

Motion to establish a GSRC Group Inventory Subcommittee

Proposed by Debora G (Los Angeles); Seconded by Agnete.

Vote Results: Passed on 4/11/2021 as Amended - Vote of Acclamation

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:

1. Meets the qualifications of the GSR as specified by the GSR Committee Motion, passed in 2017 and subsequently amended.
2. Completed up to step 9 in the UA fellowship; and
3. Are GSRs, who are not the current 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)

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 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.

Motion to Establish and Implement GSRC Spending Plan

Proposed by Jeff N; Seconded by Arden

Passed 3/14/21 by vote of acclamation

Following are the guidelines to establish and implement the GSRC Spending Plan:

1. The GSRC Treasurer is authorized to prepare an annual Spending Plan in collaboration with the GSRC Chair, Co-Chair, and Webmaster and subcommittee chairs and co-chairs to submit to the GSR Committee for discussion and group conscience vote.
2. After the full GSR Committee has voted to approve the Spending Plan, the Treasurer is authorized to implement it by making payments from the GSRC Treasury.
3. The annual Spending Plan may be amended by vote of the GSR committee at any time during the year.
4. The following items are recommended to be included in the Spending Plan:
 1. Website (includes hosting, domain, security).
 2. Zoom platform.
 3. Free Conference Call Storage Space.
 4. Prudent Reserve Fund of 3 months of general expenses, except for the Website expenses, which will be 3 years' expenses.
5. Future expenditures can be brought to the full GSRC for approval as part of the Spending Plan.
6. A GSRC General Fund will be held to cover any expenses needed for the seamless operation of GSRC business, except for the Prudent Reserve Fund and any Special Funds the GSRC may vote to create. (For example, a Special GSR Scholarship Fund may be created to help GSRs attend a WSC.)

Background:

At the GSRC meeting on 2/14/21, Jeff accepted Debora's friendly amendment, and also agreed to work out possible further changes to the motion before the next meeting. This Motion provides more clarity and combines the ideas of all the people who made comments on the Motion and communicated them to Jeff - Debora, Jessica and Arden.

The goal is to pass this motion at our meeting on March 14, 2021, and then to pass an actual Spending Plan at a future meeting, so that we can provide funds for Zoom, our GSRC Website and FreeConferenceCall storage space.

In March 2019, the GSRC passed a motion to create the Treasury, which requires that the full GSRC approve expenditures. "The GSR Committee will establish and maintain a treasury. Funds will be used as determined by the GSR Committee through discussion and group conscience vote. Financial participation is voluntary."

Motion to withdraw motion to establish and execute GSRC spending plan.

(see [Feb 2021 minutes](#) for original motion)

Proposed by Jeff N; Seconded by Arden

Passed 3/14/21 - In Favor: 17, Opposed: 1, Abstain: 6

Rationale:

A revised Motion has been drafted that provides more clarity and incorporates the suggestions of all the people who made comments on the Motion and communicated them to Jeff, the Proposer of the Motion.

Election of Webmaster and/or Co-Webmasters

Passed 02/14/21 Results: Passed by vote of acclamation

John N from Arizona was elected to continue his term as Webmaster until February 2022.

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

(See [minutes](#))

Proposed by Debora; Seconded by Karen

Results: Passed by vote of acclamation

Motion to Create a GSRC Website Subcommittee. Passed as amended 12/27/20

Passed 12/27/20 In Favor: 23; Opposed: 1, Abstain: 3

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 and October 16, 2020 on the Duties and Qualifications of the GSR. In addition they need to have completed through Step 10 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 frequency of meeting, 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.

Election of Secretary - Motion to elect Janine and Michelle M as Secretary and acting secretary until June 2021

Passed 11/22/20 by vote of Acclamation

Janine nominated by George G, Michelle M Nominated by Leanne

Note: Janine willing to serve if a co-secretary were present. Her term as GSR is up in June 2021.

Election of Vice Chair - Motion to elect George G

George G Nominated by Janine; Debora Seconded

Passed: 11/22/20 Abstention: 1 - Passed by Vote of Acclamation

Election for Chair Position for One Year Term, beginning on 10/25/20

Quin elected as Chair by vote of acclamation

Abstentions on the vote: 3; Opposed: 0

Jessica nominated Quin; seconded by Jeff

There were no other nominations for Chair.

Duties and Qualifications were read by Debora

Candidate's Statement by Quin:

"I want to say thank you for the nomination. I wish to bring the spirit of recovery to this committee. It's been hard. I joined UA in 2013. I have since worked the Steps a total of 7 times in this program and 5 in others. I am an active sponsor and have a total of 6 sponsors in my recovery life. I have 4 action partners, a life coach, a therapist, and a judgmental cat. The other one doesn't care.

What I'm saying is that I am serious about my recovery work and am qualified to do the job. I would like to empower others to speak their truth. I'm no longer interested in going with the status quo. I will disrupt dysfunction, and I invite you all to do the same. As I stated earlier, I was saddened during our Committee sessions at the World Service Conference. And I just have to say that if manipulation and coercion are kindness, I'll choose to be honest and direct, even if it makes some people uncomfortable. I will invite you to get uncomfortable.

I believe that our service here is to support our meetings; not to exercise our symptoms in opposition to serenity. If I am elected, I will encourage this Committee to be one that supports our recovery, and holds space to hear grievances and to foster fellowship.

