



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

BUSINESS SESSION 1

Aneisa B., Chair, called the meeting to order at 8:31 am, Thursday, July 17, 2025, with the Third Step Prayer and then read Tradition Two.

Introductions, roll call, Standing Rules, Agenda, and previous meeting minutes approval

The Chair asked the World Service Board Directors and Corporate Officers to introduce themselves: Participating Directors: Aneisa B., Chair; Suzanne E., Vice-Chair; Adell P.; Jose F.; Judy K.; and Vickie S. Non-Participating Director, Sean H. Carmen C., Director was not present because of health issues. Non-voting Corporate Officers present: Michael D., President; Susan M., Vice-President; David M., Secretary; Linda V., Executive Director of WSO. Kevin C., Treasurer, was not present because of a family emergency. The Chair also introduced Alex. W, Parliamentarian; Almarosa H., WSO Office Manager; and the members of the Conference Support Committee: Ginger B., Chair; Cristina M.; Liane S.; and Minh-Son D. Molly S. and Oralia B. served as Spanish Language Interpreters.

Delegate and Board Roll Call. 28 Delegates were present at the roll call. The number of voting members including Delegates and Directors was 35.

The Chair gave the first call for applications for seats on the Board of Directors and noted there were four openings. She also reminded the Body of the role of the Conference Support Committee and that any corrections to Delegate contact information should be given to WSO office staff.

The Chair reviewed the Conference Standing Rules and asked if there was a motion to approve them. A motion was made and seconded to change item 3 Quorum from "The quorum for all business sessions of the WSBC will be 2/3 of the delegates present..." to "The quorum for all business sessions of the WSBC will be 2/3 of the voting members present..." Amendment was approved. Hearing no discussion, the Chair called for a vote on the Standing Rules as amended. The Standing Rules were adopted unanimously as amended.

A motion was made and seconded to accept the agenda as presented. The agenda was approved unanimously.

The Chair asked for a motion to approve the WSBC 2024 minutes. A few typographical corrections were offered. A motion was made and seconded to approve the minutes as corrected. The minutes were approved as corrected.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Board Officer reports

The Chair's report was provided in advance. Aneisa reminded the Body that there were 21 Policy Motions and no Bylaws Amendments for consideration this year. She reported that three Board Committees have been busy this year. The Nominating Committee has proposed two Non-Participating Directors: Sean, here today, who brings extensive non-profit experience; and another, who is a psychologist, will join the Board at the October meeting. She thanked Suzanne for her leadership of the Nominating Committee. The Bylaws Committee has continued its review and will report changes that have been made during the year since the last WSBC later during this Conference. The Board Literature Committee has been very active this year and collaborates closely with the WSBC Literature Committee, as was requested at last year's Conference. At the beginning of the Board year last July, all four Corporate Officers were re-elected for another two-year term. Aneisa concluded by saying that it's been a privilege to serve and thanked the Board and the WSO Staff for their support over the past two years.

The President's report was provided in advance. Michael noted that since COVID more meetings have become digital-only and that donations are down. He opined that the process of making donations in digital meetings is much less frictionless than in-person meetings. It may be beneficial to have a messaging campaign to encourage members who attend phone or electronic meetings to make recurring online donations. He also noted that there appears to be a flattening of the organizational structure and WSO may be called upon to help fund more Delegate participation at WSBC.

The Executive Director's report was provided in advance. Linda thanked everyone for being so supportive during her first year as Executive Director. She specifically thanked Almarosa in the Office, Michael, President, Susan M., Vice-President, Aneisa, Chair and Suzanne, Vice-Chair for their support. She outlined the major functions of the World Service Office that support the Fellowship as a whole. She asked everyone present to help keep contact information current. A major project for her this last year was the website redesign. It's been a multi-year effort, but the site is now working much more as it should. The meeting finder is now functioning properly. There's still more work to be done, but much improvement has been made. One significant area that still needs improvement is the Spanish language part of the site. The Spanish literature section is now functioning after not doing so for some time. More of our literature needs to be translated into Spanish and that work is ongoing.

The Treasurer's report was provided in advance. Michael agreed to summarize the report and field questions since the Treasurer was absent. He noted that those in attendance at WSBC do not need to be encouraged to give more. It's the Fellowship as a whole that needs this message. Contributions continue to not keep pace with inflation or our costs.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Becoming a Board Member

The Chair noted that the qualifications for being a Participating Director are in the WSBC packet. She further outlined the responsibilities and opportunities to share one's experience and perspective and that it serves the Fellowship as a whole to have a Board whose members have various experience in the Program as well as in professional and personal life. She highlighted the opportunity to answer questions that come into the office and how each Director gets the opportunity to draft a response and discuss a final answer collegially. Individual Directors serve as liaisons to WSBC Committees and Intergroups, to offer support and to be a channel for communication. Current Board members serve as mentors for newly elected Directors to support and guide them and answer any questions they might have. Service at the Board level is done with the benefit of the experience of others who have already served. To avoid conflicts of interest, it is a policy of the Board that Directors do not serve beyond the meeting level, other than their position as Director, for the term of their service. Current and past Directors shared the benefits they have received in their recovery as the result of doing service at the Board level.

WSBC Conference Committee

Coletta W., Chair of the WSBC Conference Committee, informed the Body about the Committee's role and responsibilities. Each Delegate, when they register, indicates their preferences for Conference Committee membership. The Conference Committee assigns members to Committees to balance fulfilling these requests as well as having balanced committee membership. She encouraged Delegates to volunteer to be on the Conference Committee for the next year.

The Body adjourned for a break at 9:42 am and resumed at 9:55 am.

