

Minutes for GSR Committee Meeting (Approved)
January 10, 2021 1:30 – 3:00 pm ET, 10:30 am – Noon PT, 6:30 PM GMT
Zoom Meeting ID: 971 5732 1822 Passcode: 1212

This meeting was recorded to aid in the preparation of accurate Minutes.

Chair, Quin B; Vice Chair, George C

Spiritual Timekeeper, Fred

The meeting started on time with the 'We' version of the Serenity Prayer.

Reading of UA 12 Traditions - Jessica

Roll Call

GSR's Present - 27

1. Agnete S. (CA), Los Angeles Intergroup
2. Ana R. (CA), Worth & Action Wed Sherman Oaks, 7:30pm
3. Chuck M. (CA), Shine, Don't Whine, Fri 6 pm PT and Saturday, 9 am PT
4. Darleana M., Beyond 6 Figures (Phone) Tues, Thurs, 12 pm ET
5. Debora G. (CA), Step and Speaker Meeting
6. Essence C. (CA), Black in UA, Wed 9pm EST
7. Fred A. (CA), Sunday Beginners Meeting, 11am
8. George G. (IL), GSRC Vice Chair, Waves of Prosperity Zoom, Friday 7pm PT
9. Greta (LA), UA Artists Meeting (Phone); Sat and Sun 5:00 pm – 6:15 pm ET
10. Janine (CA), Daily Step and Tools 9:45am Eastern
11. Jeff N. (NY), GSRC Treasure - NYC UA (F2F), Sun, 11 am ET,
12. Jennifer F. (MA), Steps To Prosperity, 5:30pmM ET, Monday
13. Jessica (NY), WSPC Chair, Business UA Visions in Action (Phone), Fri, 12:15 pm ET,
14. Jon C. (UK), GSR Alt., UA-UK Intergroup, 2nd Sat, 11:15am GMT
15. Karen R. (TN), Recovery in UA, Thursdays at 7 pm EST
16. Leanne S. (CO), Daily Step & Tools Phone Meeting, 8:30am
17. Lydia D. (CT), Selling With Serenity, Phone, M-F, 6:00am-7:00am
18. Michele C. (MI), GSRC Co-secretary, Last Gasper's, Mon.- Fri., 7am to 8:15am(ET)
19. Michelle F. (OR), Artists in Prosperity, Tuesdays 6:30pm PST
20. Peter M. (UK), UA-U.K. InterGroup, 2nd Sat, 11:15am GMT
21. Quin B. (CA), GSRC Chair - Fresno Friday Freedom and Prosperity,7pm PT
22. Rita M. (CA), Early Bird Turning Point,, (F2F/Zoom), Sunday, 4:30 pm PT
23. Robin R. (NY), Recovery and the Inner Child, Wed. 7:15 pm
24. Seth C.(NY), NY Intergroup
25. Shari Lynn (CT), Prosperous Possession Consciousness,Sat 1:30 pm/Sun 2 pm ET
26. Stefanie T. (CT), 50+ Thursday 8:00pm EST Phone.
27. Zeus W. (NY), I can see clearly now visions mtg. Mon. 7am, ET

Non-GSR UA Members Present - 3

1. Clara T, GSB Vice-Chair
2. Toni T, GSB Treasurer
3. Gerald "Joseph" F, Member at Large

I. Reading and Approval of December 27, 2020 Meeting Minutes. (6 mins)

Motion to accept the December 27, 2020 Minutes as emailed to the GSRC and read, with no corrections.

Proposed by Zeus Seconded by Robin. Motion result: **Passed by vote of acclamation**

II. Welcoming Notes read by Quin, GSR Committee Chair

We finally made it to 2021. May this be a year of prosperity, great health, visibility, and joy for this committee and each member present.

This is our first meeting via the Zoom platform. Having this type of engagement may help us identify best practices in coming out of the cave and moving forward.

As an overview of the year, we can anticipate January - April to be dedicated to motions that improve the function of the GSRC as a whole. May - October will focus on preparation for the World Service Conference to benefit the entire UA fellowship.

