GreySheeters Anonymous

World Service Conference 2019

Committee and Board Reports and Motions

Compiled by Myndie F., Conference Committee
Introduction

Welcome to the World Service Conference 2019 Report!

This report represents a summary of the work done on behalf of GreySheeters Anonymous World Service by our Board of Trustees and our World Service Conference Committees since our last World Service Conference in 2016. It also includes the Committees’ recommendations to the fellowship for now and for our future. These recommendations will be voted on by elected Delegates from Groups, Intergroups, and the Board of Trustees at our upcoming World Service Conference in Chicago in September 2019.

The World Service Conference is essentially the business meeting for the entire GreySheeters Anonymous fellowship – like the business meeting of a GreySheeters Anonymous Group or Intergroup. Elected delegates who represent their Groups or Intergroups make decisions about matters that affect GreySheeters Anonymous as a whole, guided by the Twelve Steps, Traditions, and Concepts.

At the World Service Conference, the Board of Trustees, the BOT standing committees, and the eight World Service Conference Standing Committees have two tasks to accomplish in a very short amount of time:

1. Update Delegates on previously agreed actions and ongoing responsibilities
2. Explain and make new motions so that the Delegates may vote

To prepare the Delegates, the Board, its committees, and each World Service Conference Committee has prepared a written report that contains both their updates and motions. Those reports are compiled here. This compiled annual written report is the official permanent record of the Board of Trustees’ and the Committees’ work.

If you are a Delegate to World Service Conference 2019, please share these reports and recommendations with your Group or Intergroup so you can best represent your Group or Intergroups’ group conscience at the World Service Conference.

If you are a member of GreySheeters Anonymous, please feel free to ask questions and share your opinion with your Group or Intergroup Representative, directly with the Committees via the included contact email addresses, at a Board of Trustees Town Hall or a Committees Connecting meeting. We will also publish updates in the e-newsletter, Service Matters. For general questions about the World Service Conference, please email wscregistration@greysheet.org

We are delighted you are interested in supporting our fellowship!

Sincerely,

The Conference Committee
Table of Contents

Introduction .................................................................................................................................... 2

Board of Trustees ............................................................................................................................ 5

Board of Trustees GreySheet Committee ....................................................................................... 9

GreySheet Committee Attachment 1 Announcement February 2018 ................................... 13

GreySheet Committee Attachment 2 FAQ October 2018 .......................................................... 15

Archives Committee ...................................................................................................................... 17

Archives Committee Attachment 1 Guide to Local Archiving Trifold ..................................... 20

Archives Committee Attachment 2 General Principles for Oral History Trifold ..................... 23

Communication Committee .......................................................................................................... 27

Communication Committee Attachment 1 Introduction to Service for New Group Service Representatives (GSRs) .......................................................................................................................... 29

Communication Committee Attachment 2 Questions for Board of Trustees Town Hall Meetings 2018-2019 ........................................................................................................................................... 31

Communication Committee Attachment 3 Committees Connecting Meeting Minutes ........ 38

Communication Committee Website Subcommittee .................................................................. 43

Website Subcommittee Attachment 1 Critical Functionality ......................................................... 50

Website Subcommittee Attachment 2 Website Requirements for GreySheet.org ................ 53

Website Subcommittee Attachment 3 Web Servant Job Description ....................................... 54

Website Subcommittee Attachment 4 Website Management Policy ....................................... 55

Website Subcommittee Attachment 5 Organizational Processes .......................................... 57

Website Subcommittee Attachment 6 Joomla! Extensions Request ...................................... 68

Conference Committee ............................................................................................................... 69

Conference Committee Attachment 1 The Conference Charter of Greysheeters Anonymous ................................................................................................................................. 75
Conference Committee Attachment 2 Process to Approve Draft Minutes for 2019 and Subsequent World Service Conferences of GreySheeters Anonymous .............................................. 79

Finance Committee .................................................................................................................. 81

Literature Committee .............................................................................................................. 87

Literature Committee Attachment 1 Outline and Sample Chapters for Living Abstinent ..... 92


Literature Committee Attachment 3 One Meal at a Time in GreySheeters Anonymous ..... 107

Public Information Committee ................................................................................................. 108

Structure Committee .............................................................................................................. 113

Structure Committee Attachment 1 Tagline Example ................................................................ 118

Structure Committee Attachment 2 The Twelve Concepts of GreySheeters Anonymous .. 119
Board of Trustees

Members

Chair: Mary B. 04/25/1995 New York Metro Intergroup Area 016-2019
Vice Chair: Yael A. 02/20/2009 Israel Intergroup Area 2016-2019
Secretary: Sue S. 05/18/2006 Connecticut Intergrp Area 2016-2019
Treasurer: Nicole A. 07/15/2004 Western States Intergroup Area 2016-2019
Trustees:

Bennie T. 09/28/1997 Western States Intergroup Area 2016-2019
Ofer L. 01/25/2002 Israel Intergroup Area 2016-2019
Joy C. 10/12/2002 SouthEast Intergrp Area 2016-2019
Gulla B. 08/19/2006 Iceland Intergroup Area 2016-2019
Sara S. 05/24/2009 European Intergroup Area 2016-2019

Regular Meeting and Contact

Third Sunday 10:00 ET Zoom

gsawsbot@gmail.com

Purpose

“GSAWS, acting through the Board of Trustees, has but one purpose, that of serving the fellowship of GreySheeters Anonymous. It is in effect an entity created to maintain services for those who seek, through GreySheeters Anonymous, the means for arresting the disease of compulsive overeating through following the principles of the GreySheet plan of eating and the application to their own lives of the Twelve Steps which constitute the recovery program upon which the Fellowship of GreySheeters Anonymous is founded.

The Board of Trustees of GSAWS shall use its best efforts to insure that the GreySheet is maintained, for the Board is regarded by the Fellowship of GreySheeters Anonymous as the custodian of the GreySheet and, accordingly, it shall not itself modify, alter or amplify the GreySheet, except as determined at a Conference or as determined by the Board to be necessary to avoid infringing the copyright of third parties; nor, so far as it is within its power so to do, shall the Board permit others to modify, alter, or amplify the GreySheet.
Operational. The Board of Trustees shall have general power to control and manage the affairs and property of GSAWS subject to applicable law and in accordance with the purposes and limitations set forth in the Certificate of Incorporation, the GreySheeters Anonymous By-laws, the group conscience of GreySheeters Anonymous as expressed at the Conference, and as set forth in the GreySheeters Anonymous World Service Manual.” From the Bylaws

Update

At World Service Conference 2016, Mary, Yael, Theda and Linda GS were re-elected to the Board for their second terms. Sara S., Joy C., Gulla B., Ofer L., Bennie T., Nicole A. and Sue S. were elected to the Board for their first terms. Theda (05/26/1998) rotated out in September 2017 and Linda GS (05/02/99) was elected Assistant Treasurer for 18 months then rotated out in December 2017 after transitioning Nicole in as Treasurer.

Since World Service Conference 2016, the Board of Trustees has met monthly to discuss the day-to-day operations of the fellowship making certain that the taxes are paid, the insurance is up-to-date, the copyright and trademark are up-to-date as well. The Board of Trustees drafts responses to inquiries. The Board of Trustees reviews and discusses literature presented by the Literature Committee in accordance with the Conference Approved Literature process.

Board Trustees liaison to all the World Service Conference Committees:

- Bennie—Conference Committee
- Gulla—Website and Archives Committees
- Joy—Finance Committee
- Mary—Structure Committee
- Sara—Literature Committee
- Sue—Public Information Committee
- Yael—Communications Committee

Other Board of Trustees accomplishments include:

- Held quarterly Zoom Town Hall meetings with the fellowship. We answer questions submitted to the Communication Committee prior to the meeting.
- Formed the Board of Trustees GreySheet Committee on the advice of the copyright attorney. The copyright attorney pointed out that the GreySheet food plan was vague and suggested that we clarify. In the past, the explanation of specific measurements and the like were passed along to newcomers through the sponsor/sponsee relationship. This committee is a Board of Trustees committee and not to be confused with a World Service Conference committee. The committee was also asked to create sponsor guidelines. They were given a draft to review that was originally created by members of the Literature Committee. The criteria to be a member of this committee was at least 20
years of back-to-back GreySheet abstinence. Grainne M. is the Chair and the committee has been meeting since February 2018 on a regular basis. Their report and two motions are attached.