I'll implement structures to allow members to see what motions are in the pipeline and to help us to see what the timeline is that we are working on. I will eliminate extending time in our meetings. What we get done in the moment is spiritually what is needed to get done, and I can accept that.

If you like vagueness, manipulation, control or rolling in dysfunction, I'm not the candidate for you.

That's OK. I'm not for everybody. A capable black woman is often seen as a threat by those who are insecure.

If you will have me as a Chair, you will have me as my authentic self, an underearner who prioritizes and values her recovery over prestige. I will make mistakes, and I will swear a lot. I swear like a sailor. You guys know that, but I will make amends, and I will sing Karaoke.

I'm not ashamed to let you see me like this, because it gives you permission to make mistakes, to grow and to forgive yourselves. In this way we can "serve from our saucers and not from our cups."

This is how I honor the spirit of the program."

C. Motion to Amend Motion to Establish the Role and Guidelines of the GSR Committee and Its Relationship to the General Service Board, World Service Conference and the UA Groups, which was previously adopted at the World Service Conference 2018.

[Amendment additions are in blue and deletions are indicated in strike-through lines in the text.]

Passed 10/16/20 by vote of Acclamation

The Role of the GSR Committee

The [Upside Down Triangle](#) is the basic model for UA's Service Structure. The GSR Committee plays a primary world service leadership role in UA's [Upside Down Triangle](#). It derives its position as such from its GSRs who are the elected representatives of their Groups. It has the power to speak and act on behalf of the members of UA. It also brings important information about UA to their Groups. It is ~~the~~ a representative voice for ~~and the ears of the~~ UA members worldwide. The GSR Committee has no other authority than the Groups they represent and Higher Power.

Guidelines of the GSR Committee

1. The GSR Committee will meet at least once a month for 90 minutes and follow Robert's Rules of Order.
2. The GSR Committee will be a ~~world service conference committee~~ World Service Conference-Approved Committee that elects its own Chair ~~at the WSC~~, meets year around, and puts forth its own agenda.
3. The GSR Committee may create committees or subcommittees which will serve UA as a whole.
4. The GSR Committee shall meet with the General Service Board at each World Service Conference (WSC). It also may meet with the General Service Board between World Service Conferences.
5. The GSR Committee may only make suggestions or recommendations to UA Groups.
6. Only GSRs may vote at GSR Committee meetings and at its Subcommittee meetings.
7. The GSR Committee reports and Minutes will be posted on the UA Website.
8. **The Relationship of the GSR Committee to the GSB and the World Service Conference Planning Committee.** The GSR Committee is interdependent with and autonomous from the General Service Board (GSB) and the World Service Conference Planning Committee. It will seek to have a collaborative relationship with the GSB and the WSC Planning Committee; and it will prepare and give oral reports at the GSB meetings to facilitate communication between these two key entities in UA's Service Structure.
9. **The Responsibilities of the GSR Committee are as follows:**

(a) The GSR Committee will bring the following to the WSC: Conference topics and Motions which affect UA as a whole will to be discussed and voted on at the WSC.

(b) Inform GSRs on their responsibilities and prepare them for the World Service Conference.

(c) Provide support to meeting Groups.

(d) Encourage GSRs to participate in standing committees and subcommittees.

This Committee will follow the guidelines for all World Service Conference-Approved Committees, as passed by the WSC on November 17, 2019.

Motion to Approve Suggested Duties and Qualifications of the UA GSRs

(Status: Passed in December, 2017; amended on October 27, 2019, amended on October 16, 2020.)

Passed 10/16/20 by Vote of Acclamation

Following Are the Suggested Duties and Qualifications of the UA GSRs:

- These duties and qualifications are suggested only; and per the 4th Tradition, each group is autonomous and may adopt the duties and qualifications for its GSR per its group conscience.

- A GSR represents a UA Group or Intergroup. A Group is defined as a meeting or a group of meetings that shares one business meeting. A UA Group is represented by one GSR. An Intergroup provides service and coordinates events for multiple Groups in a particular geographic area. Each Intergroup is represented by one GSR.

Each Group or Intergroup may also have a GSR Alternate who attends meetings and World Service Conferences when their GSR is not available. A GSR has one vote for each voting item at the World Service Conference and at the GSR Committee meetings even if the GSR represents more than one group.

- Is actively working the Steps in UA. Has completed at least UA's Steps One through Five with a UA Sponsor. [Note that this amendment was voted on. In favor: 15; Opposed: 0.]

- Practices kindness and consideration in words and actions.

- Has a working knowledge of the UA 12 Traditions, and ~~when approved by the UA-World Service Conference~~, the GSR will have a working knowledge of the UA 12 Concepts of World Service, as approved by the UA World Service Conference.

- Has demonstrated a consistent commitment of service in UA.

- Has 90 days solvency (solvency being self-defined).

- Attends GSR Committee monthly meetings.

