



**COMPULSIVE EATERS ANONYMOUS-H.O.W. - WORLD SERVICE OFFICE**  
**WORLD SERVICE BUSINESS CONFERENCE**  
**JULY 24 2020**  
**Meeting Minutes**

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**BUSINESS SESSION #1**

1. CALL TO ORDER (7:00am PT)
2. THIRD STEP PRAYER; TRADITION 2
3. ANNOUNCEMENTS
4. INTRODUCTION OF WORLD SERVICE BOARD OF DIRECTORS AND CORPORATE OFFICERS

Directors: Michael D., Jan D., Shirle L., Lueretha B., Rosa A., Janice R, Susan M., Lorraine S., Jim W. (Non-participating)  
Corporate Officers: Jim W (Acting President), Carolyn P (Treasurer), Diana H (Secretary)  
Executive Director: Pamela K, Ellie M

5. DELEGATE ROLL CALL AND CREDENTIALS REPORT  
Voting delegates present = 31  
Voting members present = 39  
Two-thirds majority = 26
6. APPROVAL OF STANDING RULES  
Note - all motions on the agenda will require 2/3 vote for approval
  - The standing rules are unanimously approved.
7. APPROVAL OF AGENDA
  - The agenda is unanimously approved.
8. APPROVAL OF 2019 WSBC MINUTES
  - The 2019 WSBC minutes are unanimously approved.
9. REPORTS
  - a. Chair (Michael)
    - Shortly after shutdown, groups started using Zoom to meet.
    - Many meetings have created new methods of taking the 7<sup>th</sup> tradition.
    - What is done at WSBC is important, but the real work is done in committees.
    - Delegates are expected to participate for the year following conference. Delegates commit to putting in the effort to get the work done.
  - b. Corporate President (Jim – interim)
    - Duties of the president
    - Works with the board, officers and executive committee



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- The position is open and the board is actively looking for a president.
- The president does not need to be a member of the fellowship.

c. Executive Director (Pamela K)  
 (see report for details)

- Functions of WSO
- Intergroups/Areas – 3 Intergroups outside the US (correction)
- WSO Administration
- Carrying the message
- Growth of CEA-HOW
- It would benefit the fellowship to come up with literature for living abstinently
- Ellie was introduced as the new Executive Director
- Ellie – Thanks for the wonderful opportunity to be of service.
- Michael – Thanks to the volunteers who helped this come together in an orderly fashion. Every organization experiences growing pains at the 20-25 year mark. The future looks bright for CEA-HOW.

d. Corporate Treasurer (Carolyn P shared screen)  
 (see reports for details)

**Fiscal Year 2019 Results**

At the end of 2018, we were very close to dipping into our prudent reserve. We came into 2019 in a very tight financial position. Net Income for 2019 was \$35,424 compared to \$2,906 in 2018. Convention, literature, and contributions were all contributors.

<b>Net Income by Class</b>	<b>2019</b>	<b>2018</b>	<b>\$ Change</b>	<b>% Change</b>
Contributions	\$ 68,945	\$ 61,748	\$ 7,197	11.7%
Conference	\$ (9,425)	\$ (7,040)	\$ (2,384)	33.9%
Convention	\$ 31,905	\$ 13,457	\$ 18,448	137.1%
Literature	\$ 19,779	\$ 14,075	\$ 5,704	40.5%
Operations	\$ (75,780)	\$ (79,333)	\$ 3,553	-4.5%
<b>Net Income</b>	<b>\$ 35,424</b>	<b>\$ 2,906</b>	<b>\$ 32,518</b>	<b>1119.2%</b>

- **Contributions**  
 For 2019, Contributions were up by 12%. Intergroup contributions were down by 4.3%, following the downward trend of the past three years. Direct giving to WSO was up 24%. Area Contributions were up 100% with a \$3000 Contribution from Area 2.
- **2019 Convention and Conference**  
 Convention income was \$31,905 up 137% driven by the increase in attendance from 176 in 2018 to 267 in 2019.
- **Literature**



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Literature net income was up 40.5% driven by the release of the updated Forever Abstinent and Sponsor Guidelines. ELiterature sales were up 730%, going from 2% of total literature sales to 11% of total.

- **Balance Sheet**  
Our cash balance is in a much stronger position at the end of 2019. Net assets increased because of the increase in Net Income. While in a positive position, we have to keep up and be mindful that we will not be having convention this year.
- **2020 Revised Budget**  
The budget for 2020 was revised. Postponing the convention will have a significant impact on 2020. Special projects were taken out. We kept additional salary for the transition for the Executive Director position in addition to an adjustment to salaries for a long overdue COLA. The revised budget shows a loss of \$9,000 for 2020, down \$44,000 from 2019. We don't have to panic because we were in a solid cash position. However, we do need to take action to make up for the lost income from convention and not end the year with a loss.