- Formed the Board of Trustees Legal Committee, chaired by Theda S. The Legal Committee renewed the GreySheet copyright and trademark for another ten years. The Legal Committee worked with the copyright lawyer surrounding any request to use the GreySheet name, logo, translations, and publisher mentions online and offline to ensure integrity and prevent liability issues. The Legal Committee interviewed, vetted, and negotiated for the parliamentarian and other resource needed by the Conference Committee for World Service Conference 2019.

- Approved the celebration of the 20-year Anniversary of GreySheeters Anonymous. To celebrate our 20th anniversary, the Board approved GreySheet Counts, a census that lasted six months from October 1, 2017—March 31, 2018. Individual Intergroups received their intergroup-specific results at Zoom presentations and were provided with those materials. Worldwide results were posted on greysheet.org. By word of mouth, Greysheeters encouraged each other to donate $20, 20 euros, 20 pounds (wherever they lived) to celebrate the 20-year Anniversary. This seemed to be a spontaneous companion to the GreySheeters Anonymous Census.

- Reviewed and approved for publication on the GreySheeters Anonymous website monthly treasury reports. We approved the budget for 2018. We approved the 2019 budget before the end of 2018. We approved the Finance Committee’s recommendation to reschedule the 2018 World Service Conference to 2019. We transferred all accounts to one bank and all accounts now require two signatures. We changed the reporting format to include all year-to-date amounts. We have been diligent in our focus to be accountable and transparent in reporting to the Fellowship. We approved continue to maintain the Post Office Box in New York City and approved a monthly stipend for the GreySheeters doing the work. We hired Kathleen H. to handle all book orders. These are the reported book sales:

<table>
<thead>
<tr>
<th>Period</th>
<th>Books</th>
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<tbody>
<tr>
<td>10/01/2016 through 12/31/2016</td>
<td>57</td>
</tr>
<tr>
<td>01/01/2017 through 12/31/2017</td>
<td>157</td>
</tr>
<tr>
<td>01/01/2018 through 12/31/2018</td>
<td>121</td>
</tr>
<tr>
<td>01/01/2019 through 02/21/2019</td>
<td>5</td>
</tr>
<tr>
<td><strong>TOTAL BOOKS sold since WSC2016</strong></td>
<td><strong>340</strong></td>
</tr>
</tbody>
</table>

- Supported GreySheeters Anonymous World Service Intergroups. The Chair, Mary B., attended the Southwest, Western States, and New York Metro Intergroup meetings and
reached out to the Intergroups in Iceland, Israel, and Connecticut. Sara S. attended all European Intergroup meetings and reported to them about the Board of Trustees actions.

• Transferred back to the World Service Conference Structure Committee by unanimous vote responsibility for nominating new Board of Trustees members.

• Approved the commissioning by the Conference Committee of official Minutes of World Service Conferences 2013, 2014 and 2016 according to Robert’s Rules of Order. They will be available for approval at World Service Conference 2019.

• Approved the Conference Committee’s recommendation to hold World Service Conference 2019 the third weekend in September 2019. Approved holding the conference at a retreat center rather than a hotel in order to save money. Approved Parliamentarian and Transcriber. Approved the Registration Packet prepared by the Conference Committee.

• Approved and published on the website the *GreySheet Definitions and Slogans* pamphlet created by the Literature Committee.

• Approved the Literature Committee’s submission of the Polish and Icelandic translations of the GreySheet in accordance with World Service Conference 2013 approved literature translation process.

• At the urging of two Board members, we revived the Website Committee and included $5,000 in the 2019 Budget to do a redesign in order to better serve the GreySheet community in a more cost-efficient way. The Website Committee was transferred back to the World Service Conference Communication Committee.

• The Board of Trustees Governance Committee has been inactive since World Service Conference 2016

During 2019-2021, we plan to:

• Continue to discuss the day-to-day operations of the fellowship making certain that the taxes are paid, the insurance is up-to-date, the copyright and trademark are up-to-date as well.

• Increase the Board membership to 13 people representing the fellowship worldwide.

• Create a formula for donations to be distributed to the fellowship for GreySheeters Anonymous World Service, Intergroups and home Groups.

**Recommendations**

GreySheet Committee report with recommendations follows.
Board of Trustees GreySheet Committee
An *ad hoc* Committee of the Board of Trustees of GreySheeters Anonymous World Service

**Members**

Chair: Grainne M. 9/14/94

Secretary: Kay H. 5/30/81

Board Liaison: Ofer L. 1/25/02

Members:

Gary G. 9/12/75

Nora M. 7/24/77

Laura L. 4/16/82

Kathy N. 4/27/83

Jayne B. 1/15/89

Amy C. 12/30/89

Melissa C. 10/10/95

Laura F. 12/31/97

Past Members:

Linda O. 10/2/93; Jacqui M. 7/21/91; and Michal M. 7/23/95 agreed to be on the committee but were unable to begin the work of the committee.

Annie G. 8/11/85; Bracha D. 3/4/94; and Cathy B. 5/22/81 were original members of the committee but resigned for various reasons over the course of the year we have been working.

**Regular Meeting and Contact**

Every other Sunday 1000 ET Zoom

GreySheetCommittee@greysheet.org
Purpose

The Board of Trustees of GreySheeters Anonymous World Service convened the ad hoc GreySheet Committee in January 2018 and provided the following mission:

- **Mission for The GreySheet Committee**
  - To clarify the GreySheet as interpreted by a sponsor, for example
    - BREAKFAST 1 Protein 1 Fruit Coffee;
    - LUNCH 1 Protein 1 Vegetable Finger Salad (no dressing);
    - DINNER 1 Protein 1 Vegetable Salad;
    - Plan "A";
  - to review and revise the sponsor guidelines as previously drafted by the Literature Committee and the Phone Bridge Intergroup to present to the BOT for review prior to presentation to the World Service Conference.

The GreySheet Committee published the attached Announcement after our first meeting in February 2018 elaborating on our mission (Attachment 1) and the attached report in the form of Frequently Asked Questions (FAQ) in October 2018 (Attachment 2).

Update

Since February 2018, the GreySheet Committee met every other week. We agreed that the GreySheet pamphlet itself has areas that were ambiguous or open to different understandings and so we decided to start by reviewing the GreySheet to identify those areas that might have led different members of our fellowship to different interpretations of “GreySheet-abstinence.”

Once we identified these ambiguities, we agreed to review them one by one. Each member shared what we had originally been taught when we first got abstinent. It has been quite amazing how much commonality there has been. Then, we agreed on a statement that captures our common or agreed understanding of that item on the GreySheet. For the statement to carry, it must pass with what AA calls “substantial unanimity,” that is, at least 75% of us voting “yes” AND those voting “no” or abstaining had to be able to live with it, i.e., they did not have any serious disagreement. We want to produce a set of clarifying statements with which the entire committee is comfortable. In this way we have worked through the areas of fats, vegetables, fruits, proteins, and condiments.

We published monthly reports in *Service Matters*, on the GreyNet, and on GreySheet Facebook pages throughout 2018 and received questions and suggestions about additional interpretations to address from the fellowship and the Board of Trustees. Once we finish our item by item review of the GreySheet itself, we will first go back to make sure all of our statements are consistent and that a substantial unanimity of the committee members still
supports them as a totality. Then we will tackle questions that have arisen from our discussion and the input of others, such as handling maintenance, illness, and eating out.