I have been working the traditions with my sponsor and was inspired when I read this piece from the AA Illustrated Traditions on Traditions One and Twelve.

"Tradition One reminds each of us that we are not recovering on our own, that we should control our personal desires and ambitions in order to guard the unity of our group and our Fellowship. We ought not (Tradition Two) fancy ourselves as big shots in A.A., no matter what office we hold....."

As Tradition Twelve reminds us, we have something stronger than our human personalities to rely on. Our principles come first—and they are not our own invention. They reflect eternal spiritual values. With this Tradition, both as individuals and as a fellowship, we humbly acknowledge our dependence on a power higher than ourselves."

I hope we let this be our guide throughout the New Year and remember the voices of all members present help to guide our committee.

Once again, thank you for being the change we want to see in the world.

III. Quin made the announcement regarding GSB Meetings

The GSB public meetings are slated to be held on the fourth Sunday of the month at 12 PM ET (9 AM PT, 5 PM GMT) to be more globally inclusive. At this time, the UA Board does not have enough Trustees to form a quorum to meet.

All main UA website updates are stalled due to not having enough trustees to vote on expenses.

If a member of your meeting would like to apply to become a UA GSB Trustee, have them complete the application on the main UA website:

<https://www.underearnersanonymous.org/ua-gsb-class-a-trustee-application/>

In order to receive the GSB Meeting Agendas and Minutes, please email the GSB Chair, Clara T, at: clarat@uagsb.org.

A listing of the requirements to serve as a GSB Trustee are attached to this agenda. Email Clara and let her know if you meet all of the qualifications.

The literature committee needs a chair. They currently meet on the 3rd Monday of the month.

A list of the GSB committees, contact info, and meeting times are on pg 19 of the GSRC Committee Guidelines Handbook. You or members of your meeting are welcome to attend and participate in these committee sessions.

IV. Reports/Presentations - See Addenda to Minutes for the Reports.

V. Open Shares about GSR Concerns/Announcements - See Addenda to Minutes for the Shares.

VI. Unfinished Business

Motion to withdraw original Motion to establish a GSRC Group Inventory Subcommittee read and presented on 12/27/20.

Proposed by Debora; Seconded by Karen Results: Passed by vote of acclamation

B. Motion to establish a GSRC Group Inventory Subcommittee

Proposed by Debora G (Los Angeles); Seconded by Agnete. **Zeus made a Motion to Postpone until the February, 2021 meeting. Seconded by Fred. Motion to postpone passed by vote of acclamation. Debora made revisions in blue**

The GSR Committee hereby establishes a Group Inventory Subcommittee.

What Is a Group* Inventory:

(* To create ease in reading, the word “Group” is used in this Motion to include UA Groups, Intergroups, World Service Level Committees and General Service Boards.)

A Group Inventory is a helpful vehicle for expressing Traditions 1 & 2. It is often used by 12-Step Groups to periodically assess the Group’s strengths and weaknesses. It also will indicate what actions need to be taken to serve the mission and vision of the Group. **The core of the group inventory are responses from the group members to the questions provided to them.**

The Group Inventory helps the Group to make decisions based on Group Conscience to address concerns of its members before its unity is disrupted. It helps the Group members and its leadership to be in good, healthy relations with each other and those they serve.

Similar to the 4th and 10th Step Inventories we take as individuals, the Group Inventory helps us to see the Group’s assets as well as weaknesses. Building upon our Committee’s strengths is an effective way to develop the GSR Committee and carry the message of **UA** recovery.

The duties of the GSRC Group Inventory Subcommittee are as follows:

A. Make the following decisions by group conscience vote:

1. Elect a Secretary or Co-Secretary(s).

Below are the suggested qualifications for this position:

- a. Meets the qualifications of the GSR as specified by the GSR Committee Motion, passed in 2017 and subsequently amended.**
- b. Completed the 12 Steps in any Fellowship; and**
- c. Are GSRs, who are not the current GSRC Chair, Co-Chair or Vice-Chair or a past GSRC Chair, Co-Chair or Vice-Chair.**

Note that prior experience in a Group Inventory would be helpful; it is not required.