New Business

The Chair asked for a motion to consolidate discussion on Policy Motions 3,6,7,8, and 9 since they were similar in nature. A motion was made and seconded that Policy Motions 3,6,7,8, and 9 be considered and voted on as one item. Discussion on the motion to consolidate indicated that the literature in Motion #3 would be sold until supply was exhausted, whereas the other pieces of literature would be pulled immediately. A question arose about archiving practice. It was stated that obsolete literature is retained in the WSO archive. An amendment was made and seconded on the motion to consolidate that Policy Motion #3 be discussed separately as originally planned and that Motions 6,7,8, and 9 be consolidated to one item of business. The amendment was approved unanimously as was the motion to consolidate



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Policy Motion #1 was presented by Coletta W., Delegate Area 10, WSBC Literature Committee Chair.

Motion: Approve *Meeting in a Pocket* as CEA-HOW Conference-approved literature.

A question was raised in discussion about whether this was printed literature only or whether it would be available as e-literature. It was confirmed that it would only be available in print for now. There is no established policy or timeline for producing an e-literature version of new literature. More information was asked about the cost of production which is described in the Financial Impact as minimal. The initial estimated cost was \$57.00 for 100 units. A question about a large print version was also asked. A response to that question was that it might make it too large to be considered "pocket-sized."

After the Chair heard no further discussion, she called for a vote. 33 voted yes, no one voted no. Policy Motion #1 passed.

Policy Motion #2 was presented by Diane S., Delegate Area 3 4 5.

Motion: Move to amend *Sponsor Guidelines/4th Step Inventory Steps 4 and 5* to bring wording into alignment with the Seven Tools. *Sponsor Guidelines/4th Step Inventory Steps 4 and 5, p.6:*

PROPOSED WORDING

Sponsors who have a slip must notify their sponsor and all sponsees, answer questions as assigned by their sponsor for 30 days and help the sponsee find another sponsor if ~~the sponsee wishes to change~~. During this time, the sponsor should not stand up as a sponsor or accept new sponsees until 30 days of abstinence is achieved. Sponsors who have a slip may pitch after seven (7) days of abstinence. All the above is meant to heal.

Discussion on the Motion focused on adherence to the language of the Seven Tools and whether this change would serve the Fellowship as a whole. It was observed in some cases it has been appropriate for sponsors to continue to sponsor their existing sponsees as they regain their time and other times it was not appropriate to do so.

An amendment was made and seconded to the Motion that the words in the second sentence of the Proposed wording be changed from "stand up" to "qualify." An argument in favor of this amendment was that sponsors do not "stand up" in digital or phone meetings. A con to the amendment was that one of the stated purposes of the Policy Motion is to make this literature consistent with the Seven Tools and that the Seven Tools say, "stand up." [Secretary's Comment (hereafter SC): *The Seven Tools as codified in the CEA-HOW Bylaws do not mention the way sponsors identify, or even that they do. What was referred to in discussion was a paragraph that is commonly found in many meeting formats that is read after the Seven Tools and often thought of as part of them.*] It was also observed that the text of the Seven Tools is not under discussion for amendment because the process to change the Seven Tools is much more stringent than



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

other CEA-HOW literature, for instance the *Sponsor Guidelines*, which is what the Motion addresses.

Discussion then moved to whether someone needed to wait 30 days rather than 90 days in case the sponsor who slipped was a maintenance sponsor and the sponsee was in maintenance.

A motion was made and seconded to refer Policy Motion #2 to the Sponsorship Committee to discuss over lunch and report back to the Body at Business Session 2 with their recommendations. The motion to refer to the Sponsorship Committee passed without opposition.

Policy Motion #3 was presented by Susan M., Vice-President, Board Literature Committee Chair.

Motion: Move to stop publishing the booklet of questions *Celebrating the Program Pioneers*, Item #816, after existing copies are sold.

Hearing no discussion, the Chair asked for a vote. 34 voted yes, no one voted no. Policy Motion #3 passed.

Policy Motion #4 was presented by Susan M., Vice-President, Board Literature Committee Chair.

Motion: Move to accept the edits and revision of the booklet of questions *Celebrating the Program Part I*, Item #816A.

Hearing no discussion, the Chair asked for a vote. 33 voted yes, no one voted no. Policy Motion #4 passed.

Policy Motion #5 was presented by Susan M., Vice-President, Board Literature Committee Chair.

Motion: Move to update the *Welcome Newcomer* pamphlet, Item #821.

The proposed wording of the updated pamphlet was read [SC: ~~striketrough~~ indicates removed wording; underlined indicates added wording. Panel refers to which panel or side of the multi-fold pamphlet.]

PROPOSED WORDING

Panel 1



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

WHAT IS COMPULSIVE EATERS ANONYMOUS-HOW?

CEA- ~~H.O.W.~~HOW is a fellowship of men and women who meet to share their Experience, Strength and Hope.

WHAT IS ITS PURPOSE?

To help ourselves and others who suffer from the self-destruction of compulsive eating.

WHAT DOES IT COST?

There are no dues or fees for membership. We are self-supporting through our own contributions.

WHAT IS ~~H.O.W.~~ DOES “HOW” REPRESENT IN OUR NAME?

The letters stand for Honesty, Open-mindedness and Willingness. We apply the principles of the 12-Step pProgram, using the A.A. “Big Book” and the A.A. *Twelve Steps and Twelve Traditions* as tools of examination and release.

~~DO WE HAVE~~ IS THIS A DIET PROGRAM?

No. CEA- ~~H.O.W.~~HOW is not a diet club. However, we do use a food plan and have a defined abstinence of no sugar, no flour, three meals a day – weighed and measured with nothing in between.

WHAT’S THE DIFFERENCE BETWEEN OTHER 12-STEP FOOD FELLOWSHIPS AND CEA-~~H.O.W.~~HOW?