- Will attend General Service Board (GSB) monthly meetings and/or read the current GSB meeting minutes.
- Will attend or send a GSR Alternate to a World Service Conference during their service term.
- Will make reports to their Group(s), including significant items from the World Service Conferences, GSR Committee Meetings and GSB Meetings.
- Will collect information, concerns and feedback from their Group(s) to bring to the GSR Committee and the World Service Conferences. [Friendly amendment by Daphneleah, and accepted by Debora.]
- Will serve a one to two year term.
- Represents a UA Group or Intergroup whose meetings he/she regularly attends.
- Is not already acting as a GSR for another UA meeting Group or Intergroup.
- Is not a Trustee of the UA General Service Board.
- To ensure effective leadership, each GSR has the Right of Decision as guided by their Higher Power in their voting at the GSR Committee Meetings and at the World Service Conference, per Concept of World Service Number 3. (i.e. the GSRs need not go back to their groups in order to vote on new motions at the WSC and GSR Committee Meetings or to vote differently than their groups' directions if presented with significant amendments or information).

Background Information: *This motion was passed in December, 2017 by the GSR Committee, after taking the motion back to our Groups. As of October 2019, there were four active Intergroups in UA: Iran Intergroup, Los Angeles Intergroup, New York Intergroup, and the UK Intergroup.*

A. Motion to Amend the Voting and Procedural Guidelines for Convocation Sessions at the UA World Service Conference.

(This Motion is Recommended for Final Approval at the WSC 2020 Convocation.)

Motion Passed 9/27/20 *In favor: 25; Opposed: 7; Abstentions: 3*

The Voting and Procedural Guidelines for Convocation Sessions at the UA World Service Conference are hereby amended to add the following guidelines:

11. Members are encouraged to be guided by their Higher Power in their discussion. Any voting member of the Convocation may call for a "Serenity Moment" which consists of one minute of silence. It is recommended that the Serenity Moment only be used when there is substantial discord.

12. Timed electronic voting of five minutes in length is an approved alternative for voting during the Convocation, provided that:

1. It is proven to be accurate and reliable through tests conducted in advance by the UA WSC Planning Committee, GSR Committee and/or GSB Phone & Tech Committee;
2. It is instantaneous, so the results can be announced immediately after the motion has been discussed and voted on; **and**
3. For voting members who cannot vote electronically, their votes will be counted by voice and name.

13. These Voting and Procedural Guidelines are to be read at the opening of the first Convocation of each World Service Conference and are to be distributed in writing to the voting members.

Rationale for the Serenity Moment Guidelines: The Serenity Moment was used successfully at the UA WSC 2018, and these guidelines reflect the procedures used at the WSC 2018.

Rationale for Electronic Voting Guidelines: Our parliamentarian said that it is **essential** that we have electronic voting procedures **approved** by the Convocation **before** any electronic voting is conducted at the Convocation. She also informed the WSC PC Chair, the Chair and Co-Chair of the GSRC that any Motions to be voted on by the Convocation need to be prepared, discussed and resolved during Committee work sessions **before** bringing them to the Voting Body.

She said that the Motions brought to the Assembly should be well drafted by their presenting Committees in advance of being presented, and are assumed to be ready for final approval. Typically, very little discussion is required by the Assembly, and voting happens quickly.

The WSC Agenda has set the first Convocation session ahead of the GSR Committee session and work time. Thus, it is important that our Committee discuss and vote on these Guidelines prior to the WSC.

Original Motion: That this Committee transition to any video platform, including FreeConferenceCall.com, as soon as possible to increase functionality of these meetings.

Substituted Motion Amendment: To Migrate the General Service Representative Committee meetings from Free Conference Call Audio to Zoom Video Conferencing Platform; to nominate and elect a Zoom moderator; and to adopt the suggested guidelines for Zoom that are published by New York AA Intergroup.

Passed. 8/23/20 In favor: 16; Opposed: 5; Abstentions:5

Background provided in answer to questions: The purpose of the NY AA Intergroup guidelines is to protect anonymity. The cost of Zoom is \$14.99 per month.

There were differences of opinion as to whether the original motion still needed to be addressed by the voting body, so Chair and Co-Chair made a decision to consult with a professional parliamentarian on our next steps regarding the Zoom migration. Chair asked if anyone was opposed to consulting with our Parliamentarian. No one was opposed.

From our Parliamentarian to instruct the Chair as Presiding Officer and for future Agendas:

She instructed that the following information be included in the Minutes:

Since the August 'Substituted Motion by Amendment' was passed by the whole Committee, it automatically cancelled the original Motion presented in July about migrating to a video platform.

'Substituted Motions' are rarely used as Amendments. Going forward, when there is a Motion remaining in Unfinished Business, which has been proposed and seconded, and the Motion Maker expresses interest to withdraw it and substitute a new Motion, the best procedure is for the Presiding Officer to call for the Assembly or the Committee to vote on whether they approve to withdraw the original Motion. A vote is then taken.

If the Assembly votes to withdraw it, the Motion is null and void, and no longer an item on the Agenda. The voting result is noted in the Minutes.

The new substituted Motion on the Agenda is then presented, not as an Amendment, but as a new Motion. The Motion process moves forward according to standard Motion procedures, specifically: the Motion is read by the Motion Maker, seconded, there are clarifying questions, pros and cons, and then the vote is taken.

Motion to Recommend the GSR Committee Motion Titles for Placement on the WSC 2020 Agenda

Passed 07/26/20 In Favor: 7 Opposed: 5 Abstain: 1

Amend motion to remove text between recommendation and titles of the motions.

Passed 07/26/20 In Favor: 16 Opposed: 4 Abstain 1

The GSR Committee recommends to the WSC Planning Committee and the GSB that the following motions be placed on the WSC 2020 Agenda. All of these Motions have been passed by the GSR Committee and/or the WSC.