2. Elect a Chair (Optional)

- a. The same qualifications for the Secretary and Co-Secretary(s) apply to the Chair position.**

3. Select a neutral, trusted facilitator who is not a current GSB member, a current or past GSRC Chair, Co-Chair or Vice-Chair, or a current GSR.

The facilitator will make sure that a positive tone is maintained and that a fair discussion is held at all times.

4. Choose a meeting date and time for the Group Inventory Meeting of the full GSRC, in consultation with the GSRC Chair and Co-Chair(s), to be approved by the whole GSRC.

5. Develop a Group Inventory format, after reviewing formats from other Fellowships, including the inventory questions that will be emailed to the GSRs. This format will

then be discussed and approved by Group Conscience vote of the full GSRC.

B. The Secretary, Co-Secretaries, and Chair of the Group Inventory Subcommittee will consolidate and organize all of the written suggestions and comments from GSRs into one document and develop a proposed action plan. These documents will be reviewed and approved by the a# subcommittee members, and then emailed to all GSRC members for their review, discussion, and vote.

C. Once the GSRC has completed the Group Inventory process, the Group Inventory Subcommittee will create a format and other recommendations that can be used as suggested guidelines for UA Groups. A motion to establish guidelines for the Group Inventory will be approved by the full GSRC and then proposed at a World Service Conference.

Background: Disruption and lack of participation in groups, committees and boards can be resolved through the inventory process. This motion was drafted based on a review of pamphlets on Group Inventories from seven 12 Step Fellowships.

VII. New Business

A. Motion to establish and execute GSRC spending plan.

Proposed by Jeff N; Seconded by Jessica

The GSRC enables the Treasurer to establish and execute a spending plan with the following:

- 1. Include 3 month prudent reserve for GSRC expenses:**
 - a. Website (approx \$16 - \$20/mo)**
 - i. Hosting**
 - ii. Domain**
 - iii. Security**
 - b. Zoom \$14.99 / mo**
 - c. Free Conference Call storage space of \$3/month**
 - i. There is a maximum free storage space of 1GB per account.**
 - ii. We are currently using 9.16 GB.**
- 2. Future expenditures can be brought to the committee as a whole.**
- 3. Petty cash transactions under \$30 can be determined by the officer making that expenditure. (i.e. Website Domain hosting \$8.00/ year)**
- 4. Amounts received over our prudent reserve expenses can be set aside for the GSRC General fund or a WSC Scholarship back-up fund.**

Rationale:

The current treasurer job description does not mention or assign the role of creating a spending plan. The GSRC received a windfall donation (+\$1400.00) December 2020.

Having an agreed spending plan provides security to groups and members who are contributing to this committee.

This also provides clarity as to where funds to the GSRC will be dispersed.

Debra made a motion to postpone until February 2021. Seconded by Zeus. motion to postpone to Feb. 14 passed by vote of acclamation.

VIII. Elections

A. Election of Webmaster and/or Co-Webmaster

1. John N previously nominated himself. Seconded by Jessica

Webmaster not present to accept nomination. Jeff made a motion to postpone the election to the February meeting. Seconded by Jon. Friendly amendment to extend John N's term by 1 month accepted by Jeff. Seconded by Jon. Results: passed by a vote of acclamation.

IX. Motion to Adjourn Meeting,

Proposed by Zeus ; Seconded by Jessica

Results: **Meeting adjourned by vote of acclamation**

Closed with the 'We' Version of the Serenity Prayer

Meeting Adjourned 2:58PM EST

Addenda

1. Reports/Presentations

Webmasters Report from John N was read by Quin B

I wish I could be here, I am attending an important family event and I will be here in Feb.