After the submission of this report to the Board of Trustees in February 2019 (necessary so that the Board of Trustees can meet the March 1 deadline to submit their report to the World Service Conference 2019) we intend to continue our work. When we finish, we will write a final report that will not only include the purpose of the committee, the committee membership, and the method by which we developed our results but also a confirmation of the overall definition of GreySheet abstinence, i.e., three meals a day weighed and measured from the GreySheet without exception.

In addition, the committee anticipates our final report will include:

- Clarifications and Explanations: A thorough and comprehensive list of clarifications of potential misinterpretations of the written GreySheet food plan.
- Guidelines for Sponsors: Additional explanations for how we have traditionally followed the GreySheet, for example, when eating out, traveling, ill, maintaining a healthy weight range, pregnant, etc.
- Recommendations for Use: Recommendations for how the clarifications of, and guidelines for, GreySheet abstinence might be used, for example, by publishing pamphlet; sending the pamphlets to every group for distribution to their members; or including the pamphlets every time an intergroup, group, or sponsor purchases copies of the GreySheet, etc.

**Recommendations**

The GreySheet Committee recommends that the Board of Trustees make the following two motions to the World Service Conference:

**BOT/GSC1.** The Board of Trustees moves that GreySheeters Anonymous World Service publish a *Clarification of GreySheet Abstinence* pamphlet. The *Clarification of GreySheet Abstinence* pamphlet will be written by the GreySheet Committee.

- The GreySheet Committee is a committee of at least ten GreySheet members each with at least 20 years of back to back GreySheet abstinence. Members were appointed by the Board of Trustees and include those with experience in the Cambridge community which originated the definition of GreySheet abstinence we follow today.

- Implications
  - The *Clarification of GreySheet Abstinence* pamphlet would be made available for purchase by qualified GreySheet sponsors in the same way as the GreySheet food plan.
  - The *Clarification of GreySheet Abstinence* pamphlet will capture in writing the oral tradition that has been passed down to us since members of OA started
GreySheet meetings in the 1970s in Cambridge, Massachusetts to support each other in following this specific definition of abstinence from compulsive eating.

- The oral tradition is based on the GreySheet food plan written on the familiar grey card stock but what we do is not all documented there. Each sponsor who has started off a newcomer has explained how we interpret and practice the GreySheet – that is, has provided sponsor guidelines. The Clarification of GreySheet Abstinence pamphlet will identify these interpretations and explanations and document them in one place.

- As a GreySheeters Anonymous World Service pamphlet, the Clarification of GreySheet Abstinence will follow the process to become Conference Approved Literature (CAL). That is, once the World Service Conference adopts this motion approving the concept of the pamphlet, the GreySheet Committee will write the document. The Board of Trustees will review the document. The Board of Trustees will send the document back to the GreySheet Committee for revision if it does not receive approval of 75% of the Board of Trustees members.

- Once the final document is approved by the Board of Trustees, it will go to the Literature Committee to ensure that the format conforms with (any) GreySheeters Anonymous Style Guide.

BOT/GSC2. The Board of Trustees moves that GreySheeters Anonymous World Service publish a Guideline for Sponsors pamphlet. The Guideline for Sponsors pamphlet will be based on the clarification of GreySheet abstinence. Content will be written by the GreySheet Committee.

- Implications
  - The Guideline for Sponsors pamphlet would be made available for purchase by qualified GreySheet sponsors in the same way as the GreySheet food plan.
  - The Guideline for Sponsors pamphlet will address how to be GreySheet abstinent once target weight range is met, when traveling, eating out, pregnant, sick, etc.
  - As a GreySheeters Anonymous World Service pamphlet, the Guideline for Sponsors will follow the process to become Conference Approved Literature (CAL). That is, once the World Service Conference adopts this motion approving the concept of the pamphlet, the GreySheet Committee will write the document. The Board of Trustees will review the document. The Board of Trustees will send the document back to the GreySheet Committee for revision if it does not receive approval of 75% of the Board of Trustees members.
  - Once the final document is approved by the Board of Trustees, it will go to the Literature Committee to ensure that the format conforms with (any) GreySheeters Anonymous Style Guide.
GreySheet Committee Attachment 1 Announcement February 2018

Announcement February 2018

• A committee of 14 GreySheeters Anonymous members, each with at least 20 years of back to back GreySheet abstinence, has been commissioned by the Board of Trustees to address the situation of variation in our common interpretation of GreySheet abstinence.

• In the Fall of 2017, the Chair of the Board of Trustees consulted with our copyright attorney to see if the foods people were adding to the GreySheet constituted an infringement of our copyright. The attorney suggested that, since certain aspects of GreySheet abstinence were not spelled out on the GreySheet, a document be prepared to clarify the foods, measurements, and instructions on the GreySheet.

• The Board asked the committee to consider two tasks:
  • Clarify GreySheet abstinence as interpreted by a sponsor. This may include elaborating on the existing GreySheet pamphlet by writing down those practices commonly understood to be part of GreySheet abstinence but which are not included on the original pamphlet. It will not include altering the GreySheet itself in any way.
  • Draft a document, Guidelines for Sponsoring GreySheet Abstinence, to help sponsors pass on this common definition of GreySheet abstinence.

• The committee will also consider recommendations to the Board of Trustees and the World Service Conference for how these documents may be used.

Background to the GreySheet Committee

• Historically, we have had a certain amount of minor variation in what sponsors deem GreySheet-abstinent. In recent years, a growing number of people have been changing the definition. In addition to more people making changes, there is also an increasing degree of variation, including adding foods not listed and adding meals.

• GreySheeters Anonymous World Service Board of Trustees and the GreySheeters Anonymous World Service Conference have previously adopted a “hands-off” approach to these developments because of traditional GreySheet community principles such as, “Your abstinence is between you and sponsor.,” “Keep your eyes on your own plate.”, “There are no GreySheet police.”

• However, more and more GreySheeters are expressing increasingly serious concern about these changing interpretations of GreySheet abstinence. Their concerns include:
  • Other interpretations of GreySheet abstinence may not be as effective in arresting compulsive eating.
  • It may be confusing and disheartening to newcomers to have multiple interpretations.
• Part of the effectiveness of GreySheet is that we know that others have been abstinent using the same interpretation through whatever “No Matter What” situations arise. This provides faith that each of us can also be abstinent through similar challenges. If we are all doing something different, we may weaken the belief that we can maintain our abstinence.

• Splintering into multiple “lines” of the fellowship which used to be united around one common interpretation of GreySheet-abstinence may lead to the breakup of GreySheeters Anonymous as a fellowship. This would make it more difficult to carry the GreySheet message to the next compulsive eater seeking a solution.

• In November 2017, the Board of Trustees voted to authorize a committee to address these concerns and recruited members from the USA and Israel with more than 20 years of GreySheet abstinence. The new GreySheet Committee had its first meeting in February 2018 and will continue to meet every other week. Questions or Comments: GreySheetCommittee@greysheet.org
Frequently Asked Questions

We have received so many interesting questions about the work of the GreySheet Committee that we thought this month’s report could take the form of an FAQ.

1. What is the purpose of the GreySheet Committee?
   a. The purpose of the committee is to capture in writing the oral tradition that has been passed down to us since the first members of OA started GreySheet meetings in the 1970s in Cambridge, Massachusetts to support each other in following this specific definition of abstinence from compulsive eating.
   b. The oral tradition is *based* on the GreySheet food plan written on the familiar grey card stock but what we do is not all documented there.
   c. Each sponsor who has started off a newcomer has explained how we interpret and practice the GreySheet – that is, has provided sponsor guidelines.
   d. The committee is identifying these interpretations and explanations and documenting them in one place for the first time.

2. Why is this necessary?
   a. The Board of Trustees of GreySheeters Anonymous World Service is ultimately responsible for protecting the integrity of our life-saving solution, GreySheet abstinence, so that it can be available for future compulsive eaters.
   b. Many people have brought the concern to the Board that there was an increasing number and degree of misunderstandings and variations in our commonly understood definition of GreySheet abstinence.
   c. This threatened the unity of the fellowship and the effectiveness of our message. The Board convened the GreySheet Committee to address the issue. They asked us to report back to them the clarifications and the sponsor guidelines.

