

Minutes for GSR Committee Meeting (Approved)

December 27, 2020 1:30 – 3:00 pm ET, 10:30 am – 12:00 pm, PT, 6:30 PM GMT

The dial-in information is: 605-313-4400 / Access code 645104#

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

Chair, Quin B; Vice-Chair, George G

Minutes prepared by: Secretary, Janine; Co-Secretary, Michele

Spiritual Timekeepers, Ila & Essence

The meeting started with Quin leading us in the 'We' version of the Serenity Prayer

12 Traditions of UA were read by: Leanne

Based on our votes, future meetings will be held on the 2nd Sunday of each month starting in 2021.

Our next meeting will be held on Sunday, January 10, 2021, at 1:30 pm ET/10:30 am PT.

Roll Call

Note: All Face-to-Face meetings represented by GSRs are currently on virtual platforms due to governmental social isolation requirements in order to stop the spread of SARS CoV-2 and COVID-19.

GSRs Present - 31

1. Agnete (CA), Los Angeles Intergroup
2. Arden V. (CA), Beyond 6 Figures Meeting (Phone), Wednesday, 8 pm ET
3. Bruce B. (NY), Woodstock, (Zoom), Saturday 9 am ET
4. Debora G. (CA), Evening Step & Speaker (Phone), Tu & F 8:30 pm ET; Wed 9:30 pm ET
5. Denise (PA), Thriving Therapists Phone Meeting, Thursday 8:30 am ET
6. Essence (NV), Black in UA Zoom Wed, 9:00 PM ET
7. Fred A. (CA), Beginners Meeting (Phone), Sun, 11 am. ET
8. George G. (CA), GSRC Vice Chair "Waves of Prosperity Zoom, Friday 7pm PT
9. Greta (Wash, DC), UA Artists Meeting (Phone); Sat and Sun 5:00 pm – 6:15 pm ET
10. Ila (MI), Hiding & Biting to shining and Receiving 11 PM EST (phone)
11. Janine (CA), (Secretary) Daily Step and Tools (Phone), Daily-9:45 am ET
12. Jeff N. (NY), NYC UA (F2F), Sun, 11 am ET, GSRC Treasurer
13. Jennifer (MA), Amherst Steps to Prosperity (F2F), Mon, 5:30 pm ET

14. Jessica (NY), Business UA Visions in Action (Phone), Fri, 12:15 pm ET, WSPC Chair
15. John N. (AZ), Basic Recovery (Phone), Tuesday, 9:45 AM ET, Webmaster
16. Karen (TN), Recovery in UA, Thursdays at 7 pm ET
17. Leanne (CO), Step and Tools Meeting, Daily, 8:30 am ET
18. Lydia (CT), Selling with Serenity, M-F, 6:00 am ET
19. Lynn H. (NY), Paths to Abundance Saturday, 10 a.m. UA mtg in Manhattan, (Zoom)
20. Lynn S. (CA), Speaking of Prosperity, Farmers Market (F2F), Los Angeles, Sat, 11 am PT
21. Mark B. (NY), Symptoms and Solutions (Phone) Thursday, 10 am ET
22. Michele C. (MI), (Co-Secretary) Last Gaspers (Phone), Mon – Fri, 7:15 AM ET
23. Michelle F. (OR), Artists in Prosperity meeting (F2F), Los Angeles, Tues., 6:15-7:15 pm PT
24. Quin B. (CA), GSRC Chair Fresno Friday Freedom and Prosperity Meeting (F2F), Fri, 7 pm PT
25. Rich (UK), GSR Alternate UK Intergroup
26. Rita (CA), Early Bird Turning Point, Silverlake (F2F/Zoom), Sunday, 4:30 pm PT
27. Robin R (NY), Recovery in the Inner Child (Phone), Wed, 7:15 pm ET
28. Seth (NY), New York Intergroup, WSC PC Vice Chair
29. Shari Lynn (CT), Prosperous Possession Consciousness (Phone), Sat 1:30 pm/Sun 2 pm ET
30. Suzette J (DC), GSR Alternate 50+ Phone Meeting, Thursday 5pm PT
31. Zeus W. (NY), I Can See Clearly Now Visions Mon, 7 AM EST (phone)

Non GSRs present -1

Toni (CA) - GSB Treasurer /Trustee

I. Reading and Approval of November 22, 2020 Meeting Minutes

Janine read the abbreviated Meeting Minutes for November 22, 2020.

