

Pending Board and WSBC Approval

***Compulsive Eaters Anonymous – HOW World Service Organization
6th Annual World Service Business Conference
July 17-18, 2003***

Minutes

1. Call to Order

Linda K. called the Conference to order at 9:00 a.m. She asked everyone to sign the waiver for taping of the conference.

2. Serenity Prayer and Tradition II

Linda K. led the WSBC Conference participants in the reciting of the Serenity Prayer and Tradition II.

3. Co-Founders Notes – Fred S. and Rae Z.

Fred S. welcomed all conference participants and spoke on the development of the HOW Concept and the growth of our program. He encouraged everyone to keep with the commitment each day of our abstinence.

Rae Z read her remarks of acknowledgement to the Conference and invited everyone to go to any lengths to follow the Program. She announced the first group that opened recently in Nairobi, Africa.

4. WORKSHOP – Service – Group Through Area Assembly

Rosemary G., spoke on the service at all levels, defining each service and the qualifications to give service at each level from groups through area assemblies. Pat A., provided handouts and described the structure, development, and process of intergroups and their bylaws.

5. WORKSHOP – Area Delegate through WSO Board Director

Anne S., Chair of Area 1, gave a workshop on the process to elect delegates from each area and their qualifications to become delegate including the roles and functions of a delegate.

6. WORKSHOP – Meetings – Conference Committees, WSO Board

Linda K. described the process of WSO allocation of delegates for each area, the scheduling of area assemblies to select area delegates and the representation at the next World Service Business Conference (WSBC). She explained the process of submitting motions and their intent to help the growth of the program as a whole. Linda stressed

how committee chairs need to follow-up and submit committee recommendations to the WSO Board.

Pamela J. spoke of her experience on being a WSO Board member. She gave a brief history on how we came to be CEA-HOW as a program of recovery that started when we formed a 12-Step Formation Committee in 1997.

BUSINESS SESSION – DAY ONE

7. Call to Order

Linda K. opened the Business Session at 3:30 p.m.

7.a Roll Call and Credentials Report

Board members present at the Conference were Linda K., Jeanne W., Kathy D., Rosemary G., Luretha B., Maria D., Berne P., Rae Z., and Fred S. Absent member was Mary Pat O.

Delegates present from Area 1 were Sis T., Sandie K., Pat A., Abel C., Ted K., Freida W., Nancy K., Judy R., Sheryl L., Jean H., Lori C., Becky B., Lois L., James L., Zvi H., Ruth L., Aneisa Y., Cris M., Maria T., Jean R., Holly S., Anne S., and Martha S., Leona O., Paul P.

Delegates present from Area 2 were Carletta B., Dianne O., Jean B., and Karen R.

Delegates present from Area 3 were Sandie B.

Delegates present from Area 5 were Diana F., and Marcia M.

Guests present were Pamela K., Dorothea P., Wilma W., and Richard C.

Minutes Recorder was Maria D.

The Board unanimously waived the requirements of Jeanne H., Diane B., Carletta B., Bill P., and Becky B., and Sandie B., to sit as delegates.

7.b Approval of Standing Rules

Motion carried: Move that we change the Standing Rules of reducing the age to 15 from 25 for guests of the Conference.
(Favor-31, Opposed-0, Abstaining-10, Martha S./Diana F.)

Motion unanimously carried: Move to accept the Standing Rules as amended.

(Jeanne B./Ted K.)

7.c Approval of Agenda

Motion unanimously carried: Move to approve the agenda as amended, adding 7.d Approval of Minutes; 7.e. Fact Sheet; 8.b.vi. Convention; 8.d.iv Finance; change to Old Business, 9.a Maintenance Food Plan.
(Zvi H./Dianne F.)

7.d Approval of Minutes

Motion carried: Move to approve the minutes of the 2002 World Service Business Conference as presented.
(Favor-40, Opposed-0, Abstaining-1, James L./Jean R.)

7.e Fact Sheet

Linda K. presented a revised Fact Sheet describing the qualifications, roles, and function of conference delegates.