#### June 30, 2020 Year to Date Financials

- **Net Income:**  
Net Income as of June 30, 2020 is \$12,171, up from a loss of \$1,219 for the **same** period last year.
- **Contributions:**  
Contributions are up 31% with Area 2 contributing over \$5000 (this is YTD 2020) and direct giving up 32%. While Intergroup contributions were up 6.9% in the first quarter of 2020, the second quarter 2020 had a 1.3% decrease. It takes time for contributions to move from the meetings to Intergroup, Area and WSO. We don't believe we've seen the full impact of the pandemic yet. Not all Intergroups have implemented new methods to make contributions.
- **Literature**  
E-Literature sales are up 213% over the same period for 2019. Printed literature is also up 7%. More purchases are being made through the website instead of at local meetings. (due to the pandemic shutdown) When sold to Intergroups, the cost is wholesale compared to retail through the website.
- **Balance Sheet**  
At the start of 2020, the balance sheet was strong with \$153,000 in Assets. We hold registration funds for convention as a liability until we actually hold the convention. This is done for highly unusual situations, like now. If the convention is cancelled, the funds are available to provide refunds. Since we postponed the convention, the registrations were rolled over to the next year. Only 17 people out of 176 have requested refunds since we announced the postponement. We continue to hold those funds separately and they are not considered available to fund operations or special projects.
- **Other**



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What can we do?

- Reflect on your own giving
- Reinforce to your sponsees the importance of giving
- Purchase literature (do not make copies)
- Support Zoom or other online fund-raisers
- Sign up for Connected-in-place
- Consider including CEA-HOW in your will or trust.

Pamela – Printed copies of *Forever Abstinent* and *Sponsor Guidelines* will be sold temporarily through WSO to members who are temporarily attending their face to face meetings on zoom. To place an order, send an email to WSO at [gso@ceahow.org](mailto:gso@ceahow.org). This service will end after we go back to the meeting rooms.

Beth – How much do we budget for extra activities?

Carolyn – Our initial budget included \$13,000 for special projects.

Michael – If 100 members donated \$25/month, we would have no financial issues.

Go to the website and sign up for recurring contributions. This is our program. All the things that the office does to support the program is based on getting financial support. Spirituality and money do mix in the hat.

## 10. NEW BUSINESS – POLICY/BYLAWS MOTIONS

### **POLICY MOTION #1**

*(submitted by Area 4)*

#### **Title: Change 30 days to seven days abstinence to read seven tools at meetings**

**MOTION:** Require 7 days of back to back abstinence to read the Seven Tools of CEA-HOW at meetings.

To give committed CEA-HOW members, newcomers, those returning to CEA-HOW, an opportunity to do service by reading the Seven Tools, or those who had a compromise in their abstinence to be able to read the Seven Tools after obtaining 7 days of back to back abstinence.

Paul M made the motion and Sheila J seconded it.

Discussion:

3 members spoke “for” the motion and 3 members spoke “against” the motion.

Vote: The motion failed with 14 votes in favor and 23 votes against.

Minority voice:

The minority voice was heard.

Majority voice:



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One person wanted to change their vote.

Poll: A vote to reopen the discussion failed with 16 votes in favor and 20 votes against.  
Discussion does not reopen.

**Policy Motion #1 failed.**

**POLICY MOTION #2**

*(submitted by Area 4)*

**Title: Gratitude Month: Bi-Annually**

**MOTION:** Have two gratitude months: January and July (conference and convention) to allow additional financials to go directly to WSO.

**Proposal:** To have two gratitude months: January, which has been approved, and July, during the conference when many members are thinking of CEA-HOW at the Convention.

To allow additional financials to go directly to WSO, during a month when much of the financials have been ~~deleted~~ depleted to host delegates at the conference, and to help with costs incurred during the convention.

Loretta G made the motion and Sheila J seconded it.

Discussion:

1 member spoke "for" the motion

Vote: The motion passed with 29 votes in favor and 6 votes against.

Minority opinion: none

**Policy Motion #2 passed.**

**POLICY MOTION #3**

*(submitted by the Education Committee)*

**Title: To include the 12 Concepts of CEA-HOW Service on future materials**

**MOTION:** The WSBC Education committee proposes the CEA-HOW Twelve Concepts of Service now written in the World Service Bylaws, Part B, Article 16, be included in the CEA-HOW Service Manual page 14, and on the CEA-HOW website under Member Services/Program Readings.