The titles and status of the Motions are as follows:

- (1) Motion to Amend Motion to Establish the Role and Guidelines of the GSR Committee and Its Relationship to the General Service Board, World Service Conference and the UA Groups, which was previously adopted at the World Service Conference 2018.
 - (2) Motion to Establish Guidelines to Register a UA Group.
 - (3) Motion to Approve Suggested Duties and Qualifications of the UA GSRs.
 - (4) Motion Regarding Voting Rules and Procedural Guidelines for Committee Work Sessions of the UA World Service Conference 2020.
-

Motion for our GSRC agenda be sent out 1 week before the meeting.

Passed 07/26/20 by vote of acclamation

RATIONALE:

When being sent the night before, didn't give chance to read the titles and read the information underneath. Doesn't feel healthy to discuss things not having the overview to review items.

Amended Motion to Establish Guidelines to Register a UA Group

(The GSR Committee Recommends This Motion for the WSC 2020 Agenda)

Passed 06/28/20.

In favor: 13; Opposed: 10; Abstention: 1.

Following are the only requirements to register a UA Group. Registered Groups are placed on the UA Website Meeting Calendar.

1. The Group has two or more members who are gathered together to recover from underearning.
2. The meeting is open to all UA members.
3. The Group has no outside affiliation. Therefore, a joint Group of UA and another 12 Step fellowship will not be registered as a UA Group. Also, a Group cannot be affiliated with any sect, religion, organization, corporation or institution.
4. A Group contact person is required for the initial registration. The contact person will provide their first name and last initial, email address, and phone number to the UA General Service Office (GSO).
5. The Group agrees to update with the UA GSO its meeting location, date/time, and meeting phone or video conference information any time there is a change in this information. 6. Each Group's primary/singleness of purpose is to recover from underearning and to carry the message to the underearner who still suffers. [This requirement was passed by the WSC Convocation in 2018.]

These are additional Group Registration Guidelines:

1. The GSO will keep the Group contact person's information confidential. The GSO may only share the contact person's information with the consent of the contact person.
2. It is suggested that Groups include in their meeting formats reading of the UA Steps and Traditions. Per the 4th Tradition, the Group's meeting format is a Group conscience decision, so meeting formats may vary.
3. The following types of Groups may register if they meet the above requirements:
 - Face-to-Face meetings.
 - Virtual Meeting Groups. (e.g. phone meetings, on-line email/forum meetings, and Video Conference meetings.)

- Special Focus Groups. (e.g. the Spiritual Marketing for Coaches and Consultants Group, Musicians and Prosperity in the Arts Group, and Prosperous Possession Consciousness Group.) [In accordance with Guidelines passed at the WSC 2018, Special Focus Groups (aka Specialty Groups) are allowed as long as each such Group's primary/singleness of purpose is to recover from underearning and to carry the message to the underearner who still suffers, and they are open to all who have the desire to stop underearning.]

- “Pop-up” Phone Meeting Groups. (A Pop-Up Phone Meeting Group does not have a regularly-scheduled moderator. Typically, at the beginning of the meeting a member volunteers to moderate using the meeting format as posted on the UA Website.)

4. It is suggested that Groups observe the principle of rotation of service and service positions be filled by Group conscience vote.

5. UA will provide a user-friendly process to register Groups.

The effective date for these requirements and guidelines is the last day of the World Service Conference, 2020.

Background Information:

An important motion was passed at the WSC 2018 Convocation: “Motion: Each group's primary/singleness of purpose is to recover from underearning and to carry the message to the underearner who still suffers. This follows our traditions 3, 4 & 5 and the 12&12 page 151 paragraphs 3 & 4. Pursuant to tradition 10, the body has no opinion on specialty groups so long as they adhere to the primary purpose and are open to all who have the desire to stop underearning.” Currently, there are no detailed guidelines on registration of a UA Group that have been passed at a World Service Conference. The GSR Committee's motion on Guidelines to Register a UA Group, which was passed on October 7, 2018, provides those detailed guidelines.

This motion was passed after months of extensive debate and discussion. These registration guidelines are similar to the requirements of the national organizations of our parent fellowship, AA, and our sister fellowship, DA. This motion needs to be amended in light of the guidelines passed at the WSC 2018.

Other amendments are included in the motion to provide clarity. Please note that the motion has two sections. The first section specifies the requirements needed to be a Registered Group. The second section provides additional guidelines to be used by the General Service Office and GSB Committees in registering Groups.

The text in the brackets is for explanation purposes; it is not part of the motion.

Motion to Approve the FISC GSR Fundraising Strategies Packet (Version 9).

Passed 05/24/20. In favor: 15; Opposed: 8; Abstentions: 5.

Debora accepted: Sell items that no longer serve you and donate your proceeds to your GSR Fund. Jeff N proposed the following friendly amendment, which Debora accepted: Have a “Virtual Picnic” where members donate based on items that they would bring to the picnic, if it were a face-to-face picnic.

FISC GSR Fundraising Strategies Packet for WSC 2020 (Version 9; Approved by the GSR Committee on 5/24/20)

Please note that we are offering these suggestions to help each Group be fully self-supporting in accordance with Tradition 7, and each Group is autonomous, per Tradition 4. So feel free to take what you and your Group like and leave the rest! Suggestions 1 - 10 are from the successful experiences of UA Fellowship members:

1. When a GSR is perceived as actively involved and visible at their meeting, members are more likely to give money to support their GSR. Thus, we suggest that you are heard at least twice a month at your meeting. Either share regularly positive recovery and/or take on another service position that is not too demanding such as moderating once a week (provided that your meeting allows for a person to hold two positions).