8. Reports

8.a Chair

Linda K., Chair of the Board, read aloud her report. Report filed and provided to the Conference. Some parts of her report related to:

- 1) The noteworthy issues addressed at the quarterly Board meetings of 2002-2003,
- 2) The high recommendation that the WSO Board of 2003-04 continue holding fund-raising events to offset travel and hotel expenses incurred to serve the fellowship.
- 3) The website and its excellent way to communicate and grow the program.
- 4) The invitation to send to the WSO Board an article of your personal experience with program or your experience at this WSBC 2003 and Convention.
- 5) The recommendation to bring all literature in compliance to CEA-HOW 2003, and in conjunction with the 4th Edition of the Big Book. The Sponsorship Book is an excellent place to begin.
- 6) The WSO Office staffing challenge since December 2002, and introduction of new staff, Jessie and Dorothea. Office hours are Monday through Friday, 11:00 a.m. to 4:00 p.m.
- 7) Acknowledgement of the Board members who served the fellowship this past year and gratitude for being given the opportunity to serve the fellowship in this capacity.

8.b WSO Board Committees

8.b.i. Education

Rosemary G., Chair of Education Committee, read aloud her report. Report filed and provided to the Conference. Some parts of the report related to Rosemary's role as Vice-President, Chair of the Education Committee, and Co-Chair of last year's WSBC mandated ad hoc Education Committee.

In response to last year's WSBC motions referred to the Education Committee, the committee recommends that:

- 1) The Young People's Outreach and Education Guidelines be tried by Southern California Intergroup for 6 months and present to the WSO education Committee for refinement and processing by the WSO Literature Committee for approval of the WSBC in 2004.
- 2) The Book Ending material could be covered in the Sponsor/Sponsee or trusted reach out call relationship, and the committee is referring this article back to the WSBC Literature Committee with these comments.
- 3) The (Traits of) the Compulsive Eater pamphlet in essence is already covered in brochures already in print.
- 4) Defining Abstinence for Panel Speakers. Abstinence guidelines are quoted in the Sponsors Guide. The abstinence guidelines required a panel speaker to have 60 days of abstinence at any event. Abstinence guidelines are quoted in the Sponsors Guide for all levels of service for retreats, workshops, seminars, meetings and conference/convention events.

Other areas addressed in the report related to:

- 1) The need of planning for workshops and a newsletter, the website functions.
- 2) The "Group Conscious," and how the CEA-HOW Concept and The Seven Tools of CEA-HOW cannot be changed or revised by a group conscience at any event or meeting in order for the function to qualify as CEA-HOW.
- 3) Anonymity.
- 4) Publicity

8.b.ii. Executive

Linda K, Chair of Executive Committee, reported that the Committee is awaiting response from AA Grapevine on our request for permission to use the preamble in our meeting formats.

8.b.iii. Finance

Jeanne W., Member of Finance Committee, made a combined report as Chair and President of the Corporation under Item 8.c.

8.b.iv. Literature

Maria D., Co-Chair of Literature Committee, reported on the activities of the Literature Committee. Initially, the Co-Chairs of the Committee were Mary Pat O. and Jeanne W. Later on January 2002, Mary Pat O., and Maria D., became the Co-Chairs of the Committee. Most of the effort was spent on gathering input and revising the Maintenance Food Plan. The committee is supporting a motion to accept the As Bill Sees It Questions.

8.b.v. Nominating

Luretha B., Chair of Nominating Committee, read aloud her report. Report filed and not provided to the Conference. Some parts of the report related on the efforts to fill one of the two vacant positions of Participating Board Director (Maria D.) and one of the three vacant positions of Non-Participating Board Director (Berne P.), and on how there was an amendment to the Bylaws, Part A., that no area can have more than 4 delegates elected to serve as a Participating Director of the Board.

8.b.vi. Convention

Kathy D., Chair of Convention Committee, read aloud her report. Report filed and provided to the Conference. Some of the report related her role as Vice-Chair of the WSO Board, presentation of a bylaw amendment to integrate Mexico into Area 1, and Co-Chair of this year's conference and convention. Kathy noted that the Committee discussed the possible location for next year's convention.