Corrections: Change Agnete's name to correct spelling, change Michelle F.'s Artists in Prosperity and Bruce's Woodstock, New York meetings from F2F (Face to Face) to Zoom. Please note Zeus' announcement that she is no longer the co-webmaster of this committee.

Motion to accept the November 22, 2020 Minutes as emailed to the GSRC, read, and corrected.

Proposed by Zeus; Seconded by Shari Lynn

Motion result: **Passed by Vote of Acclamation**

II. Welcoming Notes by Quin, GSR Committee Chair

Hello Fellows! This is the final GSR Committee meeting of 2020. Let us hope the new year brings a return of the sunlight of the spirit.

We heard some hard to swallow truths in our last meeting that I'm grateful for hearing. I've been approached with a request to create a GSRC Group Inventory Subcommittee. This request will need a member to present it during today's meeting.

With regards to issues of Xenophobia and exclusion, I'm working with our Vice-Chair, George, and WSCPC Chair, Jessica to create a community where UA members outside of the US can communicate freely to create solutions for safe representation in this committee.

With regards to follow-up and communication between meetings, a new feature has been added to the info site where members can submit questions and provide responses to one another around common issues their meetings experience between GSRC meetings.

The direct link to the form is on the Resources Tab >GSRC Q&A

As a reminder this is your committee to help support your meetings. Most importantly, it is your actions that help create change from an environment of stagnation to vibration.

I want to congratulate our new officers who stepped up for service - George G as Vice Chair, and our Co-Secretaries, Michele C and Janine! Thank you so much for helping the GSRC to grow.

I want to welcome our new GSRs, Ana R & Lynn S from CA, Lynn H (NY), Karen (TN), and Darleana. We are grateful to have you here in the committee. Please make use of the contact list to garner support. You will find several pieces of information to support you on the GSRC info site:
<https://bit.ly/UAGSRC>

I encourage all members to submit motions and ideas to the GSRC. I invite all of you to participate in GSRC subcommittees as it meets your recovery needs.

Thank you for being here and being the change we want to see in the world.

III. Quin read 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 list of the GSB committees 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.

GSR Question: - Are GSB public meetings listed on the UA website?

Quin replied that no, they are not listed and that the GSB is not meeting publicly right now because there are only 2 trustees and they need 4 for a quorum .
Quin said to check future emails from her for updates and she will address this later in the meeting during GSR question and answer period.

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

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

VI. Unfinished Business

A. Motion to Create a GSRC Website Subcommittee.

Proposed by Mark B & Arden V; Seconded by David O.

Motion Result: Passed 23 For, 1 Against, 3 Abstentions
Friendly amendments accepted by Arden, proposed by Debora, Arden, and Quin

Motion to create a GSRC Website Subcommittee with the following duties:

The purpose of the Subcommittee is to provide instructions to the Webmaster/Co-Webmasters on what to implement for the GSRC Website. The goal is to build a website that reflects the principles and ideals of Underearners Anonymous, to provide a safe place for the archived documents of the Committee, and for the GSR Committee to 'own' the Website through participation in building and maintaining it.

The Subcommittee Duties and Guidelines are as follows:

1. Elect a Chair. The Chair cannot be the Webmaster or Co-Webmaster.

The Chair has to meet the qualifications of the GSR as specified by the GSR Committee Motion, which was passed in December 2017 and amended on October 27, 2019 & October 16, 2020, on the Duties and Qualifications of the GSR. In addition they need to have completed through step 7 in UA, ideally with a UA Sponsor.

The chair's term of service commitment is six months. Service term can be extended as per the Subcommittee's decision

- 2. Subcommittee decides meeting frequency until the GSRC Website has been completed. Then it meets monthly for maintenance, updates and review.**
- 3. Only GSRs can vote on this Subcommittee. Members-at-large can participate.**
- 4. Conduct its meetings according to Robert's Rules with Motions and voting on all decisions.**
- 5. Keep written records of the attendance of members, research, decisions and instructions given to the Webmaster/Co-Webmaster. These records will be written in the Website Subcommittee Minutes.**