I revised the Hosting Comparison Chart with the latest prices for Jan 2021 (attached) and I propose that until we decide on a paid hosting plan, maybe we can just use the current free website that Quin made for us (www.bit.ly/UAGSRC) and have it linked to a better domain name that is easier to say during announcements. We can get either the domain name uaGSRcommittee.org or uaGSRC.org for \$7.63 for the 1st year and \$10.72 per year thereafter. This name can then be transferred to whichever hosting plan we later decide on, but we need volunteers who want to serve on the subcommittee with me. The commitment is only for 2 or 3 one-hour meetings in order to finalize the cost and design of the website, and then maybe a half-hour a month to make any necessary changes. Please email me at phonemeetings@gmail.com for more details. Naturally, I am willing to continue for another year as your webmaster, if elected for another term. Thank you for letting me be of service.

Email questions to: phonemeetings@gmail.com

GSR Question: Will we debate the name and which domain we choose?

Quin said that she will send out a google form to GSRS to choose the domain name.

GSR Comment: GSR said they previously made a motion to request to rename this committee.

Quin has not received a written motion to rename the committee. She said to contact her or fill out the form on the GSRC website and submit the motion there.

GSR said that they would resend motion using the form.

Attachment

Shared Hosting Comparison	HostPapa 888-959-7272		Bluehost 888-401-4678		InMotion Hosting 888-321-4678	
	WP Starter	WP Business	Basic	Choice Plus	Launch	Power
Signup Price for 3-yr term (total paid up front)	3.95/mo* 142.20/3yr	2.99/mo* 107.64/3yr	3.95/mo 142.20/3yr	6.95/mo 250.20/3yr	4.99/mo* 179.64/3yr	4.99/mo* 179.64/3yr*
Current 3 Year Renewal Price	10.99/mo	15.99/mo	8.99/mo	16.99/mo	9.99/mo*	13.99/mo*

(Total due at end of Signup term)	395.64/3yr	575.64/3yr	323.64/3yr	611.64/3yr	359.64/3yr	503.64/3yr
Signup Price for 2-yr term (total paid up front)	4.95/mo*	3.50/mo*	4.95/mo	7.95/mo	5.99/mo*	5.99/mo*
	118.80/2yr	84.00/2yr	118.80/2yr	190.8/2yr	143.76/2yr	143.76/2yr*
Current 2 Year Renewal Price (Total due at end of Signup term)	10.99/mo	15.99/mo	9.49/mo	17.99/mo	10.99/mo*	14.99/mo*
	263.76/2yr	383.76/2yr	227.76/2yr	431.76/2yr	263.76/2yr	359.76/2yr
Signup Price for 1-yr term (total paid up front)	5.95/mo*	4.99/mo*	5.95/mo	8.95/mo	6.99/mo*	6.99/mo*
	71.40/1yr	59.88/1yr	71.40/1yr	107.40/1yr	83.88/1yr	83.88/1yr*
Current 1 Year Renewal Price (Total due at end of Signup term)	10.99/mo	15.99/mo	9.99/mo	18.99/mo	11.99/mo*	15.99/mo*
	131.88/1yr	191.88/1yr	119.88/1yr	227.88/1yr	143.88/1yr	191.88/1yr
SSD Disk Space	100 GB	Unlimited	50 GB	Unlimited	50 GB	100 GB
# of Websites	2	Unlimited	1	Unlimited	2	50
# of Free Email Accounts	100	Unlimited	5	Unlimited	10	50
Cost for Domain Transfer	Free	Free	Free	Free	Free	Free
Free Domain Name for 1st yr	Yes	Yes	Yes	Yes	Yes	Yes
Domain after 1st yr (but see below)	16.99/yr	16.99/yr	17.99/yr	17.99/yr	15.99/yr	15.99/yr
Optional Domain Privacy (but see below)	9.99/yr	9.99/yr	11.99/yr	1st year Free then 11.99/yr	12.99/yr	12.99/yr
Optional Security Suite	19.95/yr	19.95/yr	71.88/yr	Free/ 1st yr then 71.88/yr	Free	Free
Money Back Guarantee	30 days	30 days	30 days	30 days	90 days	90 days

All include WordPress, Unmetered Bandwidth and SSL Certificate at no extra charge and have a 99.9% Uptime Guarantee. We can save money over time on the Domain Name cost, by using a lower costing registrar, such as Porkbun which offers free domain privacy (which the hosting services charge extra for). The above hosting companies offer a free Domain Name for the first year, but then charges at least \$15.99/yr thereafter. However, through Porkbun, we can get uaGSRcommittee.org or uaGSRC.org for \$7.63 for the 1st year and \$10.72/yr thereafter.