8.c. Corporation President

Jeanne W., President of WSO, addressed the role and functions of the President. Report filed and provided to the Conference. Some parts of the report related to:

- 1) The position of President primarily administrative and recommendation that the President live in close proximity to the office and that job descriptions for the Officers of the Board and Committee Chairs be clearly defined and delineated.
- 2) Area Assembly Delegates Planning Letter for the 2003 World Service Business Conference requiring the compilation of delegate apportionment, updating address and phone numbers of Area Chairs, updating the list of unaffiliated meetings and phone contacts, and a timeline countdown to World Service Business Conference 2003.

- 3) Insurance clarification with our insurance carrier that all of our meetings are covered under the liability portion of our existing insurance policy and ability to provide a "Certificate of Insurance." Jeanne noted that this insurance verification is provided upon request.
- 4) Development of convention theme and logo, preparation of brochures for the conference and convention, and development of conference and convention flyer for the website.
- 5) Negotiation and signing of the hotel contract with the Associate Director of Sales at the Palm Springs Hilton.
- 6) Salary increase at the request of the Board of Directors given to the Office manager and a letter commending her job performance in 2002.
- 7) Helped train the new Office Manager on July 7-15, 2003 in the office and to prepare for Conference and Convention 2003.

Jeanne gave information on how to receive a tax identification number, an intergroup must be reporting income of over \$25,000, therefore small intergroups could open a bank non-interest, non-fee checking account with an individual social security number.

Jeanne W. continued to give the report of the Treasurer on behalf of Rae Z. Finances Statements provided to the Conference. Jeanne stated that when Rae Z. became Treasurer of the Corporation, we had \$9,000 in liability and thanks to the stewardship of Rae, we now have a total of \$30,026.07 in the checking account.

This year's total assets were \$11,049.88. Liability and equity totaled \$42,171.69, with \$9,261 of liability to pay for this year's convention. Jeanne W. indicated that 37% of income is from meeting contributions, 10% of income is from the convention, and 40% of income is from sales, and 13% of income is from fundraisers and anonymous individual donations. Net income for July to September, 2002, was \$7,320.03. Net income for October to December, 2002, was \$7,745.97. Net income for January to March, 2003 was \$2,763.16. Net income for April to June, 2003, was \$25.90.

The breakdown of expenses are 26% payroll, 21% cost of goods sold, 8% rent, 16% operating expenses, and 6% Board of Director expenses.

8.d. WBSC Committees

8.d.i. Literature

Holly S., Chair of WSBC Literature Committee, reported that she filled in as chair for Maria D., who stepped down to fill a vacancy as Participating Director of the Board. The committee compiled the suggestions from the fellowship on the Maintenance Food Plan, which is being presented to the

Conference for adoption. The Committee also received the As Bill Sees It Questions from the Southern California Intergroup and is presenting today to the Conference for adoption.

8.d.ii. Agenda

Anne S. and Marcia M., Co-Chairs of the WSBC Agenda Committee thanked Ted K. and Bill P. for their help in writing a series of motions presented today and relating to the Food Plans and the Bylaws, some of which were mandated by motions made during the 2002 World Service Business Conference.

8.d.iii. Urgent New Business

Martha S., Chair of the WSBC Urgent New Business, submitted to the Board a revised list of the 2003 members of the Urgent New Business Committee. The Committee established an action plan, one of them is to create a sample of motions to be included in the delegates packet and describe the qualifications of a motion to be considered as an urgent new business.

8.d.iv. Finance Committee

Zvi H., Member of the WSBC Finance Committee, pointed out that pursuant to Article 22, Section 5, the Finance Committee is to review the annual budget for CEA-HOW and see the funding needs as well as oversee the annual expenses. He also noted that there is no spending plan or budget for conference committees, and that the WSO bylaws do not define the prudent reserve and that there is a discrepancy in the bylaws of on the definition of the individual donations between WSO Bylaws and intergroup/area bylaws.