6. **Submit the Subcommittee's Minutes to the GSRC Minutes Addenda, and post Approved Minutes on the GSRC website in the Subcommittee tab.**
7. **Research the cost and quality of web hosting with reputable companies, domain name, privacy, security, donation buttons, and more.**
8. **Plan the tabs for the site content, such as Minutes, Agendas, Announcements, Upcoming Events, Blog, Weekly meditations, etc.**
9. **Design an aesthetically pleasing website in color for Committee approval. Design a logo.**
10. **Submit all recommendations for design, financials, hosting, etc, to the GSRC in monthly reports to obtain Committee consensus before the website goes 'live.'**
11. **Review any work done to date on the Website by the Co-Webmasters.**
12. **The Webmaster/Co-Webmasters can attend to offer their Experience, Strength and Hope, plus technical advice if needed.**

Background Rationale: When a Group 'owns' a Group project through its investment of energy, time and attention, such as its own website, then the project has more likelihood of thriving and being well-maintained over the course of time. Participation in the creation of the GSRC Website will give the Website a solid foundation of Group Conscience.

VII. New Business

A. Motion to establish a GSRC Group Inventory Subcommittee

Proposed by Debora; Seconded by George, Friendly amendment accepted by Debora; proposed by Arden [deletions are indicated with strike-through lines in the text.]

Status: Postponed until January 10, 2021

The Group Inventory Subcommittee can develop a format, dates and a suggested facilitator by the February 14, 2021 meeting for discussion and approval by the GSRC.

The Subcommittee may suggest whether the Group Inventory process will take place instead of one or more GSRC business meetings, or to have the inventory process take place outside of the regular business meetings.

Once the Group Inventory has taken place, an Action Plan that leads to constructive change and implementation is developed from what has been shared by the GSR Committee members. This Action Plan would be developed by the Group Inventory Subcommittee, and then taken back to the whole Committee for discussion and approval. The whole process, beginning with presentation of the Motion at the February 14, 2021 meeting, is likely to take 4 to 5 months.

Once the GSRC has completed the Group Inventory, the Subcommittee can create a format and other recommendations that can be used as suggested guidelines for UA Groups.

Rationale:

Regular group inventory in other fellowships enables meetings, groups, and committees to be in right relations with members and those they serve.

~~Having a group inventory would address the issues of bullying concerns brought up during GSR shares throughout 2020.~~

Motion postponed for revision until Jan. 10. Proposed by Arden, seconded by Debora. **Passed by vote of acclamation.** Please email Debora for additions to the motion. Her email address is on the contact list.

VIII. Motion to Adjourn Meeting

Proposed by Zeus; Seconded by Jessica Results:

Meeting closed by vote of acclamation.

Closed with the 'We' Version of the Serenity Prayer.

Addenda

1. Reports/Presentations

Webmaster Report from John N

At their request, John submitted to Quin and Jeff the costs of the top 3 hosting plans we're considering, namely HostPapa, BlueHost and InMotion Hosting. All of them include, at no extra charge, WordPress, Unmetered Bandwidth and an SSL Certificate and have a 99.9% Uptime Guarantee. The signup prices range from \$3.99 to \$4.99 a month if you pay for 3 years up front, but only InMotion Hosting comes with a Security Suite free of charge, the others charge at least 19.95/yr more if you want that option.

John has recently learned that renewal prices depend on how many years you renew for, but the minimum is \$7.49 a month. And you can save an additional 10-30% by requesting their loyalty plan prices. He will submit a more comprehensive comparison chart to be included in the minutes for 1, 2 and 3 year plans. That will help in making our decisions for the future.

John also learned that we can save money over time on the Domain Name cost, by using a lower costing registrar, such as Porkbun, which is the one D.A. (Debtors Anonymous) Fresno uses for their site. It offers free domain privacy (which the hosting services charge extra for). The 3 hosting companies offer a free Domain Name for the first year, but then charge at least \$15.99/yr thereafter. However, through Porkbun, we can get the domain name uaGSRcommittee.com for \$4.15 for the 1st year and \$8.56/yr thereafter. The .org is a little bit more expensive but not much more. uaGSRcommittee.org is \$7.62 for the 1st year and \$10.70/yr thereafter)

*Right now, signup prices for InMotion's Power plan are the same as their Launch plan if ordered with the promotional link we received from them. Although this offer may only be for the month of December. They are not guaranteeing for January.

Fred asked when do we have to make a decision. John said it depends on whether you want to take advantage of the lowest price. The prices quoted in the chart are for the month of December. After that the prices may go up for some of the terms. John said he would look into that and let Jeff and Quin know by the end of tomorrow December 28, 2020.