2. If your meeting does not have a treasurer, talk to all of your UA friends who are in recovery and see if one of them can volunteer to be a treasurer at your meeting. It does not take much time to set up a PayPal account for phone and video meetings and then monitor and manage the account. The most important thing is to set it up as a “friends and family” account, so there will be no fees or less fees, depending on your location and how you will be paying (e.g. via bank account linked to PayPal or via credit card.) Alternatively, for face-to-face meetings the Treasurer would create a checking account. The accounting to the Group of the donations is the responsibility of the Treasurer to be made in monthly reports at the Group’s Business Meeting. This Is a Sample of Suggested Guidelines for Selecting a Group’s Treasurer or Co-Treasurers:

(1) Actively working the Steps and has completed up through at least Step 5. It is recommended that the Treasurer works with a UA sponsor until s/he has completed up through Step 12. (2) Familiarity with the UA Traditions (or working towards that). (3) Has been attending UA meetings regularly for at least three months. (4) Is solvent (solvency being self-defined). (5) Regularly attends the Group’s meeting and is able to attend the Group’s business meetings and make monthly reports, including the total contributions and expenditures in the account for the month, as well as the balance in the account. (Note, if the Treasurer cannot make it to a particular business meeting, then the Treasurer may email or text the report to the Business Chair.) (6) Able to do this service for 6 months. (7) Can create or is willing to learn to create a PayPal account and/or checking account for the meeting.

3. Create a spending plan for the GSR, which includes the cost of the conference, lodging, food/beverage, airfare, meals while traveling and ground transportation. Then, present it for your Group’s approval at a business meeting.

4. Include a well-written 7th Tradition Announcement in your Group’s meeting format which is focused on contributions to the Group’s Treasury / GSR Fund.

Here is a sample of what to say at each meeting and put in your meeting format:

“It is time now for the Seventh Tradition and UA-Related Announcements. UA has no dues or fees. We are self-supporting through our own voluntary contributions. If you would like to contribute to our Group, our PayPal account is _____. The funds will be used to pay for the expenses of our Group Service Representative, _____, to represent our Group and vote at the upcoming UA World Service Conference. [For face-to-face meetings - include that the funds will also be used to cover the Group’s rent, refreshments and literature.] The WSC is where important decisions of our Fellowship as a whole are made (for example, approval of new literature and registration requirements for Groups to be listed on UA’s website.) The World Service Conference can only happen with the presence and voting

participation of the GSRs, who as trusted servants represent the individual members and their Groups in our collective vision of transformation from underearning to prosperity through the UA program.” “In addition to the needs of this Group, UA as a whole has expenses for the dissemination of UA literature, the maintenance of its website, and other costs incurred by the General Service Board in carrying out its duties. Contributions may be made to the UA General Fund using the payment methods listed on the UA website. Thank you for giving as generously as you can.” * Please note that once your Group has approved its new 7th Tradition language and it is in your meeting format, it can be uploaded onto the UA Website Meeting Calendar. This is how to do it:

- Access UA’s Website, and click on “Contact” on the top menu.
- Click on “Meeting Registration.”
- Complete the form.
- In the last box, make sure to say the reason for the registration update: “To update Seventh Tradition language in our meeting format.”

5. Have a holiday or anniversary party. Include speakers to share for 3-5 minutes and entertainment, such as music, singing and spoken word. This can be done face-to-face, by phone or by video with contributions going to the Group’s GSR fund.

6. Have a “Virtual Picnic” where members donate based on items that they would bring to the picnic, if it were a face-to-face picnic.

7. Create a workshop on UA topics for your Group.

For example:

Have four one-hour to two-hour sessions, one session per month. Each person is asked to make a suggested contribution of \$10.00 to attend the session. If 30 people attend each session, it could generate \$300 per session, or \$1200 for the whole workshop. (No one turned away whether making a contribution or not; all are welcomed!) The workshop can be led by a person with recovery, for example, someone who has success in their business(es) using the UA program, who wishes to share their own Experience, Strength and Hope with more detail than is possible in three minute shares. Those who attend can ask questions and share. Other speakers can participate. A simple structure would be:

(1) Welcome, Serenity Prayer and introduction to the workshop. Statement of two-fold purpose: to share information on _____ (whatever the lead person and collaborators decide is the Theme or Subject) and to raise funds for the GSR of the Group with a suggested contribution of \$10/person, or whatever is comfortable to give.

(2) Reading of part or all of your meeting’s 7th Tradition language

(3) Introduction of the speaker(s) and the format (e.g. Speaker 1 speaks for 10 minutes, then Q/A, 10 mins, then shares 10 mins; Speaker 2, same, Speaker 3, same.) (4) After speaker #2, it would be a good idea to take a one minute break to let people know that they are at a fundraiser to send their GSR to the WSC 2020, where the important decisions of our Fellowship as a whole are made and announce how to donate to the Group’s GSR fund/Treasury. (5) Wrap up with thank-you’s, reminder of suggested contributions of \$10/person, or whatever

amount is comfortable, how to donate funds, offer of phone number exchange after the close of the workshop, say the Serenity Prayer and close. It may or may not be recorded.