9. Old Buisness

9.a Maintenance Food Plan

Holly S., Chair of the WSBC Literature Committee, presented the Maintenance Food Plan (Guidelines for Those Seeking to Maintain Abstinence) for adoption.

Amended motion carried: Move that the Food plan includes 1 cup of canned fruit, except that pineapple is to be on its own juice.

(Favor-34, Opposed-1, Abstaining-0, Lorie C./Anne S.)

Motion carried: Move that Finger Foods of 3 selections be printed in lower case.
(Favor-28, Opposed-1, Abstaining-4, Freida W./Carletta B.)

Motion failed: Move that we add an amount of ½ cup to clear broth as a condiment.

(Favor-8, Opposed-24, Abstaining-0, Freida W., Martha S.)

Motion carried: Move that we add the word “sugar-free,” to 2 tbs. Syrup as a condiment.

(Favor-32, Opposed-3, Abstaining-0, Freida W., Anne S.)

Motion carried: Move that we return the Maintenance Food Plan (Guidelines for Those Seeking to Maintain Abstinence) to the Committee for refinement.

(Favor-32, Opposed-3, Abstaining-0, Martha S./Rae Z.)

Failed amended motion: Move that the delegates be given an opportunity to give verbal or written feedback to the Food Plan at hand to be submitted to both the WSBC Literature Committee and WSO Literature Committee.

(Favor-8, Opposed-20, Abstaining-6, Ruth L./Anne S.)

Motion carried: Move that the delegates be given an opportunity to give written feedback to the Food Plan at hand to be submitted to both the WSBC Literature Committee and WSO Literature Committee.

(Favor-29, Opposed-7, Abstaining-0, Holly S./Ruth L.)

Adjournment of Day 1 Business Session

The Business Session of Day 1 adjourned at 5:30 p.m.

DAY 2 – BUSINESS SESSION

10. Roll Call – Confirm credentials

Linda K. called to order the Business Session of Day 2 at 8:10 a.m. and confirmed attendance of delegates present.

11. Election of WSO Directors

Linda K. received 4 applications to fill 8 of the vacant positions for WSO Board of Participating Directors.

The applications received were from Sandie B.-Area 3, Rosemary G-WSO Director, Anne S-Area 1, and Pat A-Area 1.

Unanimous motion carried: Move that we elect by acclamation all those who submitted their application.

(Zvi H./Ruth L.)

The floor opened for nominations.

Unanimous Motion carried: Move that we elect by acclamation Cris M. and Holly S.
(James L./Fred S.)

12. Election of WSBC Committee Members

The floor opened for nominations to elect five members of the World Service Business Conference Committee. By secret ballot the following were elected to serve in the WSBC Conference Committee: Lori C. Becky B., Ruth L., Marcia M., and Diane O.

13. New Business

13.a. As Bill Sees It Questions

Holly S., Chair of the Literature Committee, recommended for approval the As Bill Sees It Questions as submitted by the Southern California Intergroup. In the discussion, James L., stated that initially the questions were developed by members in San Fernando Valley, and that there continues to be a development of Part II of As Bill Sees It Questions. Maria D. clarified that at the time of development of the questions, the groups in San Fernando were affiliated with the So. California Intergroup.

Motion carried: Move that we accept the As Bill Sees It Questions with edited corrections. (James L./Lori C., Favor-34, Opposed-0, Abstaining-0)

14. Meeting of WSBC Committees

The Conference broke in recess at 11:50 a.m. to allow the Conference Committee to elect its chair and to make the appointment of the WSBC Committee Chairs. At 2:45 p.m. Lori C., Chair of the Conference Committee announced the appointment of the following WSBC committee chairs:

Agenda Committee:	Becky B., Chair Nancy K., Co-Chair
Finance Committee:	Zvi H., Chair Karen R., Co-Chair
Literature Committee:	Lori C., Chair Jean B., Co-Chair
Urgent New Business:	Martha S., Chair
Ad hoc Education Committee:	Aneisa Y., Chair Bill P., Co-Chair

15. Motions Submitted Prior to Conference

The Conference took action on the motions submitted prior to Conference.