Attachment A

Motion B Spending Plan - Website Cost research

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
Promotional Price for 3-yr term (total paid up front)	3.95/mo	5.95/mo	3.95/mo	6.95/mo	4.99/mo	4.99/mo*
	142.20/3yr	214.20/3yr	142.20/3yr	250.20/3yr	179.64/3yr	179.64/3yr*
Promotional Price for 2-yr term (total paid up front)	3.95/mo	5.95/mo	4.95/mo	7.95/mo	5.99/mo	5.99/mo*
	94.80/2yr	142.80/2yr	118.80/2yr	190.8/2yr	143.76/2yr	143.76/2yr*
Promotional Price for 1-yr term (total paid up front)	3.95/mo	5.95/mo	5.95/mo	8.95/mo	6.99/mo	6.99/mo*
	47.40/1yr	71.40/1yr	71.4/1yr	107.40/1yr	83.88/1yr	83.88/1yr*
Current Renewal Price (Total due at end of above term)	8.99/mo	13.99/mo	9.49/mo	17.99/mo	10.99/mo	14.99/mo
	107.88/yr	167.88/yr	113.88/yr	215.88/yr	131.88/yr	179.88/yr
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	\$35.88/ 1st yr then 71.00/yr	\$35.88/ 1st yr then 71.00/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.com for \$4.15 for the 1st year and **\$8.56/yr** thereafter (uaGSRcommittee.org is \$7.62 for the 1st year and \$10.70/yr thereafter)

*Signup prices for InMotion's Power plan is the same as their Launch plan if ordered with the promotional link I received from them. Although this offer may only be for the month of December.

Email questions to: phonemeetings@gmail.com

Treasurer Report from Jeff N

At our 11/22 MEETING the Treasury stood at \$71.19 – there was no activity since Oct. 21.

SINCE then, as of 12/11: The treasury stands at 1,545.88 due to a generous contribution from the Heartfelt Prosperity meeting of \$1,474.69. We do not yet know whether this is a one-time contribution or a planned annual contribution. There have been no contributions since 12/11.

Suggestions:

Webmaster John N, and GSRC Chair Quin and Jeff are in discussion about:

- Developing a spending plan, which establishes a prudent reserve, and which funds a Zoom account, web hosting, web security, and the cost of a domain name, whether to establish a GSR scholarship fund for the world service conference, future expenses, and other considerations. Working with John N and Quin on this, to recommend to the GSRC.
- Recommending guidance to meetings after they meet their expenses for distributing percentages to contribute to GSRC and GSB, including GSB in this process.

These duties are not listed in the GSRC definition of the treasurer role, however like any GSRC member the treasurer can make motions that the GSRC then can vote on.

Jeff would also suggest the next treasurer be elected (or express interest) before my term ends in April so there can be a brief transition period. This is not required, as the transition might be a one-hour conversation.

Jessica asked - Have you considered or do you have any knowledge of what would be involved in getting a non profit status for the GSRC, and what the benefits and time and energy costs might be?

Jeff said he hasn't considered it but we'll probably need that because our current account uses my personal information and PayPal will be requiring that organizations show they are organizations with an EIN number. .

Email questions to: uagsrctreasury@gmail.com

WSC Planning Committee (WSCPC) Report from Jessica, Chair

Our last committee meeting was held on December 6th, 2020

We had 11 people present on the call.

We are excited to announce that at our last meeting, we elected a Treasurer!

The focus of much of the rest of our work was looking towards WSC 2021. We are in the process of getting translations for the Topics of Concern Survey and will be putting them up online as soon as they are available. Languages in process are : Spanish (done), Chinese, Farsi, Polish, Russian and French. We are looking for Arabic, Swahili and Hebrew and anything else anyone would like to assist in translating.

We invite all interested in doing service! Our next meeting is January 3rd, 1:30pm EST, we would love all of you to join and go global as we are building towards a bigger better WSC 2021. Because we are a global fellowship, and our committee is the **World** Service Conference Planning committee. We, as a committee, are working towards doing service to the global fellowship.

Towards that end, we are beginning to explore setting up a series of Topics Meetings mid year. These will begin the process of responding to the Topics of Concern through involvement in committee work and this will build towards setting the agenda of WSC 2021.

These meetings will occur over the course of a few weekends going around the globe in different timezones. We would like participants from different parts of the world to partner in leadership on these.