*Signup prices for HostPapa are normally 8.99/mo for Starter and 13.99/mo for Business Plan, regardless of how many years are paid up front. However, currently they are running a special in which you save money if you go with longer terms, and the Business Plan now costs less than the Starter Plan, until the term ends, although those special prices are subject to change. Check website for latest deal.

InMotion's signup price for the Power plan is the same as their Launch plan if ordered with the Signup link I received from them (much lower than what is posted on their website). Also, the renewal prices would be lower than the above ones quoted on their site, if you ask for their Loyalty Plan rate.

Treasurer Report from Jeff N

Chair Quin paid Zoom 14.99 donation for the zoom call. No other contributions. Balance in treasury remains the same as last month at \$1,575.88.

GSR question - do we accept earmarked money? Did someone pay for something without conferring with the committee?

Quin said she asked not to be reimbursed because we voted in July to move to Zoom but the committee may choose to go back to free conference call. We're trying to test out Zoom for the first 3 months so before committing to paying for 1 year.

Jeff will be submitting a spending plan.

GSR question: Are we going to have a plan for paying our monthly website expenses? I think we should do a meeting collection at every meeting just like every other meeting does and use that to pay for the website expenses.

Jeff: If the motion carries that the treasurer can present a spending plan, which is later in the agenda, then I will present a spending plan which includes the recommendations from the web committee for what expenditures we need; we already have enough in our account to pay for 3 years.

Email questions to: uagsrctreasury@gmail.com

WSC Planning Committee (WSCPC)

There were 11 people present on our January 3rd meeting including our Recording Secretary Rich who is concluding his term in the position. It is with tremendous gratitude for his awesome service in this role that we are sharing that we have a service position open.

We are already well underway in working towards WSC 2021. The goal is that in 2021 we will bring the whole World of our global fellowship to the World Service Conference. Towards that end, we are working on mid-year topics meetings in April and May that will happen around the world according to language grouping and time. The hope is to get people together to discuss Topics of Concern and build international involvement in the committees working to address the needs of the fellowship as we move forward.

At our last meeting on January 3rd, we settled on the April to May timing for the global topics meetings. We also discussed connecting with the GSRC Global initiative to start building momentum and interest around the world.

We are also starting on the full timeline towards WSC 2021 and are aiming for another October conference which will very likely be all virtual again.

The topics of Concern survey is currently being translated into a number of languages and hopefully by our next committee meeting, we will have the translations linked to the current survey which is up on the UA website. We have a number of translators but we also need proofreaders to support the effort. Spanish is done, Polish in progress, Mandarin in process, Hebrew committed, Russian committed, French being worked on, and German is in process. Also Farsi and one of the many Indian languages (not sure which) are in process. Someone has offered to do the Italian translation as well.

Following up from WSC 2020. WSC 2020 minutes have been sent to the Recording Secretary Jackie Wyndes for revision along with the total of 11 responses to the Suggested Amendments form. (Some of the responses were very in depth.) waiting for an amended version back from Jackie which will be posted online for approval. Very soon, we will have the corrections back and should have them ready to post on the WSC 2020 Website shortly along with a form for voting to approve the minutes. This will represent the conclusion of the service responsibility of authorized voters (GSRs and Trustees) at WSC 2020

We would like to invite anyone and everyone to join in the fun on our committee. With the topics meetings, and working towards a bigger better WSC 2021, we welcome all who are interested in supporting translations, regional meetings, committee work, anything from the tiniest bite sized action to full on committee participation.

The World Service Conference Planning Committee needs a new secretary. We meet the first Sunday of the month at 1:30pm Eastern for 1 hour.

Email questions to: uawscservice@gmail.com. Jessica, Chair; Seth, Vice Chair

2. Open Shares from GSRs

Quin said that this session is for GSRs to ask questions or make announcements regarding events from their meetings.

Shares are 1 minute per person.