We are rigorous in our adherence to the food plan as written. It is what works for us. However, we urge all newcomers to consult their physician before using the food plan. Any mModifications of the plan by your doctor/health care professional will be accepted, as long as they maintain the no-sugar, no-flour aspect of the plan.

WHAT CHANGES MIGHT I EXPERIENCE?

Your recovery is targeted at three levels: Spiritual, Physical and Emotional.

IS CEA-~~H.O.W.~~HOW A RELIGIOUS GROUP?

No. ~~CEA-HOW~~ aims at spiritual growth but is not limited to any sect or denomination. It is open to all who wish for recovery from compulsive eating.

Panel 2

WHAT IF I ONLY HAVE A LITTLE WEIGHT TO LOSE?

The amount does not matter – what does matter is that you are eating compulsively, and you want help.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

What happens at meetings?

You will hear positive ~~speeches~~shares from recovering compulsive eaters about their successes in their everyday living. ~~How:~~ how they applied the “Tools” Program to their lives and how they were able to cope with distressing events instead of eating over them. We will demonstrate that positive thinking and actions are statements of growth and recovery and are examples of living in the solution rather than in the problem. Dwelling in the problem is a symptom of our disease.

What is Compulsive Eating?

A compulsion is an irresistible urge to do an irrational act. If you starve or stuff yourself to try to satisfy an emotion such as loneliness or anger and are underweight or overweight as a consequence – then you are a compulsive eater.

What do I have to do to get started?

Come to a meeting, relax and listen. You will not be asked to talk. You will merely be asked to introduce yourself. The rest is up to you. There will be people (sponsors) available to help you get started and answer any questions you may have. Don't forget – we all started exactly the same way.

Does the ~~p~~Program really work?

You bet your life it works! At a meeting you will hear many success stories. Not only will you ~~shed~~normalize your weight, but you will gain a great deal of serenity and clarity that will amaze you. You have nothing to lose but your old values. Most of us came to CEA-H.O.W.HOW to lose or gain weight – that was our first and primary goal. In the beginning, it was our ~~first and~~ primary focus, but we soon came to discover that the ~~Twelve~~12-Step ~~p~~Program offers so much more ...

ITCEA-HOW OFFERS A WHOLE NEW WAY OF LIFE!

[SC: Panel 3 of the pamphlet is unchanged except for formatting; Panel 4 was changed for formatting as well as correcting errors in the reprinted AA Twelve Traditions and changing the printed CEA-HOW Twelve Traditions to match the CEA-HOW Bylaws. In Panel 5 each entry for Outreach call name and number was changed from “My name is” to “Outreach Name” and “My Phone Number is” to “Phone Number”]

Panel 6

Am I a Compulsive Eater?

1. Do you often get angry or upset with yourself or do you often feel guilty, after eating?



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

2. After you have been frightened or scared about something that has happened, do you find yourself obsessing about food?
3. When you feel “all alone” do you sometimes use food to get over the feeling?
4. After an argument with someone, do you find yourself wanting to eat or not eat?
5. Have you ever found yourself eating two breakfasts, lunches, or dinners because you felt the first one was inadequate?
6. Do you find yourself planning the next meal before you have finished eating?
7. Do you eat significantly more or less when you are upset/angry/emotional?
8. Do you ever have a sense of being out of control during a meal?
9. Have you ever sought outside help to deal with your eating?
10. Do you ever attempt to hide your binges by eating in secret, alone or in your vehicle?
11. Have you ever turned to diet pills, alcohol or other drugs in an effort to control your eating ~~or relieve depression or guilt?~~
12. Are you obsessed with body image, weight or exercise?
13. Do you spend a lot of time thinking about food, such as when, where and what you will eat?
14. Do people mention concern over your weight?

SCORE: ~~Never—1 pt.~~

~~Sometimes—2 pts.~~

~~Often—3 pts.~~

~~Always—4 pts.~~

~~Below 25—You probably do not have a food problem; between 26-36—Food may be causing you some problems; more than 36—You seem to have a food addiction problem.~~

If you answered “Yes” to 8 or more of these questions, there’s a good chance you are a compulsive eater. You are not alone. We experienced these issues and have found relief by following the CEA-HOW Program.

The Chair asked for discussion. It was noted that in one of the questions “HOW” was referred to rather than “CEA-HOW.” Susan M. confirmed that it was a typographical error and should read CEA-HOW.

An amendment was made and seconded to strike the underlined phrase on panel 1, paragraph with the caption “WHAT’S THE DIFFERENCE BETWEEN OTHER 12-STEP



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

FOOD FELLOWSHIPS AND CEA-HOW?", "as long as they maintain the no-sugar, no-flour aspect of the plan." Discussion on the amendment raised concerns about contradicting doctors' direction in the case of serious illnesses like diabetes and that some have used doctors' directions that do not appear to be aware of the nature of the addiction that abstainers face. It was also suggested that there is more subtle language about this in *Forever Abstinent* on medical abstinence and that perhaps this literature could refer to that, while others suggested that since this is a pamphlet for newcomers, *Forever Abstinent* wouldn't be available to them until they committed to the Program by getting a sponsor. A vote on the amendment was called. 27 voted yes, 6 voted no. The Chair asked for minority opinion. After it was offered, a motion to reconsider was made and seconded. 21 voted yes to reconsider, 10 voted no. Motion to reconsider passed. Amendment is defeated.

An amendment was offered and seconded to change the underlined phrase to "as long as they meet the sugar and flour restrictions of the CEA-HOW food plan. An amendment to the amendment was made and seconded to change the word "restrictions" to "guidelines." The amendment to the amendment was accepted by the body without objection. 27 voted yes, no one voted no. The amended amendment was approved.