3. Who is the GreySheet Committee?
   a. Each of the GreySheeters invited by the Board of Trustees to serve on the committee has at least twenty years of back-to-back GreySheet abstinence. Four have over thirty years and two have over forty years.
   b. Four of the members got abstinent in the original Cambridge GreySheet community.
   c. All have been involved in many service positions throughout their years of abstinence and are committed to the integrity of the GreySheet solution to compulsive eating.

4. What happens after the GreySheet Committee documents these clarifications and guidelines?
The committee will write a report that will not only include the purpose of the committee, the committee membership, and the method by which we developed our results but also a restatement of the overall definition of GreySheet abstinence.

In addition, the committee anticipates two main parts to our report:

i. **Clarifications and Explanations**: A thorough and comprehensive list of clarifications of potential misinterpretations of the written GreySheet food plan plus additional explanations for how we have traditionally followed the GreySheet, for example, when eating out, traveling, ill, maintaining a healthy weight range, pregnant, etc.

ii. **Recommendations for Use**: Recommendations for how the clarifications and explanations of GreySheet abstinence might be used, for example, by publishing a Guide for Sponsors pamphlet, sending the clarification document to every group for distribution to their members, or including the clarification document every time copies of the GreySheet are purchased by intergroups, groups, and sponsors, etc.

When will the work of the GreySheet Committee be available to members?

Every GreySheeter understands the importance and delicate nature of this work. The committee will only release its work after the committee has completed the entire task and reviewed the resulting report for consensus and clarity.

As a committee of the Board of Trustees, our work will first go to the Board to ensure that we have completed the task they assigned.

Once the Board believes our work is complete, they will develop motions to the World Service Conference to adopt the Recommendations for Use of the Clarifications and Explanations. For example, the Board might make a motion to approve a Guide for Sponsors pamphlet to be published and made available to the fellowship.

Since there is a World Service Conference scheduled for September 2019, the GreySheet Committee does hope to complete our work by the deadline for the Board to publish its motions to the delegates (April 1, 2019). However, we do not want to rush or return an incomplete report to the Board, so we continue to work, one meeting at a time, and trust that our work will be ready when it’s ready.

Please share these regular updates about our work with your group or intergroup. If you have any questions or suggestions, please email GreySheetCommittee@greysheet.org.
Archives Committee

Members

Chair: Dottie R. 08/16/1999 GSR 2016-2019 NY MIN SUN 0900

Secretary: NA

Board Liaison: Gulla B. 08/19/2006 2016-2019

Members:

<table>
<thead>
<tr>
<th>Archives Subcommittee:</th>
<th>Oral History Subcommittee</th>
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</thead>
<tbody>
<tr>
<td>Cynthia MM 08/15/1998 GSR 2018-2019 IL CHI WED 1830</td>
<td></td>
</tr>
</tbody>
</table>

Committees’ History Subcommittee: Newly formed

GreySheet.org Subcommittee: Newly formed

Regular Meeting and Contact

First Sunday 1600 ET FreeConferenceCall.com Video/Phone
dottie301@hotmail.com

Purpose

The purpose of the Archives Committee is to collect, organize, categorize, copy, preserve and electronically store historically valued documents, digital materials, printed materials, and historical items of GreySheeters Anonymous World Services, Inc.

Update

Since the World Service Conference 2016, the Archives Committee has:

1. Communicated to all known Intergroups, the World Service Conference Committees, and the Board of Trustees to request that they include the Archives Chair on their email distribution list for their Minutes.
2. Saved the collected digital and physical Minutes of the Committees, Intergroups and participating group meetings in the PDF archival format (pdf/a). Placed the digital Minutes in a folder in three electronic locations. Boxed the physical papers where archivally in a storage facility.

3. Following archival Best Practices, first scanned and then stored in the order in which they are received, physical documents.

4. Created an index of all stored files.

5. As of this date, scanned and archived in storage 9,502 pages. The committee expects to scan and store another estimated 9,000 documents by the 2019 World Service Conference.

6. As of this date, digitized most of the New York City Round Up tapes: 3rd – 12th, 13th (is incomplete) and then the 16th -18th. The Archives Committee will stop digitizing the Round Up tapes at the point when the Round p Committee began digitizing meetings (in 2015).

Plans for 2019-2021

1. Continue to collect and digitalize GreySheet documents.

2. Begin publishing pertinent GreySheet digitized documents on the GreySheet website. This will make these documents searchable for the GreySheet community and will save the expense of organizing the Archives.

3. Explore with the GreySheet technical wizards the possibility of a freestanding archival website that belongs to GreySheeters Anonymous, Inc. The current archival website is on a privately-owned Google Site. Google is not technically friendly to Macs. Problems can occur when dealing with different audio formats, operating systems etc. Perhaps an inexpensive site that is friendly to all spheres of technology would be more appropriate. The Archives demand space and housing it as part of GreySheet.org would be a burden.

4. Develop and populate two new archival subcommittees: The Committee History Subcommittee and the GreySheet.org Subcommittee. The Committee History Subcommittee will explore and document the history of each GSAWS committee. The GreySheet.org Subcommittee will download and archive documents from the GreySheet.org website. The GreySheet.org Subcommittee may also explore and document the history of GreySheet.org.

Recommendations

AC1. The Archives Committee moves that GreySheeters Anonymous World Service approve the Guide to Local Archiving document (Attachment 1).

- Rationale
  - This document guides international GreySheet communities, Intergroups and local meetings who desire to preserve their local GreySheet history.
• The GreySheeters Anonymous Archives Committee may not know the scope or have the access to archive for a local or international community. Local archiving will enrich GreySheeters Anonymous History.

• Implications

• Once approved, this document will go to the Literature Committee for the Conference Approved Literature Process and then to The Website Subcommittee as a downloadable document. The Website Subcommittee may decide if the Guide to Local Archiving downloads best as a trifold, pamphlet or plain document.

AC2. The Archives Committee moves that GreySheeters Anonymous World Service approve the updated Oral History document (Attachment 2).

• Rationale

• This updated has been condensed, the technology recommendations updated and generalized, and suggested questions added to aid the interviewer. The first thing a new interviewer asks for is questions.

• The updated Oral History document will boost a new interviewer’s confidence with the suggested questions. The interview can focus on three directions: the history of the GreySheet Food Plan, early history of GreySheeters Anonymous or the service the interviewee has given. The document suggests questions for each direction. The technology update is simple and generalized enough to be long lasting.

• Implications

• Once approved, this document will go to the Literature Committee for the Conference Approved Literature Process and then to The Website Subcommittee as a downloadable document. The Website Subcommittee may decide if the Oral History downloads best as a trifold, pamphlet or plain document.
Archives Committee Attachment 1 Guide to Local Archiving Trifold

Panel 1

The purpose of the Archives is to collect, organize, categorize, copy, preserve and electronically store GreySheeters Anonymous' historically valued documents, digital materials, printed materials, and historical items.

GreySheeters Anonymous

www.greysheet.org

Guide to Local Archiving

Who may archive?

Any local meeting or Intergroup may open an archive of its history.

Panel 2

How to Begin?

Decide on the scope and purpose of your local archive. Will it include paper documents, printed material, items, electronic documents and images? What about audio interviews? Once the scope and purpose are decided, then a budget can be developed. Passing an envelope at local meetings can fund the archive’s budget.

Seeking Guidance

Contact a local or national archival association. Find one that has forums where members can answer each other’s questions. Courses and webinars on archiving may be offered.
Paper/ Printed Materials and Items

Humidity and fire are the obvious enemy of every physical archive. Attics, basements and garages are not appropriate locations for storage. If using a document storage facility, make sure there’s a fire suppression system in place. Is the fire suppression system zoned? If using a member’s home, attach a Deed of Gift so family members understand it’s the property of GreySheet. A Deed of Gift can be created or obtained from Greysheet’s Anonymous Archive.