Members can share on what they have been needing from this committee and receive experience, strength, and hope from their fellows. Please keep all responses to 1 minute.

Quin took the names of 4 GSRs who have concerns or announcements.

GSR 1: UA - UK (United Kingdom) is celebrating 16 years as a fellowship. It was founded in December, 2005. The Birthday Party is on Sat. Jan. 16 on Zoom.

Underearners Anonymous UK, will have an annual general meeting, where they will review the past year and elect a new chair.

All UA fellows are welcome to observe at their general meeting.

**Annual General Meeting 2021
Sat 23rd January 2021
at 11.15am - 1:00pm GMT**

**For info on AGM proceedings & open service positions
<http://underearnersanonymous.co.uk/>**

There is a lot of concern at intergroup about clarifying the difference between the GSRC and what Intergroups do. We've had a 4th person quit our committee because of this overlap, after going to a meeting recently. It's too confusing, traumatizing and people feel quite upset about it. It's good to have your support. Thank you.

Response 1: Is the UK Underearners anonymous going to hold a special event?

Response 2 - Yes, 2 events. One is a Jan. 16 birthday party where we will have 2 UA cofounders and Andrew D speaking. Then a general meeting on Jan. 23.

Response 3 from Quin: The GSRC has a function of meeting the groups' needs as well as preparing groups for the World Service Conference and taking Topics of Concern. The original founding of the GSRC was to basically cover before intergroups actually were initiated. And that may change and transform. Quin said to message her later for more information.

GSR 2: There's a group with no GSR. I attend this group regularly. Someone trampled the traditions and didn't respect the fact that each group is autonomous and was trying to tell our group what to do and it intimidated people. We as reps, we are responsible for security and safety. We can take leadership in how to support and be prepared when people do things inappropriately at the group level.

Response 1: We are stewards for our meetings. I can speak up when the traditions are in question.

Response 2: GSR asked what did you do as a person standing and representing committees. What do you do, and what do you say? Because I have a similar conversation when it's my turn.

Response 3: We had physical violence at our UA meeting. AA has guidelines around that, and then there's the GSB traditions committee (which) we run that kind of stuff by.

GSR 3: I want to access the Sunday Beginner's meeting recordings from years ago. Another group is using the phone number. Who do I talk to who would have a contact email for someone from the Sunday 4pm Big Book Study group.

Response 1 from Quin. Please leave your email in the chat.

12stepfred@gmail.com

Response 2 go to the pop up meeting and ask people at the meeting.

Response 3 Quin said she doesn't know any of the founders of the beginners meeting that was recorded, please reach out to this GSR, maybe the 2 of you could work together and find a solution or announce it at meetings as well, that's another thing. Let's help our fellow in getting those recordings.

GSR 4: I went to a meeting, waiting for a friend to complete at the meeting. Inside the meeting the chair was unfamiliar with the process of how to conduct a business meeting. I found that a little alarming but not so much until people in the meeting that I know from this leader body began to bully that meeting. It's scary to me, I don't know what to do about it. It concerns me, it's an integrity issue for myself and this committee and we should stand against it. I don't know the procedure. I know what has happened in other fellowships, but that thing right there, it's a disruption to the work that we do and it undermines everything that we stand for in the steps, traditions and concepts of this organization. Please help.

Response 1: I share your concern, I have been in similar situations and had meetings blow up over things like that but I worked on sort of a modified script for the business meeting outline taking it from the UA website. I am happy to share that with people too...if we want to submit that for possible...I just want to share my experience with a modified script to help people in the process.

Response 2 - The GSB service structure committee is writing a service manual. There is a person putting together guidelines for meetings. We are looking for someone to be a rep. I guess it will come up later. Please come to the service structure committee meeting and compile these things. This person's already done a great job with the foundation. It's the GSB traditions committee, maybe we need to learn how to help people work the traditions. Maybe that's for the literature committee to look at.

Quin asked us to use the contact list that is sent out on every email to reach out to each other and support each other in the group's concerns. She suggested we form responses together to build greater solutions and to let us know that all GSR's are heard.