**Proposal:** The Education committee sees the need for the CEA-HOW Twelve Concepts of Service



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to be displayed for all members to find easily and refer to them in their day to day recovery.

**ARTICLE 16 - TWELVE CONCEPTS OF SERVICE**

1. The ultimate responsibility and authority for CEA-HOW general services reside in the collective conscience of our Fellowship.
2. The CEA-HOW Groups have delegated to the World Service Business Conference the active maintenance of our services; thus, the World Service Business Conference is the voice, authority and the effective conscience of CEA-HOW as a whole.
3. The Right of Decision, based on trust, makes effective leadership possible.
4. Throughout the service structure, we ought to maintain at all responsible levels a traditional "Right of Participation," taking care that each classification or Group of our world servants shall be allowed a voting representation in reasonable proportion to the responsibility that each must discharge.
5. Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.
6. The World Service Business Conference has entrusted the Board of Directors with the primary responsibility for the administration of CEA-HOW
7. The Board of Directors has legal rights and responsibilities accorded to them by CEA-HOW Bylaws; the rights and responsibilities of the World Service Business Conference are accorded to it by tradition.
8. The Board of Directors may delegate to its Executive Committee the responsibility of overseeing the World Service Office.
9. Able trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
10. Every service responsibility should be matched by an equal service authority - the scope of such authority always to be defined well whether by tradition, by resolution, by specific job description or by appropriate bylaws.
11. Directors' administration of the World Service Office should be assisted by the best standing committees, executives, staffs, and consultants.
12. The spiritual foundation of CEA-HOW service ensures that:
  - a) No CEA-HOW committee or service body shall ever become the seat of perilous wealth or power;
  - b) Sufficient operating funds, plus an ample reserve, shall be CEA-HOW's prudent financial principle;
  - c) No CEA-HOW member shall ever be placed in a position of unqualified authority

Susan C made the motion and Lorraine S seconded it.

Michael clarified that this is for future printings of literature.

Discussion:

1 member spoke "for" the motion



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Vote: The motion passed unanimously with 35 votes in favor.

**Policy Motion #3 passed.**

**POLICY MOTION #4**

*(submitted by Area 10)*

**Title: Adding information about 7th tradition to the sponsor Guidelines**

**MOTION:** In the Sponsor's Guidelines hardcopy version on Page 4, between paras 15 & 16 of the second section of the booklet entitled 'Sponsor's Guidelines'. Para 15 starts "Encourage sponsees to share at meetings after seven (7) days of abstinence...." & Para 16 starts "Encourage sponsees to be of service." insert the following paragraph:

"Encourage sponsees to participate in the 7<sup>th</sup> tradition, "Every CEA-HOW group ought to be fully self-supporting, declining outside contributions." CEA-HOW needs all members to participate through service and financial contributions. This helps members take responsibility for their own recovery while supporting the fellowship. CEA-HOW fully relies on the contributions of its members."

*[In the new Sponsor's Guidelines Kindle version this insert will be between paras 15 & 16 of the second section of the booklet entitled 'Sponsor's Guidelines'. Para 15 starts "Encourage sponsees to share at meetings after seven (7) days of abstinence...." & Para 16 starts "Encourage sponsees to be of service."]*

**Proposal:** The Sponsor's Guidelines is an excellent resource for sponsors to guide their sponsees on valuable aspects of the CEA-HOW program. Many sponsees do not write on tradition questions until they have spent months writing on the step questions.

The 7<sup>th</sup> tradition is a very important part to help our program stay self-sustaining. Tradition 7 states, "Every CEA-HOW group ought to be fully self-supporting, declining outside contributions." Fully self-supporting includes being of service in roles at all levels, giving money at meeting, intergroup or world-level.

If sponsors can begin discussing this with their sponsees from the beginning, it will be a natural part of their sponsees program. Having this paragraph in the Sponsor Guidelines will show how CEA-HOW values people's service and financial contributions.

Jude A made the motion and Janice R seconded it. It was probably seconded by a delegate?

**BREAK** for 12 minutes



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11. Call to order (9:00am PT)

12. ROLL CALL

Voting delegates and board members present = 39

Two-thirds majority = 26

Discussion on Policy Motion #4:

3 members spoke "for" the motion and 1 member spoke "against" the motion

Vote: The motion passed with 33 votes in favor and 3 votes against.