Discussion then moved to the test and scoring on panel 6 of the pamphlet. A question was asked why eight (8) affirmative answers were selected to indicate that someone was probably a compulsive eater. It was admitted it was an arbitrary number that the committee chose. A motion to amend was made and seconded to change question #8 to "Do you ever have a sense of being out of control while eating?" rather than "~~during a meal.~~" A vote was taken on the amendment. 32 voted yes, no one voted no. The amendment was adopted. A motion to amend was made and seconded to change the sentence at the end of panel regarding "scoring" from "If you answered Yes to 8 or more of these questions..." to "If you answered Yes to some of these questions..." A motion to amend the amendment was made and seconded to change "some of these" to "any of these." The new amendment was accepted by the Body without objection. The Chair called for a vote on the amendment to the main Motion to change the line "If you answered "Yes" to 8 or more of these questions..." to "If you answered "Yes" to any of these questions..." 34 voted yes, no one voted no. Amendment approved unanimously.

Discussion returned to panel 2. An amendment was made and seconded to change the first sentence under the paragraph "Does the Program really work?" from "You bet your life it works!" to "Yes, we assure you it does."

The Chair adjourned Business Session 1 at 11:57 for lunch.

BUSINESS SESSION 2

The Chair reconvened the Body at 1:48 pm for Business Session 2 and asked for further discussion on the amendment to Policy motion #5. 32 voted yes, no one voted no. The amendment passed.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

No additional amendments or discussion was offered. Policy motion #5 as amended read [SC: *underlines and strikethroughs from the original motion proposal are removed. Adopted amendments from the floor are highlighted*]:

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We are rigorous in our adherence to the food plan as written. It is what works for us. However, we urge all newcomers to consult their physician before using the food plan. Modifications of the plan by your doctor/health care professional will be accepted, as long as they **meet the sugar and flour guidelines of the CEA-HOW food plan.**

WHAT CHANGES MIGHT I EXPERIENCE?

Your recovery is targeted at three levels: Spiritual, Physical and Emotional.

IS CEA-HOW A RELIGIOUS GROUP?

No. CEA-HOW aims at spiritual growth but is not limited to any sect or denomination. It is open to all who wish for recovery from compulsive eating.

Panel 2



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World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

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COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

2. After you have been frightened or scared about something that has happened, do you find yourself obsessing about food?
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6. Do you find yourself planning the next meal before you have finished eating?
7. Do you eat significantly more or less when you are upset/angry/emotional?
8. Do you ever have a sense of being out of control **while eating**?
9. Have you ever sought outside help to deal with your eating?
10. Do you ever attempt to hide your binges by eating in secret, alone or in your vehicle?
11. Have you ever turned to diet pills, alcohol or other drugs in an effort to control your eating?
12. Are you obsessed with body image, weight or exercise?
13. Do you spend a lot of time thinking about food, such as when, where and what you will eat?
14. Do people mention concern over your weight?

If you answered “Yes” to **any of** these questions, there’s a good chance you are a compulsive eater. You are not alone. We experienced these issues and have found relief by following the CEA-HOW Program.

The Chair asked for a vote on the amended Policy Motion #5. 32 voted yes. No one voted no. Policy Motion #5 passed as amended.

The Chair asked for a report back from the Sponsorship Committee on Policy Motion #2 which had been referred to them. Alicia spoke on behalf of the Sponsorship Committee. She said there were issues that needed further discussion such as a shortage of available sponsors, especially maintenance sponsors. A motion was made and seconded to recommit Policy Motion #2 to the Sponsorship Committee until Business Session 3. The vote to recommit was unanimous.

Policy Motions #6,7,8 and 9 were presented by Coletta W., Delegate Area 10, WSBC Literature Committee Chair.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Motion #6: Move to discontinue the sale of the *Am I a Compulsive Eater?* Pamphlet, Item #823 and remove from CEA-HOW literature list.

Motion #7: Discontinue the sale of *The CEA-HOW Concept & What it Means* Pamphlet, Item #826, and remove it from the CEA-HOW literature list.

Motion #8: Discontinue the sale of *The Meaning of Abstinence & Weight Loss in CEA-HOW* Pamphlet, Item #827, and remove it from the CEA-HOW literature list.

Motion #9: Discontinue the sale of the *What is Food Addiction?* Pamphlet, Item #829, and remove it from the CEA-HOW literature list.

In discussion, it was said these pamphlets are seldom purchased any more, nor do they have messaging consistent with current CEA-HOW philosophy and practice. It was confirmed that copies of these discontinued pamphlets would be kept in the WSO archive. The Chair called for a vote. 32 voted yes on the consolidated motion, no one voted no. Policy Motions #6,7,8, and 9 passed.

Policy Motion #10 was presented by Coletta W., Delegate Area 10, WSBC Literature Committee Chair.

Motion: To approve modified *CEA-HOW Pamphlets* (compilation) Booklet (Item #836)
33 voted yes, no one voted no. Policy Motion #10 passed unanimously.

Policy Motion #11 was presented by Mary K., Delegate Area 1.

Motion: Move to revise Forever Abstinent to add 2 oz. chestnuts (roasting variety) under the Grains section.

PROPOSED WORDING

Forever Abstinent 7/22 edition [FA22 hereafter] p.33. Grains section.

[Add to Grains list after 1 oz. corn tortilla:]

2 oz. chestnuts European or sweet variety
(Note: water chestnuts are listed under vegetables)

An amendment was made and seconded to put the line on chestnuts in the Starches section rather than the Grains section. 31 voted yes, no one voted no. The amendment to Policy Motion #11 passed.

There was discussion about some of the information attached to the motion proposal that mentioned calories, carbohydrate grams, and comparisons of other starches on the food plan. Concerns were raised about copyright or endorsement of organizations from which such data



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

came. Consensus was that this information was solely for the purpose of the WSBC discussion and was in support of an informed decision. None of this information would appear in *Forever Abstinent* or on the CEA-HOW website.