Motion #1 ruled out of order. Whereas, members and groups have questions regarding Soy Products as it is written in the Forever Abstinent Booklet as it presents the guidelines for the structure of our abstinence. Therefore, be it resolved that soy products are considered as a protein.

Motion was ruled out of order because the Forever Abstinent Food Plan already includes soy as a protein.

Failed motion: Move that we refer Motion #1 to the WSBC Literature Committee.

(Favor-18, Opposed-21, Abstaining-1, Marcia M./Dianne F.)

Motion #2 carried: Whereas, It is written in the Forever Abstinent Booklet as it presents the guidelines for the structure of our abstinence that “most of us weight and measure our food,” Therefore, Be it resolved that the Literature committee will amend this statement to say “we weigh and measure” to be in compliance with ARTICLE 17 – SEVEN TOOLS.

(Favor-34, Opposed-0, Abstaining-1)

Amended Motion #3 failed: Whereas, The motion to place the food plan in the WSO Bylaws passed unanimously on 7/2602 at the 2002 WSBC, Therefore, Be it resolved: Article 18 shall be added to the bylaws in PART B, PHILOSOPHY

PART B. PHILOSOPHY ARTICLE 18. FOOD PLAN

SECTION 1. PURPOSE.

The CEA-HOW Forever Abstinent Food Plan is our guide in achieving physical recovery from compulsive eating.

SECTION 2. PHYSICIAN APPROVAL

- a) It is to be used only with the approval of a physician (n one should adopt any program of eating without direction from their doctor).
- b) Modifications made by a physician or medical intervention made by someone who understands the addictive nature o the disease is acceptable if
 1. it fails within the parameters of being sugar and flour-free
 2. it is a weighed and measured program

3. modifications must be in writing, discussed with sponsor, and followed as directed
4. once accepted, modified food plan is used daily with sponsor
5. no modifications will be accepted without a physician signature.

SECTION 3. CEA-HOW MENU STRUCTURE

- c) Three meals weighted and measured with nothing in between except diet soda, no calorie beverage and sugar free gum.
- d) First 30 days Forever Abstinent Food Plan.
 1. Breakfast: 1 protein selection, 1 fruit selection, 1 tsp. Fat (optional)
 2. Lunch: 1 protein selection, 2 vegetable selections, 1 tsp fat (optional)
 3. Dinner: 1 protein selection, 3 vegetable selections, 1 tsp. fat (optional)
- e) Forever Abstinent Food Plan After the First 30 days.
 1. Breakfast: 1 protein selection, 1 fruit selection, 1 tsp. fat (optional), 1 grain selection (optional)*
 2. Lunch: 1 protein selection, 2 vegetable selections, 1 tsp. fat (optional), 1 grain selection (optional)*
 3. Dinner: 1 protein selection, 2 vegetable selection**, 1 tsp. fat (optional), 1 grain selection (optional)*
 4. *: Maximum of 2 grain servings per day
 5. **: Add 1 vegetable selection if grain is not used at this meal
- f) Maintenance Food Plan
- g) H.O.W. Teen Food Plan
 1. Breakfast: 1 protein selection 1 fruit selection 1 tsp. butter or margarine, 1 slice whole grain bread or 1 oz sugar free cereal, plus 8 oz. Milk or ½ protein.
 2. Lunch: 1 protein selection, 1 vegetable selection, 1 T. mayonnaise OR 1 tsp butter or margarine, 2 slice whole grain bread, plus 8 oz. Milk or ½ protein.
 3. Snack: 1 fruit selection, and (if not taken at lunch) 8 oz milk or ½ protein.
 4. Dinner: 1 protein selection, 1 vegetable selection, 2 cups of salad with 2 T dressing, 1 tsp butter or margarine, 1 fruit, plus 8 oz. Milk.
 - 5.