Panel 3

Supplies

Seek acid-free file folders, document boxes and binders. Archival suppliers will offer a variety of storage materials.

Archiving Best Practices

When receiving archival material, the originals should be kept in the order that they were received. Changing the order is influencing the context originally intended by the compiler who collected the material. For example, a stapled pack of 12 pages may be folded so that the 6th page is first. Page six may hold significance within its group, and it’s for the future historian to understand why. We archivist are working with details. The future historian will have a broader perspective of the progression of GSA as an evolving program.

- Number the pages in the upper right-hand corner in pencil. Each folder begins with # 1.
- Remove all staples and paper clips. The metal damages the paper. Use a folder or add to the numbering; for example, page 4, 1 of 12.
- Save 3 copies in 3 locations. Unforeseen document accidents do happen.
- Create an index that describes each item in the collection.
- The year is in 4 digits not 2.

Panel 4

Electronic Archiving

Scanning paper documents to convert them to digital documents creates a new storage option. A scanner or all-in-one printer can do this job. A paper document has a longer lifespan than an electronic document. The most stable electronic document is a PDF. The PDF/A is an archival quality electronic document. Converting a PDF to PDF/A is easily done with the Student/Teacher Edition of Adobe Acrobat Pro. Free programs that convert documents may be found online.
Software and Hardware Obsolescence

No one uses floppy disks, and CDs are fading away. To avoid your archiving format becoming obsolete, update the software and the hardware every 5 years. Check to see if the pdf/A format has been updated. If so, convert the documents. Check to see that the website (where you store your archive) is still serviced (Are updates still sent?). Hardware includes flash drives, external hard drives and computers. Joining an archival association will keep you abreast of changes.

Panel 5

Audio Interviews

Download a WAV capable recording app on your smartphone. WAV is archival because it is linear and not compressed like the MP3. To save storage space, copy the WAV recording and then convert the copy to a MP3 to post on a website.

Share copies of your archived material with GreySheeters Anonymous Archive Committee.
archive@greysheet.org
www.greysheet.org
or write
GSA World Services, Inc.
Cherokee Station
PO Box 20098
New York, NY 10021-0061
Panel 1

General Principles for Oral History

The mission of this oral history is to collect and maintain detailed historical GreySheeters Anonymous information in order to satisfy intellectual curiosity and to provide a basis for greater understanding of the origins and history of GSA practices.

A qualification is not technically an oral history, but an oral history may contain a qualification.

Permit sufficient time for an in-depth interview.

All rights of ownership and use of the interview must be granted to GSA and GSA Archives by the interviewee through a signed release available on downloaded from greysheet.org.

The interviewee will also provide their verbal agreement to the form of the release at the beginning of the recording.

The interviewee may choose to not answer a question and to speak in his or her own style.

Though the interviewer may have knowledge of the events, in order to maintain intellectual honesty, they do not ask leading questions so as to fulfill the interviewer’s perspective of events.

According to Tradition 11: “We maintain personal anonymity at the level of press, radio and film.” The GSA Archives is web based so just first names and last initials are appropriate.

Oral history interviews will be accessible to future researchers and GreySheeters.

Possible Topics: Creating the GreySheet Food Plan, experience with the early GreySheet food plan, separating from other food programs, World Conferences, developing literature and Intergroup service.

Anyone with at least 90 days of GreySheet abstinence may be an interviewer, but the interviewee may be an outsider; for example, the GreySheet was developed in 1972, and these designers may have insight - be they GreySheet abstinent or not. Also, the Board of Trustees may have non-GreySheet members.

To become an interviewer or to be interviewed contact the Archives Committee by emailing webservant@greysheet.org with archives as the subject. State proposed interviewees, the topic and possible questions. You may request multiple interviews.

Panel 2

Best Practices of Oral History

Pre-Interview

Don’t underestimate the importance of this step.

2. Arrange a pre-interview session. The interviewee may create the questions and focus.
3. Decide on a signal from the interviewee that the interview is moving in a new direction and now is a good time to ask follow-up or clarifying questions.
4. Determine a timeline for the interview – one session or several.
5. Prepare an outline of questions and prompts and give the interviewee a copy.
6. Before the interview, practice with the equipment.
7. The interviewee signs the release form and verbally agrees at the beginning of the recording.
8. Download a copy of the release from: Greysheet.org

The Interview

10. Choose a quiet location with minimal distractions. Stay away from windows, air conditioners and fans. Turn phones off.
11. The interviewer introduces each session with his or her first name and the interviewee’s first name. State the date, location and topic of the recording. If the interviewee prefers to remain anonymous, introduce him or her as a GreySheeter, and refer to him or her as Grey. Assigning Grey, as a name, will help the conversation flow naturally, and avoid awkward silences.
12. Remember the interview is for posterity. Even though both the interviewee and the interviewer may be familiar with the topic, ask follow-up and clarifying questions with the future GreySheeter in mind.
13. Unlike most oral history projects, these interviews have a tighter focus, and the interviewer may be aware of the flow of the information that little questioning or prompting is needed.
14. The interviewer may play a much smaller role. The interviewee has the right to refuse to answer a question.
Post Interview

15. Contact GSA Archives in an email to webservant@greysheet.org and write Archives in the subject for direction to unload the interview and accompanying information.

16. Remember to place principles before personalities.

Panel 3

Equipment

Use a smartphone and download an app that uses WAV (Waveform Audio File Format). This is uncompressed audio in the LPCM (linear pulse code modulation) format and is appropriate for archiving.

Three Possible Avenues for Questioning

The Early Days of the GreySheet or GreySheeters Anonymous

1. How did you learn about the GreySheet?
2. Did you experience the GreySheet in the rooms of another program? If so, describe your experience in that program.
4. How did you work the GreySheet in its early days?
5. What brought you to GreySheeters Anonymous?
7. What were the difficulties in an early group of GSA?
8. What format was used? What literature was used?
9. Were there conflicts with other programs re: use of the GreySheet?
10. Are you aware of individuals or groups that don’t speak English? How did they adjust? What literature did they use?
11. Are you in an outpost (there are too few GreySheeters to form a meeting)? How do you keep the message alive?
12. Have you participated in an outreach effort? If so, explain.
13. Have the GreySheet and GSA changed through the years? Explain.

Panel 4

Service

14. What does sponsorship mean to you?
15. How did you sponsor guide you?
16. Do give the same guidance as a sponsor, if not explain?
17. How did you give service at local meetings?
18. How did you participate in Intergroup?
19. Did you serve on committees in Intergroup? Explain.
20. Have you attended the World Service Conference? Which ones? What was the most difficult part? What was rewarding? Could you have been better prepared? How?
21. What conflicts arose at the World Service Conference? If they were, how were they resolved?
22. What World Service Conference committees did you serve on? Explain your role and experience.
23. Have you had to face fear or anger when giving service? How did you manage
24. In your opinion, what is the most difficult part of giving service? What are the most common conflicts? Did you experience resentment? Explain. Did you ever feel there was a target on your back? Explain.
25. In your opinion, why do so many not give service?
26. Have you attended retreats? If so which ones? Have you given service at retreats? Explain.

Panel 5

The questions can be sent in advance as fuel for thought. Sometimes it’s best just to let the interviewee talk with just a few clarifying questions when appropriate.

ORAL HISTORY

This guide is for the GreySheet interviewer who is recording the growth and development of the GreySheeters Anonymous program.