The question was called. 32 voted yes, no one voted no. Policy Motion #11 passed.

Policy Motion #12 was presented by Mary K., Delegate Area 1.

Motion: Move to add canned unsweetened coconut milk to our maintenance food plan under "Fats and Oils."

PROPOSED WORDING

FA/22, p.35. Maintenance Only section.

Fats and Oils

[Add after "2 slices crisp bacon":]

1/4 c. canned coconut milk

In discussion it was noted that the text proposed for *Forever Abstinent* did not say "1/4 c. canned unsweetened coconut milk." It was clarified that was an unintended omission and should be treated as a typographical error. A vote was called for. 34 voted yes, no one voted no. Policy Motion #12 passed.

Policy Motion #13 was presented by Susan M., Vice-president, Chair, Board Literature Committee.

Motion: Expand the list of protein options to include amaranth, farro, kamut and teff on p. 29 of *Forever Abstinent*.

PROPOSED WORDING

FA22, p.29. Proteins section

4 oz. or 1/2 cup

Processed plant-based proteins (e.g., tempeh, hummus, meatless protein alternatives)

Soy nuts or other dry roasted legumes

Baked, pressed or firm tofu

High-protein grains (uncooked): amaranth, farro, kamut, quinoa, spelt and teff**

8 oz. or 1 cup



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Legumes, cooked (e.g. beans, lentils, split
peas, and black-eyed peas)
Loose, moist, or silken tofu, uncooked
~~Quinoa, cooked**~~
~~Spelt, cooked**~~
High-protein grains (cooked): amaranth, farro,
kamut, quinoa, spelt and teff**

After a few questions, a vote was taken. 34 voted yes, no one voted no. Policy Motion #13 passed.

Policy Motion #14 was presented by Coletta W., Delegate Area 10, WSBC Literature Committee Chair.

Motion: Motion to remove slab bacon as a protein selection.

FA22, p.29. Proteins section

PROPOSED WORDING

4 oz. cooked

All fish
Hot dogs, sausage, ~~slab bacon~~,
Canadian bacon (sugar-free only)
All meats, poultry, organ meats
All luncheon meats, cold cuts (sugar
listed 5th or below)

Slab bacon is much higher in fat and calories than other 4 oz cooked meat selections. 2 slices crisp bacon remain as a maintenance-only fat [FA22, p.35]

In discussion, it was stated that CEA-HOW is not a "health" program. We do not determine what is healthy or not, that is determined by medical and nutrition professionals, their opinions have changed over time, and it is strictly speaking an outside issue.

An amendment was made and seconded to change the serving size of slab bacon to 2 oz rather than remove it.

There was discussion about whether this motion was in order. A motion was made and seconded to refer Policy Motion #14 to the WSBC Literature Committee for review and revision and to bring it back to WSBC 2026. After consulting the WSBC Policy manual, the motion to refer was ruled out of order because edits to Forever Abstinent are allowed only every three years. An amendment was made and seconded to remove slab bacon from the 4 oz cooked



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

paragraph and to add 2 oz cooked slab bacon to the end of the Individualized measures paragraph.

Vote was called for. 26 voted yes, 6 voted no. Minority opinion was solicited and none was offered. Discussion returned to the main motion.

The motion was restated as adding 2 oz slab bacon cooked (sugar listed 5th or below) at the end of the Individualized Measures paragraph and remove slab bacon from the 4 oz cooked paragraph. Question was called. 26 voted yes, 6 voted no. Minority opinion was heard. Motion to reconsider was made and seconded. The vote for reconsideration was 11 yes and 18 no. Motion to reconsider fails. Policy Motion #14 as amended passed.

Policy Motion #15 was presented by Coletta W., Delegate Area 10, WSBC Literature Committee Chair.

Motion: Move to remove the language in Forever Abstinent revision July 2022, Pg 17, FINGER FOODS and Pg 32, FINGER FOODS (3 Selections)

In discussion it was said this was helpful for members who travel frequently. Vote was called for. 18 voted yes, 15 voted no. Motion did not pass by the required 2/3s. Minority opinion was solicited and offered by those who voted yes. No motion to reconsider was made. Motion failed.

The Chair called for a break at 3:15 pm and reconvened at 3:31 pm.

Policy Motion #16 was presented by Coletta W., Delegate Area 10, WSBC Literature Committee Chair.

Motion: Amend *Forever Abstinent* Maintenance Guidelines, Page 24 [SC: to make clear that a grain is allowed at Dinner on maintenance food plans.]

PROPOSED WORDING

FA22 p.24, Maintenance Guidelines section.

CATEGORY	A	B	C	D	E	F
<i>DINNER</i>						
FRUIT	1	1	1	1	2	2
PROTEIN	1	1 1/4	1 ½	1 ½	2	2
SALAD/VEGES/ <u>GRAINS*</u>	3	3	3	3	3	3



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

FATS	3	4	4	4	4	4
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*If an additional grain is added, it replaces one salad/vegetable selection.
Optional: A committed, weighed or measured portion of vegetables, may be moved from lunch or dinner and added to breakfast selections.

An amendment was made and seconded to put "Grains*" in parentheses to make it clear that only one grain is allowed as an option not three. An amendment to the amendment was made and seconded to put a number 1 in front of GRAINS* in parentheses: (1GRAINS*) Amendment was approved. Another amendment was made and seconded to strike the word additional in the asterisked paragraph. 31 voted yes, no one voted no.

AMENDED PROPOSED WORDING

FA22 p.24, Maintenance Guidelines section.

