss from torts; theft of, damage to, and destruction of assets; business interruption; errors and omissions; employee injuries and illnesses; natural disasters; and employee health, dental, and accident benefits. OA has obtained commercial insurance coverage to protect itself against such losses.

Subsequent Events. Subsequent events are events or transactions that occur after the balance sheet date but before the financial statements are issued or are available to be issued. OA recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the balance sheet, including the estimates inherent in the process of preparing the financial statements. OA's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the balance sheet but arose after the balance sheet date and before financial statements are available to be issued.

OA has evaluated subsequent events through March 18, 2025, which is the date the financial statements are available to be issued. There were no material subsequent events.

NOTE 3. RESTRICTED CASH

Restricted cash consists of donor-restricted contributions. OA had \$25,551 and \$36,341 restricted for travel assistance for conference delegates, \$44,333 and \$38,241 for translation assistance, and \$6,915 and \$12,195 restricted for professional exhibit assistance at December 31, 2024 and 2023, respectively. Total restricted cash was \$76,799 and \$86,777 at December 31, 2024 and 2023, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 4. INVESTMENTS

OA had the following investments at December 31:

	At December 31, 2024		
	Cost	Fair Value	Gross Unrealized Gain (Loss)
Certificates of deposit	\$ 279,000	279,437	437
Individual stocks	131,796	235,357	103,561
Mutual funds:			
Equity	540,967	602,156	61,189
Balanced - equity and fixed income	125,876	133,854	7,978
Fixed income	620,553	541,266	(79,287)
Total investments	\$ 1,698,192	1,792,070	93,878

	At December 31, 2023		
	Cost	Fair Value	Gross Unrealized Gain (Loss)
Certificates of deposit	\$ 298,000	298,239	239
Individual stocks	122,525	200,365	77,840
Mutual funds:			
Equity	455,442	480,011	24,569
Balanced - equity and fixed income	104,595	106,984	2,389
Fixed income	578,062	511,405	(66,657)
Total investments	\$ 1,558,624	1,597,004	38,380

NOTE 5. FAIR VALUE MEASUREMENTS AND DISCLOSURES

OA reports certain assets at fair value in the financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal, or most advantageous, market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

**NOTE 5. FAIR VALUE MEASUREMENTS AND DISCLOSURES
(CONTINUED)**

A three-tier hierarchy categorizes the inputs as follows:

- Level 1 Quoted prices (unadjusted) in active markets for identical assets or liabilities at the measurement date.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.
- Level 3 Unobservable inputs for the asset or liability. In these situations, inputs were developed using the best information available in the circumstances.

A significant portion of OA’s investment assets are classified within Level 1 because they comprise open-end mutual funds and exchange traded funds with readily determinable fair values based on daily redemption values.

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying Statements of Financial Position measured at fair value on a recurring basis as of:

		Active Markets for Identical Assets Level 1	Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
December 31, 2024	Total			
Certificates of deposit	\$ 279,437	279,437	-	-
Individual stocks	235,357	235,357	-	-
Mutual funds	1,277,276	1,277,276	-	-
	<u>\$ 1,792,070</u>	<u>1,792,070</u>	<u>-</u>	<u>-</u>
		Active Markets for Identical Assets Level 1	Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
December 31, 2023	Total			
Certificates of deposit	\$ 298,239	298,239	-	-
Individual stocks	200,365	200,365	-	-
Mutual funds	1,098,400	1,098,400	-	-
	<u>\$ 1,597,004</u>	<u>1,597,004</u>	<u>-</u>	<u>-</u>

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 6. PROPERTY AND EQUIPMENT, NET

Property and equipment consists of the following at December 31, 2024:

Property and equipment, not depreciated	
Land	\$ 200,208
Work-in-Process	1,167
Property and equipment, depreciated	
Land improvements	175,016
Building and improvements	949,641
Furniture and fixtures	134,975
Equipment	<u>206,396</u>
	1,667,403
Accumulated depreciation	<u>(1,107,210)</u>
Property and equipment, net	<u>\$ 560,193</u>

Property and equipment consists of the following at December 31, 2023:

Property and equipment, not depreciated	
Land	\$ 200,208
Work-in-Process	1,741
Property and equipment, depreciated	
Land improvements	175,016
Building and improvements	949,641
Furniture and fixtures	134,975
Equipment	<u>193,544</u>
	1,655,125
Accumulated depreciation	<u>(1,052,325)</u>
Property and equipment, net	<u>\$ 602,800</u>

Depreciation expense was \$54,885 and \$55,809 for the years ended December 31, 2024 and 2023, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 7. INTANGIBLE ASSETS, NET

Intangible assets consists of the following at December 31, 2024:

European Union registration	\$ 12,845
Australian trademark	2,328
Canadian trademark	13,119
United States trademark	22,788
World Intellectual Property Organization (WIPO) foreign filing	17,207
BENELUX trademark	1,936
Other trademarks	<u>10,596</u>
	80,819
Accumulated amortization	<u>(59,862)</u>
Intangible assets, net	<u>\$ 20,957</u>

Intangible assets consists of the following at December 31, 2023:

European Union registration	\$ 12,845
Australian trademark	2,328
Canadian trademark	13,119
United States trademark	20,600
World Intellectual Property Organization (WIPO) foreign filing	17,207
BENELUX trademark	1,936
Other trademarks	<u>10,596</u>
	78,631
Accumulated amortization	<u>(51,689)</u>
Intangible assets, net	<u>\$ 26,942</u>

Amortization expense was \$8,173 and \$6,283 for the years ended December 31, 2024 and 2023, respectively.