Minority opinion: none

**Policy Motion #4 passed.**

**BYLAWS MOTION #1**

*(submitted by Area Health Committee)*

**Title: To merge Areas 3, 4 and 5 into one Area**

**MOTION:** The Area Health Committee proposes the consolidation of Area 3, Area 4 and Area 5 to form one Area to be designated Area 3-5.

1. To assist existing Intergroups and unaffiliated meetings and encourage the creation of new Intergroups.
2. To promote larger representation at the World Business Conferences.
3. To support activities, fundraising, workshops, retreats and events for their members.

We propose planning at least three meetings be scheduled after the Business Conference in July 2020 and October 2020 and throughout 2021 to facilitate this transition.

**Proposal:** We propose that the Bylaws be amended to reassign the States and localities currently from three Areas into one consolidated Area.

Area 3 is composed of Indiana, Illinois, Iowa, Kentucky, Michigan, Minnesota, Missouri and Ohio.

Area 4 is composed of Connecticut, Delaware, District of Columbia, Maryland, Massachusetts, New Jersey, New Hampshire, New York, Maine, Pennsylvania, Rhode Island, Vermont, Virginia and West Virginia.

Area 5 is composed of Alabama, Arkansas, Florida, Georgia, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, and the Virgin Islands.





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Currently there are 5 Intergroups from these three Areas with approximately fifty (50) meetings.

By combining these Areas into one, have one Area Executive Board with one Treasury there will be a larger pool of CEA-HOW members to step up for leadership positions. That result will be a more active Area with a sustainable Treasury and a greater pool of delegates to participate in the World Service Business Conference (WSBC).

The Area Health Committee contacted all Intergroups and meetings by letter and telephone this year. They voted overwhelmingly in favor of combining the Areas with only one meeting voting no.

Susan C made the motion and Paul M seconded it.

Discussion:

No one is against the motion.

Michael called the question.

Vote: The motion passed with 34 votes in favor and 2 votes against.

Minority opinion: none

**Bylaws Motion #1 passed.**

### 13. REPORTS OF WSBC COMMITTEES

- a. WSBC – no report
- b. Agenda – Beth L  
(see report for details)
- c. Education – Marsha D  
(see report for details)
- d. Education: Special Needs – Shirle A  
Shirle read the minutes from the last meeting  
Pamela – The Committee had submitted a report which was inadvertently omitted from ~~did not get included in~~ the packet. The committee met every other month and focused on questions for Daily Reflections. The committee contacted members with special needs. They worked on contacting all the Intergroups to find out if the physical meetings are ADA compliant. The website meeting list will be modified to reflect which meetings are ADA compliant.



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- e. Finance Committee – Beth L  
(see report for details)
- f. Literature – Claire C  
(see report for details)
- g. Public Information – Bryce M gave a brief verbal report
- h. Sponsorship – Lueretha B  
(see report for details)
- i. Website – Pamela K  
Two delegates were assigned but were not able to serve. The committee was inactive this year.
- j. WSBC Policy Manual – Mary Q  
(see report for details)
- k. Ad Hoc – Area Health – Susan C  
(see report for details)

Michael – Reminded committees to let their board liaison know if committees are not meeting or if members are not showing up and participating. It's important to follow through with your commitment.

Announcement: Turn in your application for director by 11:30am PT

#### 14. Open forum

- Service is an integral part of our recovery. Results from a personal poll were provided and have been copied here:

**Service is freedom**

- Forum of delegates who can speak about service above the Intergroup (IG) level
- In a sponsor forum, relay the impact of getting your sponsee to serve at all levels. Abstinence, sharing, reading, timing, leading, moving to IG, Area, Delegate.
- Reinforce the idea that delegates and Board members are members of the fellowship: We, not Them
- Before-meeting pitch
- Announcements
- Have rotating message about service on the home page of our website
- Seeding meetings with people who promote service (make it like a commercial)