* Consider collaborating with another GSR to put on a workshop to benefit two or more Groups. Smaller Groups might want to pair with a larger Group to support each other. Funds can be allocated as worked out among the collaborators and Groups.

8. Announce at each meeting the amount needed to be raised at each meeting in order to attain your Group's goal. Indicate how much that is per person per meeting. 9. Suggest at the Seventh Tradition break and/or at the Group's business meeting that members donate monthly to the phone or video meeting the total of what they would contribute to a face-to-face meeting. 10. The Group may want to vote to allocate certain percentages to the Group's Operating Expenses, the Group's GSR Fund, and the UA General Service Fund.

Other brainstorming suggestions: 11. Ask your Group members to offer their professional work services and give what they can as a gift to the GSR Fund via online payment options. 12. Sell items that no longer serve you and donate your proceeds to your GSR Fund. 13. Suggest to your UA friends to have a garage sale in person or online as a fundraiser. This can be done perhaps through social media. (For example, host garage sales; someone in your Group can build a private GSR Fund page online.) 14. The Treasurer may ask meeting members to consider making a voluntary anonymous one-time only or monthly pledge (e.g. by texting or emailing the treasurer) to contribute at phone meetings to our Treasury/GSR Fund. Consider it as a tithing, a gift to one of your spiritual sources. The 12 Steps are a spiritual source for recovery. The Treasurer can pause the meeting for one minute so members can send in their pledges. (This would be included as an additional option in the 7th Tradition language.) 15. Choose what part of your income you would like to contribute to your GSR Fund

Election of Treasurer -Motion to elect Jeff N for a one-year term.

Passed 04/26/20 by vote of acclamation.

Jeff N's Candidate's Statement:

He has all of the qualifications of our Treasurer. He has done work with PayPal and has been a treasurer numerous times for groups in DA.

Motion that the GSRC Standing Rule 'M' Regarding Recordings Be Amended as follows:

Passed 4/26/20 In favor: 20; Opposed: 1

M. GSR Committee recordings are solely for Committee members' use. The GSR Committee official recording playback telephone number and access code will be emailed to GSRs and not posted on the internet. Unauthorized and unofficial recordings of GSR Committee meetings will not be accepted by the GSR Committee.

Rationale: This is based on concerns for anonymity on the internet and privacy in our discussions.

Motion to Create a UA GSR Committee Website;

Before implementation:

(a) the GSRC will need to approve the final website plan including design and costs,

and

(b) Our GSRC Treasury will need sufficient funds to cover website development and service for one year.

Passed 02/23/20. In favor: 17; Opposed: 3; Abstentions: 4

Background information: The GSRC passed a motion on 12/22/19 to create the position of a Webmaster and/or Co-Webmasters. This motion will authorize the Webmaster(s) to create a website plan for the GSR Committee.

They will create a mock-up or 'draft' of the website, with design, domain name, and the costs of implementing the design and maintaining the website. The costs may include web hosting, domain name registration, links to make contributions to the GSRC and the UA General Fund, and possible PayPal costs. The Webmaster(s) will report back to the GSRC for feedback and approval before incurring any costs.

We can continue to post items on the 9thTradition.org website until we get a website. The GSRC documents currently stored on the 9thTradition will be copied to our new website. Most likely, there will be a link to and from the UA website and the GSRC Website.

The GSRC needs to archive and give access to the Minutes of the Committee since its inception in December, 2016. We considered putting our Minutes on the UA website; this remains an option.

However, we are authorized by the WSC 2018 to be "autonomous from and interdependent with" the GSB and other World Service Level Committees.

Also, the UA Webmaster position is understaffed, so this Motion will prevent delays in getting our Minutes posted.

In addition, some 12-Step Committees and Groups have their own websites for multiple purposes, such as announcements of open service positions, upcoming events for their groups, events at the World Service level, and opportunities for members to make contributions.

Motion to Establish a GSR Committee Treasurer or Co-Treasurer Position, Qualifications and Duties.

Passed 02/23/20 In favor: 18; Opposed: 0; Abstentions: 1

These are the qualifications of the GSRC Treasurer:

- Can serve for a suggested one-year term.

- Consistently attends monthly GSRC meetings.
- Can commit to 5 - 8 hours service per month as GSRC Treasurer.
- Is a GSR.
- Has the suggested qualifications of a GSR as passed and amended by the GSR Committee on October 27, 2019.
- Has completed up through UA Step 10 with a UA Sponsor, maintains a 12-Step relationship with their UA Sponsor and/or UA Step Partner(s) who have completed the UA 12 Steps with a UA Sponsor, and actively work the Steps in UA.
- Has solvency for 90 days, (solvency being self-defined) and maintains solvency during term.
- Has adequate computer skills and access to the internet in order to work with PayPal account and other duties.

The duties of the Treasurer or Co-Treasurers will include:

- Set up PayPal Account linked to the GSRC email.
- Keep accurate records of contributions and expenditures.
- Make payments that have been approved by the GSR Committee.
- Give oral reports at GSR Committee monthly meetings.
- Submit monthly written GSRC Treasury Fund reports to the Chair to be included in the Minutes. The Report will include the previous month's balance, and total contributions, itemized expenditures, and ending final balance for the month.
- Educate GSRs on how to donate to the GSRC Treasury and UA General Fund.
- Use the internet and computer programs to do proper accounting of the GSRC Treasury, and to prepare monthly reports.