NOTE 8. LEASES

Effective January 1, 2022, OA adopted the new lease accounting guidance in Accounting Standards Update No. 2016-02, Leases (Topic 842). OA has elected the package of practical expedients permitted in ASC Topic 842. Accordingly, OA accounted for its existing operating lease as an operating lease under the new guidance, without reassessing (a) whether the contract contains a lease under ASC Topic 842, (b) whether classification of the operating lease would be different in accordance with ASC Topic 842, or (c) whether the unamortized initial direct costs before transition adjustments (as of December 31, 2020) would have met the definition of initial direct costs in ASC Topic 842 at lease commencement.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 8. LEASES (CONTINUED)

Right of Use Asset

OA has recorded intangible right-to-use lease assets as a result of implementing ASC 842 – Leases. The lease assets are initially measured at an amount equal to the initial measurement of the related lease liability. Lease assets are amortized on a straight-line basis over the shorter of the useful life of the underlying asset or the lease term.

Lease asset activity for OA for the year ended December 31, 2024, was as follows:

	Beginning Balance	Additions	Deletions	Ending Balance
Right of Use Assets				
Equipment	\$ 33,092	-	(24,148)	8,944
Accumulated amortization for lease assets:				
Equipment	(27,062)	(3,399)	24,148	(6,313)
Total right of use asset less accumulated amortization	\$ 6,030	(3,399)	-	2,631

Lease Liability

In July 2019, OA entered into a three-year operating lease to replace the lease of a copier. The copier has a three-year extension period that OA intends to exercise. The payments are \$277 monthly for the lease term. The contract expired in 2024.

In April 2021, OA entered into a 60-month lease for a postage meter. The payments are \$188 monthly for the lease term.

In November 2021, OA entered into a 24-month lease for fiber and voice equipment. Payments begin January 2022. The payments are \$717 monthly for the lease term. The contract was terminated in December 2024.

The future minimum payments on the leases as of December 31, 2024, are as follows:

Year Ending December 31	Principal Payments	Interest Payments	Total
2025	\$ 2,199	57	2,256
2026	561	3	564
	\$ 2,760	60	2,820

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 9. INFORMATION REGARDING LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, comprise the following:

	<u>2024</u>	<u>2023</u>
Cash and cash equivalents	\$ 195,726	298,168
Accounts receivable	31,594	2,678
Investments	<u>1,792,070</u>	<u>1,597,004</u>
	<u>\$ 2,019,390</u>	<u>1,897,850</u>

NOTE 10. CONFERENCE AND CONVENTION INCOME

OA hosted its first in-person annual conference since 2019 in 2023, with the event continuing in 2024. Registration fees and expenses incurred are presented below.

The financial results of conferences are as follows:

	<u>2024 Conference</u>	<u>2023 Conference</u>
Registration fees and miscellaneous income	\$ 46,665	32,800
Expenses	(54,829)	(60,047)
Revenue over (under) expenses	<u>\$ (8,164)</u>	<u>(27,247)</u>

OA does not allocate salaries and related costs to conferences and conventions as no salaries are incurred for the primary purpose of supporting conferences and conventions.

NOTE 11. EMPLOYEE BENEFITS

Retirement. OA provides a defined contribution retirement plan in which all employees meeting certain eligibility requirements are able to participate. The plan enables all eligible employees to defer a portion of their salaries to a tax-sheltered annuity. OA matches employees' contributions each year up to a maximum of five percent of their salaries. OA's matching contribution was \$26,579 and \$27,118 in December 31, 2024 and 2023, respectively.

OVEREATERS ANONYMOUS, INC.
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2024 AND 2023

NOTE 11. EMPLOYEE BENEFITS (CONTINUED)

Compensated Absences. Employees of OA are entitled to paid absence time (PAT) depending on job classification and length of service. Earned PAT accrues to a maximum of one hundred fifty hours and accumulated balances will be paid to employees upon termination. The estimated liability for compensated absences was \$28,555 and \$22,898 as of December 31, 2024 and 2023, respectively.

NOTE 12. COMMITMENTS AND CONTINGENCIES

OA has entered into agreements with certain hotels for its conferences and conventions to be held in 2025. As part of these agreements, there are cancellation fees per event ranging from \$60,630 to \$234,016 depending on the timing of the cancellation.

Economic Dependency. OA receives a significant portion of its support and revenues from its donor base and is, therefore, subject to possible loss of funding due to changes in general economic conditions and donor discretion. OA received approximately 52% and 51% of its revenues from their donor base for the years ended December 31, 2024 and 2023, respectively.

In addition, OA receives a significant portion of its revenues from the sale of literature and is, therefore, subject to possible loss of revenue due to changes in general economic conditions. OA received approximately 36% of its revenues from the sale of literature for the years ended December 31, 2024 and 2023.