A GreySheeters Anonymous (GSA) Oral History is a collection of individual GreySheeter’s journeys in service. It is a story told documenting recollections of past service work to create a permanent record for posterity. These stories will be available on www.greysheet.org for all GreySheeters to hear and to appreciate our journey as an organization.

www.greysheet.org
or write
GSA World Services, Inc.
Cherokee Station
PO Box 20098
New York, NY 10021-0061
Communication Committee

Members

Chair: Eileen W. 01/25/2015, ISR 2016-2019 SouthWest Intergroup, GSR NM TAO FRI 1730

Secretary: Susanne K. 02/03/2008 GSR 2018-2019 ZOOM TUES 2100 ET

Board Liaison: Yael A. 02/20/2009 2016-2019

Members:

Barb W. 04/15/2005 GSR 2018-2019 IL CHI SAT 1100


Annette T. 01/20/2016 GSR 2018-2019 OR MED SUN 1000

Inka O. 09/05/2014, ISR 2018-2021 European Intergroup, GSR UK LON SAT 1000

Regular Meeting and Contact

Second Sunday 1000 ET Zoom 763 187 9744

Southwestintergroup@gmail.com

Purpose

The Communication Committee facilitates communication and promotes collaboration among the compulsive eater who still suffers, the GreySheeters Anonymous membership, the World Service Conference committees and caucuses and the General Service Board.

We assigned original tasks related to greysheet.org to a subcommittee of the Communication Committee which reports separately.

Update

During 2016-2019, the Communication Committee:

- Drafted, and circulated for approval, guidelines for protecting one’s anonymity when using social media. At this writing, the Communication Committee concluded that there is no longer a need for this service as members have learned how to protect their anonymity on social media.

- Solicited reports for, wrote articles for, edited and published the monthly e-newsletter, Service Matters. Service Matters keeps members abreast of the work of their World
Service Conference committees and their Board of Trustees throughout the year and informs them of upcoming events. *Service Matters* is sent to 390 subscribers every month. Subscribe from the link on greysheet.org.

- Added *Service Matters* as a blog on greysheet.org to allow non-subscribers to access the content at any time.

- Gathered 74 questions from 15 members for the Board of Trustees to answer in their three quarterly Town Hall Zoom meetings which they began in June 2018. We forward the questions anonymously to the Board of Trustees a month prior to the Town Hall. (Attachment 2) Links to previous quarterly Town Halls are available in *Service Matters* on greysheet.org.

- Wrote an *Introduction to Service for New Group Service Representatives* (Attachment 1) in 2017 which was published on greysheet.org under Meeting Group Resources with the existing introduction for new Treasurers.

- Agreed to take over management of the GSA Phone List starting in 2020. The current moderator will train us. The GSA Phone List is a contact list of over 800 abstinent members available using a username and password on GreySheet.org. Join the list on GreySheet.org.

- Started monthly Zoom meetings called *Committees Connecting* in January 2019 to create opportunities for questions and feedback between World Service Conference committees. We will host this meeting monthly until World Service Conference in September 2019. We publish links to recordings in *Service Matters*. We circulate Minutes to all delegates. (Attachment 3)

During 2019-2021, the Communication Committee plans to:

- Publish *Service Matters* monthly.
- Manage the GSA Phone List.
- Host regular *Committees Connecting* Zoom meetings. After the conference, the Communication Committee will discuss future meetings with delegates to see how often *Committees Connecting* should meet. We will also determine frequency based on interest as shown by attendance and when the next World Service Conference will take place.

**Recommendations**

The Communication Committee has no new recommendations at this time.
Welcome to the world of service in our small but mighty fellowship of GreySheeters Anonymous. As a group service representative, you are charged with the responsibility of listening to the members of your group, bringing them news from the intergroup your group may belong to, and also from the World Service Conference, and being their voice in the structure of the GSA community.

As is the case with other twelve step recovery communities, GSA is an upside-down organization. Rather than a hierarchical structure where the people at the top are ones who make the decisions and have the most authority, the top of our structure is the collection of GSA groups. As a spokesperson of your group, you occupy the second highest tier in our organization and are a voting member at the World Service Conference.

Most compulsive overeaters in recovery, especially in the beginning, are aware of only those parts of the community with which they are in contact: meetings, sponsors, and possibly a round-up or retreat gathering. They may have a vague understanding that people had work to do in order to make sure a meeting place is open at the right time, or the phone meeting has a moderator and someone must book speakers and handle the treasury., but in the fuzzy haze of early recovery, little time or attention is spent on how meetings come to exist or how they remain open to help a fellow compulsive overeater.

As a group service representative, you may be the person who is in most contact with other parts of our structure. Newcomers may look to you for information, a way to access our web site and its resources. Your enthusiasm about extending the hand and heart of GSA to those who are still suffering may inspire fellow group members to become involved in committee work. As issues arise in groups, you may be asked to communicate those issues whenever they need the attention of the larger structure, or even become an agenda item at the next World Service Conference.

But for now, just know that the members of your group have confidence in your ability to represent them. Enjoy this time and the people you will meet in your regional intergroup, the things you will learn about service at the conference in two years, and all the ways your gifts may contribute to the worldwide community of Greysheeters Anonymous.

And trust that we need your gifts, talents, time and attention to whatever you commit to doing as a GSR. We look forward to working with you and getting to know you better.

**What is a General Service Representative (GSR)?**

GSRs are an important link in maintaining and contributing to the growth and unity of GreySheeters Anonymous (GSA) around the world.
• A GSR represents their Group by attending Area Intergroup meetings to address issues concerning their group and other groups in the Intergroup Area and to elect an Area Delegate to attend the GSA World Service Conference.

• A GSR is a member of GSA who has at least one year of back-to-back GreySheet abstinence and who wishes to practice the Twelfth Step - "carry this message to other compulsive eaters".

• If a registered GSA group has no member with one year of back to back GreySheet abstinence who is willing to serve as a their GSR, the group may elect a person who has less than one year of abstinence.

• GSRs with less than one year will not be able to vote on matters before the Intergroup including the election of a World Service delegate.

• The Board of Trustees strongly encourages the members of such groups who achieve one year of back to back GreySheet abstinence to become the GSR as soon as possible so that the group may be fully represented at the Intergroup.

• A GSR is elected for a two-year term of office by each registered group of GSA at their business meeting. A GSR represents only one group of GSA.

• A GSR attends GSA meetings regularly, is familiar with the Twelve Steps and Twelve Traditions of Alcoholics Anonymous (AA), and has a determination to practice the Twelfth Tradition - to put principles before personalities.

• A GSR receives information from the Board of Trustees of GSA World Service and the Area Intergroup and shares that information with their group. *A GSR subscribes to Service Matters on the GreySheet.org website, reads each issue and conveys the information to his/her group to apprise them of what is happening in GSA World Service. *A GSR joins one or two World Service Conference committees and supports the work of that committee, usually on a monthly basis between conferences to continue the work of our primary purpose, to carry this message to other compulsive eaters. The choices are: Literature, Finance, Structure, Communications, Public Information, Archives and Conference.
Communication Committee Attachment 2
Questions for Board of Trustees Town Hall Meetings 2018-2019

Town Hall June 17, 2018

From: Queens, NY Flushing

- June 17th is Father’s Day. I am sure there are GSRs that will not be able to attend. Wondering if this Zoom meeting could be rescheduled to another day.
- How many abstinent days are required to be in an AWOL? Is it 30 days or 90 days?
- There was an issue where a speaker was booked. When the speaker was ready to qualify, there was another person who was not booked stating that it was her anniversary she went on to qualify. What are the guidelines for bookers and qualifiers?
- Questioning, judging and telling someone they are not abstinent is a concern. Needs to be more respect.
- Who defines abstinence and / or how is abstinence defined?
- How is unity affected by challenges?

From Toronto, Ontario, Canada

- Would like to make a plug for more zoom meetings.

From Southern Serenity

- Would like to see the growing assortment of Zoom or Skype meetings referred to on the greysheet.org website as "Face-to-face Video Meetings," rather than "Online Meetings" as it is now. These small or medium sized independent meetings (10 to 20 at each meeting) where you can see your fellow GSers and be seen by them will probably play a big part in the growth of GS and in increasing numbers of GS members gaining or strengthening their long-term contented abstinence. Being in such a group allows people in the far reaches of the country and the world to further come out of isolation. Even if you're unable to drive to a meeting, you can still connect on a deep level. The term "Online Meetings" sounds more like an online forum or like Facebook and does not reflect the most important and powerful aspect of video meetings: seeing and being seen while you share your innermost self, knowing exactly who is on the meeting. I suggested this to the web master and she said she would bring it up with the board. Thank you.