Motion to elect Debora as Interim Co-Chair until the end of WSC 2020.

Passed 01/26/20. In favor: 16; Opposed: 5

Candidate's Statement from Debora (summary):

"I have three goals that I would like to achieve as Interim Co-Chair of the GSR Committee, so I can be of maximum service to our UA Fellowship:

"First, I will continue to work to get important motions on the WSC Agenda amended by our committee and passed at the upcoming World Service Conference that have been worked on by the GSR Committee for the last two years. These motions are aimed at creating a service structure for UA that provides important democracy, clarity and boundaries that we found in our first year of the GSR Committee to be essential for the unity of UA. One of these motions is the Motion to Establish Guidelines to Register UA Groups.

"If time permits, I will assist with bringing forth other important motions in preparation for the WSC.

"Second, I will work to educate and encourage GSRs to do the fundraising necessary to attend the WSC 2020 in New York. I will draw from my experience as acting Chair of the UA WSC Prep Committee in 2018 and my experience as a GSR for the Step and Speaker meeting group.

"My third goal is perhaps the most important one – it is to do my GSR Committee service work with balance and serenity, and collaborate closely with Arden to assist her. As you know, there is a long list of duties of the Chairs of the GSR Committee, and I plan to continue to handle the GSR Committee secretarial duties.

"I envision Arden and I dividing up some of the duties so that the time we each spend does not exceed 12-15 hours per month. Arden will continue to be the business chair of our meetings. I also plan to work collaboratively with our Vice-Chair, Quin.

"I believe that my three years of experience on the GSRC, including co-drafting many motions that were passed by the GSRC and two that were passed at the WSC 2018 and WSC 2019 will support me well in my role as Interim Co-Chair."

Motion to elect John N as Webmaster or Co-Webmaster

Passed by Vote of Acclamation. 01/26/20

John from Arizona nominated to be Webmaster or Co-Webmaster by Arden. John accepted the nomination.

Candidate's Statement from John N (Summary):

I have good experience with working on Websites. I created a website for the UA Basic Recovery meetings. Also, I created a Google drive for our Time Tool phone meeting on Monday evening at 8:30 pm and linked that with the UA Meeting Calendar, so I can upload Time Tool speakers without waiting for the Calendar Keeper to update the Website.

Motion to Elect Zeus W as Co-Webmaster

Passed 01/26/20. In favor: 17; Opposed: 1.

Candidate's statement from Zeus W: (Summary:)

I have served for two and 1/2 years as web contact coordinator for another 12-Step Fellowship; I am also trained in coding.

Motion to Establish a GSR Committee Webmaster or Co-Webmasters Position, Qualifications and Duties.

Passed 12/22/19. In favor: 9, Opposed 0 Motion passed unanimously.

The GSR Committee hereby establishes the GSRC Webmaster Position.

The Duties of the GSRC Webmaster or Co-Webmasters will be as follows:

- (1) Assist with the development and organization of the GSRC Google Drive for work-in-progress documents and archiving documents; provide training for GSRC officers on Google Docs, or on MS Office documents.
- (2) Work with the GSB Webmaster on uploading the GSR Committee Minutes onto the UA Website, per vote of the WSC Convocation 2018 and/or uploading the minutes to the NY Intergroup's website.
- (3) Work with GSRC members to create a GSRC website with its own URL, if the GSRC so moves.
- (4) Transition support of 30 days given to next Webmaster or Co-Webmasters at end of term. ["9thTradition.org website, which is the" removed by friendly amendment by Debora.]

These are the Qualifications of the GSR Committee Webmaster or Co-Webmasters:

- Can commit to 5 - 10 hours service per month as GSRC Webmaster.
 - Is a GSR.
 - Has the suggested qualifications of the GSR as passed and amended by the GSR Committee on October 27, 2019.
 - Has knowledge and experience in successfully using Google Docs or MS Office documents
 - Has knowledge and experience in building and maintaining a website.
 - Can serve for suggested term of one year; can serve for longer term.
-

Motion to Establish Qualifications of GSRC Secretary.

Passed 11/24/19 by: Vote of acclamation

The qualifications of the GSRC Secretary will be as follows:

- Can commit to 5 - 10 hours service per month as secretary.
 - Is a GSR.
 - Willingness to apply the guidelines passed by the GSR Committee to preparation of monthly minutes.
 - Has the suggested qualifications of GSR as passed and amended by the GSR Committee. (See Suggested Duties and Qualifications of the UA GSRs)
 - Has good access to the internet and a computer.
 - Has good writing skills.
-

Motion to Establish Duties of the GSRC Secretary.

Passed 11/24/19 by: Vote of Acclamation

The duties of the GSRC Secretary will be as follows:

- Prepare the minutes for each meeting (usually one to two meetings per month).
- Email meeting reminders to the GSR Committee members.
- Update or supervise the updating of the GSR Committee Contact List.
- Respond to emails from GSR Committee members regarding minutes and GSR Committee Contact List.
- Work with Chair on emailing to the GSR Committee members and other members on the GSRC Contact List the Monthly Meeting agenda, motions and accompanying documents.

Election - Chair Shari Lynn nominated Arden to be Chair; Jessica seconded. Arden accepted.