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- Announce the need for IG reps for meetings without one
  - Pitch being a delegate
  - Go to a committed meeting because then people will be more available to do service at those meetings
  - Expectation that members attend business meetings of their committed or regular meetings
  - Express enthusiasm for doing service; we get to do service, rather than having to do service
  - For sponsees who have a difficult time just getting 30 days, remind sponsees that by being abstinent, they are being of service.
  - Meetings of area and IG reps to strengthen the communication regarding service
  - Give service greater focus in our literature: Sponsor Guidelines, sponsor book, (Forever Abstinent?)
  - Establish/create service sponsorship – The Service sponsor can sponsor after 90 days and have done service one level above their sponsee (e.g., has to have IG experience to sponsor someone at meeting level experience).
  - Workshop on the Service Manual
  - Service-focused month (like Gratitude Month) or a focus on money and service as gratitude
- 
- Question to Board regarding the shrinking membership
  - Answer: This topic is on the agenda for every board meeting. There is money in the budget to promote and make people aware. Intergroups are able to do more locally. A literature packet is available for new meetings with 3 months to repay. Our fellowship has grown exponentially via the phone bridge. We need to help the phone bridge raise more money for the 7th tradition.
  - The topic of service permeates all committees. Could we create an ad hoc committee to look at service and move forward with some of these ideas?
  - The group that is on this call meeting right now are the people who believe in service. We enjoy doing service and see the value of doing service. We have Conference committees that are not functioning and to create a new *ad hoc* committee may not work right now. Go back to meetings and pick 1-2 people with abstinence to put together a group of members to address service.
  - Instead of creating a new committee, the education committee could take some of these service ideas and work on them.
  - It's important to use positive language when talking about service. Many people are not aware of how much you get out of doing service. Never tell a sponsee that they don't need to do service because they have too much going on.
  - Zoom meetings have been going on for 2 years (before the pandemic) The electronic IG has been formed. The CEA-HOW website lists Zoom meetings. There are people to talk to if you need help getting a meeting started.
  - It's a little concerning when at Zoom meetings they call for newcomers and the newcomer is barely acknowledged or talked over. Those who are suffering could get lost in the mix. We need the newcomers. Our primary purpose is to carry the message.



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- Communication is really important and emails don't always do it. The last IG/Area forum was very successful, but information doesn't always get down to the members. Many members are not even aware of the Connected in Place event.
- Ask members if they want to help out and do service. Some members don't even think about it until they are asked.
- Every month IG chairs get a packet of information from WSO that should be distributed to all the IG reps and taken to the meetings. Each meeting needs an IG rep. Signing up for the email list helps too.
- At the IG/Area forum it was brought up that only 10% of the members do the service. We have certain things that are positive that make us different from the other food fellowships. We can only move forward if we allow some things to change periodically.
- One of the ways to keep the program alive is to get people out of the parking lot and into the meeting as soon as possible.
- Meetings have been shrinking as people have aged. There was a large migration to the phone bridge. Membership has shifted and the reality is that we're going virtual. It's a challenge to leverage the attendance on phone meetings.
- This is a program of attraction and most of us get to a healthy physical body. The biggest attraction is an attraction of the heart. It's true that for most organizations (not only 12-step programs) 10% of the people do 90% of the work. We need to stay conscious of the people sitting in the back of the room. It's a heart issue not a food issue.
- This is a spiritual program. Everyone has a higher power.
- We can't shame people into service. We can't talk people into service. It's always the 10% that do anything. The conversation we should be having is not how to get members to do service but how to get more members. If we have more members, we have more people doing service.
- When the pandemic started, a Spanish Zoom meeting was started. The meeting has been wanting to form an Intergroup.
- It was noticed last year at WSBC that people are afraid to make a service commitment. They are afraid that they don't have the skills or the time.
- The bylaws state that the maximum number of delegates is 75. Today there are only 33 delegates. Some areas have less than half of their allocated delegates serving. We need to carry the message in such a way that people want to do service;
- Even if you can't currently go to face-to-face meetings, they still need financial support.

## **LUNCH (WSBC COMMITTEES MEET)**

### **BUSINESS SESSION #2**

15. CALL TO ORDER (1:30 pm PT)

16. ROLL CALL



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Voting members present = 39  
Two-thirds majority = 26

**17. ELECTION OF WSO BOARD OF DIRECTORS**

2 board members are up for reelection (Susan M and Janice R)

2 applications were received to fill 3 newly vacated positions

The following members were elected to fill 5 positions:

- Susan M
- Janice R
- Bryce M
- Gris M
- Open

**18. ELECTION OF WSBC CONFERENCE COMMITTEE**

The primary responsibility is to take the committee forms and honor preferences to put members on committees for the next conference. The work is done in May and June.

The following members volunteered and were elected:

- Beth L
- Sheila J
- Mary Q
- Linda M
- Jude A

Announcement: The WSO secretary position is open. The secretary is not a delegate or a director, and does not need to be a member of CEA-HOW. The secretary needs to be detail-oriented and must want to do service. Make the announcement at your meetings.

**19. CLOSING COMMENTS**

- We hope the virtual conference was a pleasant experience for everyone who came. We hope to our next conference will be in person.
- The meeting was well run and very efficient. Great job everyone!
- Many thanks to all!

**20. ADJOURNMENT (2:08pm PT)**