From Chicago, IL

- When are we going to have the next World Service Conference?
- What is delaying the announcement of the date and place?
• What are the specific expenditures counted publicly as part of the previous World Service Conference expenditures?

• Who determines the number of committee members allowed on World Service Conference committees? Why? One of our members was told that "Lee had said that 14 was the maximum number for the literature committee"? Who is Lee? Why would there be a limit on members for a committee with so much work to be accomplished? What are the current plans for the expenditure of the Literature money held separately from GSAWS funds?

• What is the "vetting" process re whether a meeting is allowed to be on greysheet.org? What group is responsible? Surely it is not one person?

• Is the Phone Bridge Intergroup so separate from GSAWS that it is ok for the PBIG to prohibit the use of the GreySheeters Anonymous 12 Steps and 12 Traditions Book?

• Why are there not thank you messages or receipts sent to members/groups who donate? Why are there not quarterly appeals envelopes and records published re the groups' and Intergroups' donations?

• Why are materials on greysheet.org still noted as draft when the documents were passed at a World Service Conference in 2013 or 2014 or 2016? Please correct these delayed procedures.

• Why are there no responses to letters sent to the Board of Trustees? Why are Committees to send their materials through the Board of Trustees Chair instead of to the Board members through their respective liaisons?

• Why are sponsors being beleaguered by this organization? (i.e., not encouraged to sponsor with direction of their sponsors etc. as has been historically done?)

• What does "as written" mean? NO WATER now? Two pieces of chicken etc.? No kale? No peppers if they are not red and green?

• What right has GSAWS or PBIG to intervene in a sponsor's and sponsor's determination of medical, religious, or spiritual questions? Might these be considered outside issues?

• The GreySheet did not have enough fat/oil on it "as written" per thyroid-wise doctors and that challenge has been addressed by sponsors. What has changed?

• How is the Board of Trustees addressing the issue of unity? Our membership has diminished by 2/3 in the years since the PBIG backed out of the planning for the 2010 proposed World Service Conference. What is the BOT doing to address the damages?

• What is the BOT doing to support our primary purpose?

• The PBIG may be undermining the Finance, Literature, and Structure Committees in the last couple of years. What are the Board liaisons doing to address these issues?

• What is the Board doing to address the deliberate withholding of PBIG funds and then undermining next steps to a 2018 World Service Conference (even though the
Conference Committee had proposed plans commensurate with past World Service Conference costs)?

- When will the BOT decide upon a Parliamentarian?
- When will the BOT provide Robert’s Rules of Order Minutes for the 2013, 2014, and 2016 World Service Conferences?
- How might groups and individuals have the opportunity to communicate these kinds of questions posed to the BOT instead to the World Service Conference committees appropriate for answering them?
- An ongoing place to pose the questions and to have the questions and answers posted would be helpful for our organization, would it not?
- What is our primary purpose as an organization?
- How is the Board supporting the Primary Purpose of GreySheeters Anonymous? BY WEIGHING AND MEASURING OUR FOOD.
- Are the Board of Trustee Members responsible for knowledge and competence in using the steps, traditions, and concepts of GSAWS? How are they demonstrating this knowledge and understanding?
- In the past each trustee was a guardian of a tradition and a concept and would be responsible to GSAWS for upholding that tradition and concept. Is this still happening? The specific BOT and Tradition and Concept were available to all on the GSAWS site. Might this be returned to the responsibilities of the BOT members now?
- Tradition 3 has been lost in the controversy on the PBIG and in GSAWS. Since this is one of our traditions still, why would people who have a desire to stop eating compulsively be excluded from participation in meetings? Why did the email address on Service Matters for Eileen as chair of the Communications Committee change to gsawsbot@gmail.com with a mistake included on the Service Matters now listed on greysheet.org?

From Worcester, MA

- Why were the GS Love and Tolerance unaffiliated phone meetings taken off the GS website after having been put on?
- Who vets the GS unaffiliated phone meetings and what is the criteria for being a legit meeting and how is it decided whether a GS meeting is legit or not?
- Is GS World Service considering adopting the new PB format (where it states "we w and m only 3 meals a day only from foods on the GS) to be a part of GS as a whole and if so, is it to be brought up, discussed, and voted on at World Service in 2019?
- Is the Board aware of the controversy and separation of the GS community this new format is causing among GreySheeters as a whole and how it is believed to be a break in the traditions and seems to be forced and controlled by only a few?
• My concern is regarding the New Format for Phone Bridge Meetings. Tradition 2 was Broken. We were NOT INFORMED OF WHAT WAS GOING ON! At our phone Bridge Business Meetings this was NOT brought up and there was NEVER A DISCUSSION and OF COURSE WE NEVER VOTED ON THIS ISSUE! I’m VERY DISTURBED ABOUT WHAT HAPPEN. A FEW OF THESE PEOPLE DECIDED TO DO WHAT THEY WANTED TO DO. I HOPE YOU CAN TAKE CARE OF THIS MATTER Thank You for your services.

From Worcester, MA No Matter What Face to Face/Hybrid

• Why has the BOT not acknowledged or responded to letters that have been sent by concerned GreySheeters regarding the break of Traditions and Concepts by established, incorporated Intergroups, e.g. The Phone Bridge Intergroup?

• How can the BOT stand by and accept that a GSA Intergroup will not allow the use of GSA literature that is Conference Approved (CAL) e.g. the GSA 12 and 12? How can the BOT allow that Intergroup to be listed on GreySheet.org if they do not use GSA CAL but only use AA CAL????

• Can a WS Committee overturn a motion / ruling that had been voted and passed with substantial unanimity at a previous World Service Conference?

• In order for the motion passed to be rescinded wouldn’t it have to be brought back to a vote at a future World Service Conference?

• When and where will our next World Service Conference be held? The sooner this is known, the sooner registration packets could be made available and the sooner deposits can be sent in by Groups and Intergroups for GSRs and ISRs to commit to attend.

• How does one have a new GreySheet phone meeting (unaffiliated from the PBI) placed on GreySheet.org? To my understanding there was never a vetting process established. Is there only one person making this decision right now? If so, who? Recently meetings were taken off of the website. Up one day, gone the next. The “contact” person listed had never been contacted or notified regarding the above action. (The “contact” person had to contact the web servant to find out why.)

• Others, writing to the web servant, have requested information as to how to list a meeting on GreySheet.org. They have yet to receive a response. To whom does one write or contact?

• The PBI has stated in their new format that one must eat three weighed and measured meals and eat only what is listed on the GreySheet in order to do service that requires 90 days or more of abstinence. Concerns have been raised regarding the health and wellbeing of GSers.

• The amount of fat listed is unhealthy, does everyone only eat red and green peppers, do they not drink water, do they eat two pieces of chicken (could be two halves, or two quarters, or two eighths) etc. In the past one’s sponsor was in charge of what was on one’s plate not an Intergroup decreeing what makes one abstinent or not. Maybe
medical, spiritual, and religious practices could be considered “outside” issues and not be a concern or part of GSA as a whole or a concern of an Intergroup or Group.

- Is the BOT aware of the disunity occurring in GSA especially related to the new format by the PBI as well as the criteria for different service positions found in their new and developing Service Manual?

- When a donation is sent to GSAWS why is this not acknowledged in a timely manner or at all?

- Why is a personal email not sent out to the donor as a thank you and acknowledgement? This act might go a long way in increasing funds.

- Would it be possible to set up “Specific Areas” to which funds donated could be earmarked by the donor? For example: creating new literature, website creation/maintenance, World Service Conference, etc.?

- In the past, a group of GSA meetings could join together and form a new Intergroup on their own and be acknowledged by GSAWS. Is this still the case? Rumors have it that new Intergroups must be approved by the Structure Committee.

- Has human rights legislation been consulted or considered with GreySheet approach to medical needs for abstinence?