CATEGORY	A	B	C	D	E	F
<i>DINNER</i>						
FRUIT	1	1	1	1	2	2
PROTEIN	1	1 1/4	1 ½	1 ½	2	2
SALAD/VEGES/(1GRAIN*)	3	3	3	3	3	3
FATS	3	4	4	4	4	4

*If a grain is added, it replaces one salad/vegetable selection.
Optional: A committed, weighed or measured portion of vegetables, may be moved from lunch or dinner and added to breakfast selections.

A vote was called on the main motion. 29 voted yes, 3 voted no. Minority opinion was solicited and offered. No motion to reconsider was made. Amended Policy Motion #16 passed.

Policy Motion #17 was presented by Susan M., Vice-president, Chair, Board Literature Committee.

Motion: Move to change the footnote on p. 29 in *Forever Abstinent*: separate the note regarding proteins that are also fat or grain options into two footnotes. Footnote for fat options will also include acknowledgement that some options may not be available to all.

PROPOSED WORDING

[SC: presented without strikethrough or underlines]



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

FA22. p.29 Proteins section

Other plant-based proteins

Nuts (3T or 1 1/2 oz.)* (changed to single asterisk from double)

Nut butter (2T or 1 oz.)* (changed to single asterisk from double)

Nutritional yeast (3T)

Seeds (3T or 1 1/2 oz.)* (changed to single asterisk from double)

4 oz. cooked

All fish

Hot dogs, sausage, slab bacon, Canadian
bacon (sugar-free only)

All meats, poultry, organ meats

All luncheon meats, cold cuts (sugar listed
5th or below)

4 oz. or 1/2 cup

Processed plant-based proteins (e.g.,
tempeh, hummus, meatless protein
alternatives)

Soy nuts or other dry roasted legumes

Baked, pressed or firm tofu

8 oz. or 1 cup

Legumes, cooked (e.g., beans, lentils, split
peas and black-eyed peas)

Loose, moist or silken tofu, uncooked

Quinoa, cooked**

Spelt, cooked**

*These foods may also be treated as a
fat with different measurements and should
be discussed with your sponsor before
committing and eating these foods.

Note: Some fats may not be options to all,
depending on where the abstainer is on their
abstinence journey.

**These foods may also be treated as a
grain with different measurements and
should be discussed with your sponsor
before committing and eating these foods.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

The Chair asked for discussion and hearing none called for a vote. 31 voted yes, no one voted no. Policy Motion #17 passed.

Policy Motion #18 was presented by Susan M., Vice-president, Chair, Board Literature Committee.

Motion: Clarify the maintenance food plan options for additional food in *Forever Abstinent* as follows:

Delete from FA22, p.35

~~The Following May Be Committed and Used in Addition to the Maintenance Food Plan:~~

- ~~• 4 slices of flourless sprouted grain bread~~
- ~~• 3 T raw oat bran (dry) per day~~

Add on FA22, p.25 after the Note regarding metabolism:

Some maintainers find that the maintenance food plan, as delineated on these pages, does not provide enough food to maintain their goal weight. If a maintainer needs to add more than the food designated for their Category, the following may be added to their plan in a similar fashion to the phases above:

- Up to 4 slices of flourless bread per day (add 1 slice at a time)
- 3 T raw oat bran (dry) per day

An amendment was made and seconded to change “flourless bread” to “flourless sprouted bread.” A vote was called on the amendment. 3 voted yes, 27 voted no. No minority opinion was offered. The amendment failed.

Hearing no further discussion on the main motion, the Chair called for a vote. 27 voted yes, 2 voted no. Minority opinion was solicited and offered. No motion to reconsider was made. Policy Motion #18 passed.

Policy Motion #19 was presented by Barbara D., Delegate Area 3 4 5

Motion: Move to add a list of CEA-HOW and AA Conference Approved Literature in *Forever Abstinent*.

PROPOSED WORDING

FA22, p.ii



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

APPENDIX C – 12 STEPS, 12, TRADITIONS, 7
TOOLS, LIST OF CEA-HOW AND AA
CONFERENCE APPROVED LITERATURE

[SC: After the close of WSBC, it was observed that this is a list of A.A. literature only, so “CEA-HOW” will be removed from each entry related to this Motion (i.e., pp. ii, 36 and 41)]

FA22, p.36

APPENDIX C

The Twelve Steps
The Twelve Traditions
The Seven Tools
List of CEA-HOW and AA Conference Approved
Literature

Add FA22 p. 41

“LIST OF CEA-HOW AND AA CONFERENCE
APPROVED LITERATURE”

"It is the policy of the World Service Business
Conference that the only literature used during
CEA-HOW meetings is CEA-HOW Conference
approved and AA Conference approved materials.

1. Alcoholics Anonymous (AA Big Book)
2. Twelve Steps and Twelve Traditions (AA 12 & 12)
3. AA Comes of Age
4. As Bill Sees It
5. Came to Believe
6. Pass It On
7. Daily Reflections
8. Living Sober
9. A.A. In Prison: Inmate to Inmate
10. AA Service Manual/Twelve Concepts

THIS IS NOT A COMPLETE LIST OF CEA-HOW
CONFERENCE APPROVED AND AA
CONFERENCE APPROVED MATERIALS.

PLEASE ALWAYS CHECK THE COPYRIGHT
PAGE OF THE MATERIAL TO MAKE SURE IT IS
CONFERENCE APPROVED SO WE CAN ABIDE



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

BY THE POLICY STATED ABOVE. IT SHOULD
HAVE THE LABEL "THIS IS A. A. GENERAL
SERVICE CONFERENCE-APPROVED
LITERATURE."

In discussion it was observed that some meetings want to use literature from outside sources or other Fellowships besides AA or CEA-HOW. Another comment was that this list is not comprehensive and noted that "Dr. Bob and the Good Old Timers," and "Experience, Strength and Hope," weren't included on the proposed list. An amendment was made and seconded to include "Dr. Bob and the Good Old Timers," and "Experience, Strength and Hope," in the list of Conference approved literature. Amendment was accepted unanimously. Another amendment was made and seconded to add "Check the CEA-HOW website for an updated list of conference approved literature." A vote on the amendment was taken, 30 voted yes, 3 voted no. Minority opinion was solicited but none was offered. Main motion was called. 33 voted yes, no one voted no. Policy Motion #19 passed unanimously.