(editor's note - Jessica forgot to read this next paragraph but sent it in her written report for the minutes)

Our last piece of business to report on is the WSC 2020 Minutes. We have sent the recommendations on amendments to the minutes to the Recording Secretary, Jackie, and will be posting the amended minutes on the UAWSC website for voting. On the 4th or shortly thereafter, you will be receiving an email with the form for voting on the minutes. Reminder, adopting the minutes, is part of the service we do as members/voters of the World Service Conference.

Questions:

GSR asked if we were going to include German since we have German members. Jessica said yes.

GSR 2 wondered if we were going to include Portuguese and wondered if anybody can come to the planning committee. Jessica said yes that anyone can come to the planning committee meetings. Jessica said we have someone who is interested in helping with the Portuguese translation. Anyone who participates in the work of the committee can vote at committee meetings.

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

2. Open Shares from GSRs.

Quin: 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. The issues brought forth here will be used in the alignment in how we work to keep our house in order.

Please keep all responses to 1 minute.

Shares from 4 GSRs, who have concerns or announcements.

GSR 1: I want to get clarity that the GSB public meetings and the UA board meetings are the same thing and that they are not currently meeting.

Response from Quin: GSB public meeting is the UA board and they are not currently meeting because they don't have enough trustees to form a quorum. So if you know of anybody...

GSR 1: So it seems that it's critical that all of us move forward that we need trustees.

Quin: Yes and members at large of your meetings can serve as trustees

GSR 1: I just want to put it out there that everyone of us GSR's make sure that we announce that at every meeting. Thanks.

GSR 2: I'm not sure if this is the right place and time to ask this - our meeting - our numbers have been down to about 10 or 12 for a little over a year. Any suggestions on how to bring a meeting back from the dead.

Response 2: This is what it's done for me. When I was starting up face to face meetings here in Santa Monica, I was on the phone constantly, attending meetings, whenever there was a meeting announcement I talked about the meeting. Also it's important to put it in a positive light, make it sound exciting, interesting, and that it'll be good - not - 'oh this meeting needs support' - please - ya know like - not be a victim - but make it exciting, what you do at the meeting and where it is and make it really simple for people to attend and interesting for them to attend. Thank you!

Response 2a: I don't know if anyone has had time to look at these yet but there have been 3 or 4 group emails that have come in in the last few hours to the GSR committee and doing a very quick perusal they seem to address the very question that was just asked by GSR 2 including how to re-energize a meeting. I don't know what brought on these emails or why they are suddenly being disseminated but there might be some helpful information in there.

GSR 3: There still seems to be... Trying to get the meeting, the Santa Monica meeting on Saturdays has been on Zoom only since March, and the information, I'm still going back and forth about getting the information updated on the website.

Response 3: I can add to you, my group has been on Zoom for a while and we still haven't gotten our information updated. Do complete the form if you can hear this, complete the form on the UA website for meeting updates so that it can be sent to the webmaster. You can also email ClaraT@uagsb.org

Response 3a: I've had a lot of success in the past connecting directly with the calendar keeper and I have his email if anyone would like it and he's said that it's fine to give out this email and seems to respond directly to this email than to the web form so if anyone would like that email here it is: UA12step@gmail.com

GSR 4: Thank you for your service, thank you everybody for being here. I am the newly elected GSR for the Sunday 11am Beginners meeting, we have an interesting situation. There are 2 lists of recorded speakers. One dates back to our old number which we no longer use and I no longer have access to the dashboard or

the recordings and my concern is I believe that number is being used by the Sunday 4pm Big Book Study group. If anybody has a connection to that group, I would appreciate hearing about it so we can take action to probably move those recordings over so we don't lose them. This goes all the way back to 2012 or 2011 including UA Time recording #12 all those recordings we want to save them. My email is 12stepFred@gmail.com. It would be for the Sunday 4pm Big Book Study meeting which I am going to get on today.

Response 4: Yes, I understood him to say that the information is on a cross connection or the meeting is on a cross connection, I'm not sure, could he clarify what...

GSR 4: What happened is a weird anomaly. We used the number that they use now. All our recordings are attached to that number, the early recordings and we no longer have access to that number so we can't...we want to migrate that number - those recordings from that line to our current line if possible. So I need to get a hold of someone to get access to those recordings.

Quin said that if you have information on how to get recordings for Fred's meeting his email is on the contact list.