Passed 11/17/19 In favor: 19; Opposed: 1

Arden's Background Statement:

Arden has been active in UA since November, 2016. She started doing service with moderating meetings. In early 2017, she became a GSR and member of the GSR Committee. She currently is the GSR for the Wednesday 8 pm Beyond 6 Figures phone meeting. She was on the WSC Preparation Sub-Committee of the GSRC from its inception in Spring, 2017, and active in the creation of the WSC 2018. She was Co-Chair of the WSC Planning Committee in 2019. She remains an active member in the WSC PC. In April, 2019, she stepped into the Temporary Chair and then Interim Chair positions of the GSRC for 6 months. She has been a co-drafter of many motions. She completed the 12 Steps with a UA Sponsor in May, 2017 and continues to work the steps.

Election - Vice-Chair Shari Lynn nominated Quin as Vice-Chair

Quin Elected as Vice-Chair of the GSR Committee until next WSC in 2020

Passed 11/17/19 In favor: 15; Opposed: 0; Abstentions: 0

Quin's Background Statement:

Quin is the GSR for the Fresno Friday Freedom and Prosperity Meeting. She has been in UA since 2013. She has worked all 12 Steps with a sponsor and is currently sponsoring. She had a car accident, and used the principles to move forward. She has served as treasurer and secretary of her face-to-face Fresno meeting, and is currently serving as public information chair and literature chair of the meeting, as well as GSR. She will soon be completing the two chair positions for her group. It is her first year as GSR. She is good at managing her time.

Motion to Have a GSR Committee Meeting at the World Service Conference after the conclusion of the Convocation to elect a GSR Committee Chair or Co-Chairs, on November 17, 2019, for

approximately 30 minutes using the same phone line as the Convocation.

Passed. In favor: 14; Opposed: 2

Background Information: At this time, until resolved at the WSC at the Convocation, we are obligated to elect a Chair and/or Co-Chair at the WSC. Friendly amendment included in the motion, proposed by Debora and accepted by Jessica.

Motion to Amend Motion to Establish the Role and Guidelines of the GSR Committee and Its Relationship to the General Service Board, World Service Conference and the UA Groups, which was previously adopted at the World Service Conference 2018.

Passed. 11/10/19 In favor: 14; Opposed: 0

[The new amendment deletion is highlighted in yellow and the existing amendment additions are in blue and deletions are indicated in lines through the words]

The Role of the GSR Committee

The Upside Down Triangle is the basic model for UA's Service Structure. The GSR Committee plays a primary world service leadership role in UA's Upside Down Triangle. It derives its position as such from its GSRs who are the elected representatives of their groups. It has the power to speak and act on behalf of the members of UA. It also brings important information about UA to their groups. It is the voice and the ears of the UA members worldwide. The GSR Committee has no other authority than the groups they represent and Higher Power.

Guidelines of the GSR Committee

1. The GSR Committee will meet at least once a month for 90 minutes and follow Robert's Rules of Order.
2. The GSR Committee will be a ~~world service conference committee~~ World Service Conference-Approved Committee that elects its own chair ~~at the WSC~~, meets year around, and puts forth its own agenda.
3. The GSR Committee may create committees or subcommittees which will serve UA as a whole.
4. The GSR Committee shall meet with the General Service Board at each World Service Conference (WSC). It also may meet with the General Service Board between World Service Conferences.
5. The GSR Committee may only make suggestions or recommendations to UA groups.
6. Only GSRs may vote at GSR Committee meetings and at its Subcommittee meetings.

7. The GSR Committee reports and minutes will be posted on the UA Website.
8. The Relationship of the GSR Committee to the GSB. The GSR Committee is interdependent with and autonomous from the General Service Board (GSB) and the World Service Conference Planning Committee. It will seek to have a collaborative relationship with the GSB and will prepare and give oral reports at the GSB meetings to facilitate communication between these two key entities in UA's Service Structure.

9. The Responsibilities of the GSR Committee are as follows:

- (a) The GSR Committee will bring the following to the WSC:

Conference topics which affect UA as a whole will be discussed and voted on at the WSC.

- (b) Inform GSRs on their responsibilities and prepare them for the World Service Conference.
- (c) Provide support to meeting groups.
- (d) Encourage GSRs to participate in standing committees and subcommittees.

Motion to Make GSR Committee Report for the WSC 2019 which includes:

- (a) The GSR Committee's proposed motions which we voted to be presented at the WSC 2019.
- (b) List of committee members' names and groups they represent.
- (c) List of Intended Action Items to address in the upcoming year.

Suggested Action Items may include:

- (1) Fund-Raising Information Sub-Committee Actions.
- (2) Amendment of Meeting Group Registration Guidelines passed by GSRC on October 7, 2018, and doing the action steps to get the motion put on the WSC 2020 agenda.
- (3) Re-evaluate use and location of shared drive for the GSRC documents.
- (4) Complete the process of getting the Motion to Approve Suggested Duties and Qualifications of the UA GSRs on the agenda for the WSC 2020, if it is not addressed at WSC 2019.
- (5) Additional action items may be addressed by the GSR Committee.

Passed 11/10/19. In favor: 13; Opposed: 0

Background information: This report is required by the Motion passed by the WSC PC and the GSRC defining the guidelines of a World Service Conference-Approved Committee, as a new branch of committees at the World Service level.

Includes friendly amendment by Jessica which was accepted by Debora