A suggestion was made to include this list in the "Best Practices" document that is sent to Meeting Secretaries.

Policy motion #20 was presented by Susan M., Vice-president, Board, Literature Chair.

Motion: Revise the due date of literature submissions to WSBC Literature Committee to January 1 of the year of the WSBC Conference.

After a few short clarifying questions, a vote was taken. 33 voted yes, no one voted no. Policy Motion #20 approved unanimously.

Policy motion #21 was presented by Connie D., Delegate Area 2, member WSBC Website Committee.

Motion: Move to modify an existing policy in the CEA-HOW Policy Manual to maintain only the two most recent years of WSBC & Board of Directors meeting minutes on our website; previous years would be available on request.

PROPOSED WORDING

POLICY TITLE: WSBC & Board of Director's meeting minutes - 2000
Date Passed: June 9, 2000

POLICY: Move that a clearly identified draft of the annual World Service Conference meeting minutes and the quarterly Board of Directors meeting minutes be posted on the CEA-HOW website within two weeks after each meeting has concluded. Only the two



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

most recent years of these documents need to be available online on the CEA-HOW website; previous years will be available upon request via email to CEA-HOW's General Service Office (gso@ceahow.org).

In discussion it was noted that CEA-HOW's office is the World Service Office not the General Service Office. Chair ruled that this was a typographical error. Discussion further elaborated that older minutes may be made available by a link on the website to an archive website, rather than relying on WSO to provide copies, but in any case, they would be available in a way that wouldn't overly burden the main website. A vote was taken. 33 voted yes, no one voted no. Policy Motion #21 was approved unanimously.

The Chair announced that Business Session 3 would begin at 10:00 am, Friday 7/18 rather than 8:30 am. Business Session 2 adjourned with the Serenity Prayer.

BUSINESS SESSION 3

Business Session 3 was called to order at 10:01 am 7/18 with the Serenity Prayer. Roll was taken. 27 Delegates were present at the roll call. The number of voting members including Delegates and Directors was 34. Aneisa reminded the delegates that nomination forms for Participating Directors were due at noon.

Board Committee reports

Bylaws Committee. The Bylaws Committee report was provided in advance. David, Bylaws Committee Chair, presented the report. In the last year, two substantive changes were made to the Bylaws Part A, which is within the authority of the Board. These were to increase the maximum contribution limit from \$10,000 to \$50,000 [Article 7, Section 4.]; and to allow a returning Participating Director to run for re-election even if their election might mean there could be more than four Directors from one Area. [Article 4, Section 15.] All other changes to the Bylaws were typographical in nature, correcting incorrect references, or inconsistent usage. Going forward, the version of the Bylaws will have a date amended that will be either the last WSBC or WSO Board of Directors meeting where a Bylaws amendment was approved. A revised & corrected date will indicate the date last edited by the Bylaws Committee. There was discussion about the increase in contribution limit, why it was increased so much. Concerns about anonymity of large donors as well as the new limit testing the spirit of the Seventh Tradition.

Nominating Committee. Suzanne, Nominating Committee Chair, presented the Nominating Committee report. She said that the Committee has continued to work on the process of finding and vetting potential Non-Participating Directors (NPDs). Although the Bylaws have long allowed three NPDs, only one has ever served at a time up to this point. The Committee aims to have all three service positions filled. The Board has appointed two NPDs: Sean, who was



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

appointed in January and who will introduce herself, and Lukas, who will join the Board at its October meeting.

Sean thanked the group for the opportunity to serve. She said her selection process was quite rigorous, thorough and impressive. Sean said she works for the State of California in health care administration and has also worked for many years in the health care industry. Her primary expertise is in training and adult education, and she has a master's degree in workforce development advocacy. She has enjoyed her involvement so far and looks forward to meeting with participants and learning more about the CEA-HOW Program.

Susan M. told the Body how to send potential candidates to the Nominating Committee and addressed issues of confidentiality for candidates, especially those who are not selected. The Nominating Committee email is CEAHOW.Nominatingcom@gmail.com.

Board Literature Committee. The Board Literature Committee report was provided in advance. Susan M., Board Literature Committee Chair presented the report. The Committee focuses on reviewing existing literature for grammar, clarity and consistency with current CEA-HOW philosophy and practice as well as the development and publication of new literature. The Committee worked on many the Policy Motions relating to literature on this year's agenda. In addition, the *CEA-HOW Service Manual* has been edited for grammar, clarity and consistency and added: The 12 Concepts of Service; Workshop guidelines; and Business Meeting guidelines and suggested Business Meeting format. Also, the information regarding meeting service positions was updated (in alignment with the updated New Meeting Packet) Other Literature reviewed and edited were: *Celebrating the Program Parts II and III*, Items 816B and C; *Made a Decision, Parts III and IV*, Items 843C and D; *As Bill Sees It, pages 151-200*, Item 817D. The Committee is continuing to work on: *As Bill Sees It, pages 201-250*; and the *12 Steps Revisited: In-depth Questions for Experienced Members*. They have created a document that establishes standards for our literature that is regularly updated, with the intention of having guidelines for citation and formatting to ensure consistency in CEA-HOW literature. Members are encouraged to send editing suggestions to CHLitCommit@gmail.com

WSBC Committee Reports

Agenda: Maria D. presented the Agenda Committee report. The Committee received a total of 27 Bylaws Amendments and Policy Motions total and ended up sending 3 Bylaws Amendments and 23 Policy Motions to the Board. The Board approved 21 Policy Motions and no Bylaws Amendments for this year's agenda.