SECTION 4. FOOD PLAN CONTENT

- h) proteins have individualized measurements as specified.
 1. Soy products

2. Dairy products
 3. Poultry products
 4. Beef products
 5. Pork products
 6. Seafood products
 7. Legume products
- i) Fruits have individualized measurements as specified.
1. Fresh fruit
 2. Fruit canned in own juices or in fruit juice without sugar
 3. Unsugared fruit juices
 4. unsugared or unsulphured dried fruit
- j) Vegetables have individualized measurements as specified.
1. Fresh, canned, or juiced vegetables
 2. Wheat germ or corn germ
- k) Whole grains have individualized measurements as specified.
- l) Starches have individualized measurements as specified.
- m) Fats have individualized measurements as specified.
- n) Condiments have individualized measurements as specified.
1. Spices, marinades, or seasonings
 2. Vinegars
 3. Sauces
 4. Clear soups
 5. Sugar-free syrups
 6. sugar-free gelatin
- o) Sugar and Flour Rule: Sugar or flour, in any of their forms, must be 5th or below on the ingredients lists to qualify for use in our eating plan.

(Favor-5, Opposed-21, Abstaining-9, Marcia M./Nancy K.)

Amended motion carried: Move that Part B. Philosophy of the Bylaws read: Article 18. Section 1. The CEA-HOW Forever Abstinent Food Plan, is our guide in achieving physical recovery from compulsive eating.

(Favor-22, Opposed-14, Abstaining-2, Holly S./Ruth L.)

Motion #4 considered out of order:

Amended Motion #5 carried: Whereas, Groups, Intergroups, and Areas are seeking training in order to differentiate between attraction and promotion, Therefore, Be it resolved that the ad hoc Education Committee will develop an Announcement/Public Information Packet, within the guidelines of our traditions and principles, to assist groups, Intergroups, and Areas in enhancing the awareness in their communities regarding the availability of recovery from compulsive eating.

(Favor-35, Opposed-0, Abstaining-0, Anne S./Fred S.)

Failed Motion #6: Whereas, The motion to revert a Bylaw Amendment regarding the definition of a CEA-HOW meeting to the 2003 Agenda Committee passed unanimously on 7/26/02 at the 2002 WSBC, Therefore, Be it resolved: SECTION 2 shall be added to the bylaws in ARTICLE 18.

SECTION 2. PURPOSE

As a Group, they meet to **both read** and practice the Twelve Steps, Twelve Traditions, the CEA-HOW Concept and the Seven Tools of Compulsive Eaters Anonymous-HOW.

(Favor-5, Opposed-23, Abstaining-8)

Motion #7 ruled out of order.

Failed Motion #8: Move that Part C., Article 18, Section 1. to read, A group may be formed by two (2) or more persons meeting together who have a desire to stop eating compulsively. **To register a meeting in CEA-HOW, one of these persons must have 90 days of continuous CEA-HOW abstinence.**

(Favor-10, Opposed-23, Abstaining-3, Rosemary G./Freida W.)

Motion #9, ruled out of order.

16. Urgent New Business

Martha S., Chair of the WSBC Urgent New Business, indicated that the Committee received three motions, two were accepted, and one was rejected.

Failed Motion #1: Whereas, The WSBC minutes state "letter filed" or report filed," and whereas the committee reports are part of the minutes and not made available to the fellowship, Therefore, Be it resolved: That all reports and letters be filed in the office and uploaded along with the minutes to the ceahow.org website for reviews or downloading by our fellowship.

(Favor-8, Opposed-18, Abstaining-9, Pat A./Aneisa Y.)

Failed Motion #2: Whereas CEA-HOW is an anonymous program embodying the principles of anonymity as the spiritual foundation of our fellowship, Therefore, I hereby move that the WSO and WSBC Literature Committees NEVER publish or disseminate any literature with a member's personal name. Further, I move that ALL LITERATURE approved by WSO Board or WSBC bear ONLY the WSO seal and NEVER a member's personal copyright.

(Favor-1, Opposed-26, Abstaining-11, James L./Lois L.)

17. Closing Comments

Linda K. thanked the Conference and expressed her confidence of the newly elected Board members to carry on with their new roles.

18. Adjournment of the 6th Annual CEA-HOW WSBC 2003

The conference adjourned at 5:45 p.m.