Education: Report submitted in advance. Shirle A. presented the report. They continued to work on a pocket-sized version of the CEA-HOW Service Manual.

Education (Special Needs): Report submitted in advance. Shirle A. presented the report. The Committee had some attrition in the last year. They had been working on a version of the first 30-day questions for members with special needs.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Literature: Report submitted in advance. Report presented by Coletta W., WSBC Literature Committee Chair. In addition to the literature items addressed yesterday in New Business, the Committee reviewed a Bylaws amendment to the Seven Tools that was not accepted for this year's agenda. They have received edits and revisions to the CEA-HOW Service Manual which will be ready to send to WSBC 2026. There have been members who rely on AA electronic literature which does not have the same page formatting as the printed literature and so have been challenged to answer questions that refer to page numbers. The Committee intends in the future to provide paragraph counts from the beginning of chapters for updated literature to address this. She asked that any issues or corrections with or to current literature can email the Committee at CHLitCommit@gmail.com. In response to a question, Coletta said that cooperation between the Board Literature Committee and the WSBC Literature Committee has been going very well. The Conference Committee greatly appreciates the support the Board Committee has given them, and she opined that was why this was such a productive year for literature work. Susan M., Board Literature Chair, agreed that the collaboration of the two committees has been very productive.

Public Information: Report submitted in advance. No one was available from the Committee to present the report. Vickie S., who has been the Board Liaison to the Committee read the report. The Committee worked on a public information flyer which they suggested could be included with literature orders.

Sponsorship. Bruce H. presented a Sponsorship Committee report. The focus for the year was communication between sponsor and sponsee and encouraging sponsees to finish various levels of sponsorship so they can be of more service.

Finance. Bruce also reported that the Finance Committee had discussed ways to make it easier for members to donate particularly with digital payment applications.

Website. Report submitted in advance. Barbara D., Website Committee Vice-Chair, presented the report. It was a very exciting year. Much has been done to fix and improve the Website. The Committee appreciated working with Linda V. from WSO as well as the Website consultant. There's still more work to be done to improve the website experience for newcomers, which the Committee intends to continue working on.

Spanish Language Literature. Report submitted in advance. Maria D., Spanish Language Literature Committee Chair, presented the report. Their focus has been reviewing, editing and approving the Spanish language translations of CEA-HOW Literature as well as ensuring that the CEA-HOW name remains untranslated in Spanish Language Literature because of the confusion with another outside organization.

The Chair asked for a report on Policy Motion #2 from the Sponsorship Committee. The Committee felt that more work and study was needed. A motion was made and seconded to recommit Policy Motion #2 for further research and work and to report back to WSBC 2026. After discussion a vote was held. 24 voted to yes on the motion to recommit, 3 voted no. Minority opinion was solicited and none was offered. Motion to recommit passed.

The Chair reminded Delegates that Participating Director nominations were now due. She also made a last call for any items of urgent new business.



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Business Session 3 adjourned at 11:44 am for lunch.

BUSINESS SESSION 4

The Chair called Business Session 4 to order at 2:00 pm with the Serenity Prayer. She noted there were no more Policy Motions on the agenda and no items of urgent new business were brought forward.

There were three applicants for four Participating Director positions. Suzanne E., who is running for reelection and Susan G and Zoe L. who are Delegates. Each candidate was asked to share their qualifications and what they thought they could contribute to the Board. After each candidate qualified, they were asked to leave the room. A motion was made and seconded to elect all three candidates by acclamation. Motion passed unanimously.

New and returning Board members were reminded there would be a short Board meeting after the conclusion of WSBC.

The following were elected to the WSBC Conference Committee for 2025-26 by acclamation: Joan D., Coletta W., Kelly H., Connie D., and Eleanor P.

Linda V. made some housekeeping announcements about Committee forms and expense reports.

An open forum was held to allow Delegates and Directors to share their experience of the WSBC. Members shared gratitude for the opportunity to participate, ideas about increasing Seventh Tradition donations and for outreach to new members.

The Chair again thanked everyone for their service and thanked and acknowledged WSO staff Linda and Almarosa. She also thanked the members of the Conference Support Committee: Ginger, Minh-son, Cristina and Liane, the translators Molly and Oralia and the parliamentarian Alex. The Chair adjourned the meeting with the Serenity Prayer at 2:54 pm.

Voting participants

Adell P.	Director
Alicia W.	Area 2
Aneisa B.	Director
Barbara D.	Area 3 4 5
Bruce H	Area 10
Bryce M.	Area 10
Carletta B.	Area 2
Coletta W.	Area 10
Connie D.	Area 2



COMPULSIVE EATERS ANONYMOUS-H.O.W.
World Service Business Conference (WSBC)
Los Angeles, CA July 17-18, 2025
Minutes

Diane S.	Area 3 4 5
Elinor P.	Area 1
Else H.	Area 1
Esther S	Area 1
Gladys R.	Area 10
Gris M.	Area 10
Joan D.	Area 1
Jose F.	Director
Judith M.	Area 10
Judy K.	Director
Kelly H.	Area 10
Lois L.	Area 1
Margaret G.F	Area 1
Maria D.	Area 1
Maria Eugenia M.	Area 10
Mary Ann M.	Area 10
Nancy E.	Area 1
Olivia G.	Area 1
Rosio R.	Area 10
	Non Participating
Sean H.	Director
Shirle A.	Area 1
Susan G.	Area 2
Suzanne E.	Director
Vickie S.	Director
Zoe L.	Area 6

Non-voting participants

David M.	Corporate Secretary
Michael D.	Corporate President
Susan M.	Corporate Vice-President
Linda V.	Executive Director
Alex W.	Parliamentarian