**Town Hall September 16, 2018**

**Regarding the timing of the Zoom Town Hall Meetings**

- I'm a GSR for the Saturday, 7am Phone Bridge Meeting. At our last business meeting, one of our members wanted to ask the Board why are the Zoom meetings held on Sunday at 10am. It's a time when many are at church and cannot attend the meeting. While it's impossible to meet everyone's scheduling needs, we wanted to ask if the Board would consider having the next Zoom meeting at a later time?

**Regarding the 2019 World Service Conference**

- Might the Communications Committee set up a Yahoo group now for questions to go to committees to be answered between now and the World Service Conference?

- Please explain how the GSRs and ISRs who intend to attend the World Service Conference go about joining a World Service Conference Committee.

- When will the committees make their proposals available for GSR's and ISRs to review and discuss with their groups and intergroups? (If I remember correctly, the deadline for committees to submit proposals to the conference delegates in 2013 and 2014 was several months before the conference so that delegates could consult their groups.)

- Could you please publish on the website and in Service Matters the names and descriptions of each committee and their current members including the chairs and
Board of Trustees liaisons with an email address for each committee (like LiteratureCommittee@, FinanceCommittee, etc.)?

- Could you also explain how someone who isn’t an elected delegate can support the work of a committee as a non-voting volunteer?
- Is there a way that the work / issues being considered by committees can be available to people before they are chosen which committee to participate in? How would this best be communicated?

Regarding the Greysheet Committee

- What is the Cambridge Grey Sheet referred to in the GS Committee report? We are GSAWS Inc.
- If there are no members who started abstinence in GSAWS years serving on GS Committee, what is the rationale? [To include additional labels such as Cambridge would not be done except by World Service Conference. That would be a World Service Conference determination brought forward by a standing committee.

Regarding Fundraising

- What committee is tasked with fundraising for GSAWS?
- Is it time for each GSA member to donate $20 or $200 or $2000 to celebrate our 20th Anniversary? Plus the dollars equal to anniversaries for abstinence?

Town Hall January 20, 2019

From: New York

- I already addressed my concerns with Mary. I realize my concerns are based on fear GSA food plan as I know it will be further diluted and inconsistent depending on lines.
- Everyone I speak to would like the "lines" to be eliminated. It is hard pressed to support the integrity of the food plan when there is so much variance amongst the lines and changes back and forth within a short time period.
- The definition of abstinence varies in the literature. In Tradition 11 the last 3 lines in paragraph 3 defines abstinence to include 3 WNM meals etc. committed to a sponsor. On the Web site under F and Q's defines abstinence the same way. However, the preamble and the Grey Sheet definitions and Slogans only indicates 3 WNM meals etc. My recommendations are that all resources are consistent. I also think that committing to a sponsor may be different, text, phone, email or whatever the sponsor and sponsee decide.
- We would like to know who are the paid members and what their responsibilities are.
• We would also like to have various books available for sale at our meeting similar to what is available at the Round Up. If this is OK, we would also need to know which books are acceptable.

**From: Southwest Intergroup**

• We would like the Treasurer to give a treasurer’s report at every Town Hall meeting.
• Please explain the differences between a World Service Conference Committee and a Board of Trustees Committee.

**From: Chicago**

• Do we have a parliamentarian?
• Who is responsible for legal issues and legal questions from the public (for example permission to quote GSA copyrighted material)?
• Is there structure offered re secretary for minutes in addition to transcription...for example, does our organization want to include names in our minutes or with the exception of the chair, secretary and transcriber will names be omitted? Often this is noted in the structure manual.
• How are the delegates to request and receive the transcripts from the three previous World Service Conferences in order to be able to approve the minutes?
• Is there a conversation locale (perhaps like greynet only greyservice) in place to discuss questions raised between the chairs / committees?
Committees Connecting 1/13/2019

- Opened with Serenity Prayer at 2:00 pm EST
- Eileen welcomed everyone and stated the purpose of these meetings
- There were 22 Board of Trustees and World Service Conference Committee members in attendance
- Eileen/Communication Committee Update
  - No new motions
  - Service Matters
  - Working on prior motion from World Service Conference 2016 charging CC to bring all committees together to avoid duplication of effort and help each other
  - Will take over GSA Phone List in 2020
  - Revamping Meeting/GSR Registration Forms, adding a new one for Video meetings
  - Compile a GSR list.
- Joey/Literature Committee Update:
  - They have 15 active members
  - Three pamphlets are currently available for download from website: GS Definitions and Slogans, Are You a Compulsive Eater? and Journey into Daylight (young people’s pamphlet).
  - Bookmark is expected to be ready for approval at World Service Conference in September.
  - Grey Book is expected to take a longer time than originally estimated. Interviews are being done.
  - New transcription software has been identified and is being used with Archives for interviews with GS long-timers.
  - Living Abstinent pamphlet/book will be similar to the Living Sober book, to arrest food addiction with ESH of long-timers, topics, 24 questions, and chapters such as: keeping non-abstinent foods in the house, food dreams, how to grocery shop, working with a sponsor, etc.
  - Motion for World Service Conference 2019: To amend the definition of short and long form literature to be: short is less than 2000 words, and long is more than 2000 words.
Public Information Committee:

- Invitation from Jim T, jimtnyc@gmail.com. People who want to work on PI Committee please contact Jim T. The committee has not been meeting since the last World Service Conference.

Questions/Discussion

- Did Literature Committee have on its agenda what to do about the proposed Concepts Book for GSers that was suggested after the GS 12 and 12 was published?
- Will Communications Committee organize a greyservice-like way for committees to work together?
- What about the Abstinent and Grateful project for a daily reflections book for GSers?
- Did Literature Committee receive Kathleen H’s manuscript of daily meditations with short pieces at beginning of three meals a day?

Next Committees Connecting Meeting: February 10th at 2:00 pm EDT, with presentations from Website Subcommittee and Finance Committee.

Closed with Serenity Prayer at approximately 2:30 pm EDT.

Note: Meeting was not recorded as originally planned -- moderator forgot to start the recording.

Committees Connecting 2/10/2019

- Eileen W. opened with Serenity Prayer, welcomed all and stated purpose: An opportunity to find out what each committee is working on, to offer suggestions or comments, ask questions and create a means of communication among and between committees.

- There were 17 Board of Trustees and World Service Conference Committee members in attendance

- Next “Communications Connecting” meeting to be March 10th, 2:00 pm EDT, with reports from the Conference Committee, Structure Committee and Archives Committee.

- Eileen proposed to take a month off in April. We will resume in May, when motions/recommendations are up on the website and we can work with each other on clarifying, explaining and discussing the motions/recommendations. Unanimous “thumbs-up!”

- Nicole A, Chair, Finance Committee Report

  - Over the last 3 years, we have accomplished the following:
    - Been able to get to a good sense of World Service Conference costs
    - Were able to get established and approved budgets for the 2018-19 years
• Revised reporting format so it is easier for the fellowship to understand, including a Y.T.D. and a comparison to the budget.

• Have gotten all of the proper names and signatures on the bank accounts.

• Our focus has been trying to improve the transparency of our financials to the fellowship and maintaining our focus on being accountable to the fellowship—we don’t control the money—it’s the fellowship’s money.

• Finance Committee has 4 Recommendations
  • Recommendation on when would be the right time to schedule a World Service Conference. Recommending a World Service Conference be scheduled when a certain amount of funds is held in reserves so we are financially able to afford both a World Service Conference and meet our operating expenses.
  • Recommendation on Individual Contribution Limits. Recommending to revise the individual contribution limits to be more in line with other fellowships such as AA, OA, DA. Revising the individual contributions to be no more than 10% of our operating budget, and to make a single contribution upon death to be no more than $5,000.
  • Recommendation that when a budget category goes over $1,000, to have a policy in place to notify the fellowship of overages, using Service Matters as the primary source of communication, to allow the fellowship to be informed and involved in financial decision-making.
  • Recommendation regarding Policies and Procedures. We believe there should be development of Financial Policies and Procedures as part of the overall Service Manual.

• Sallie G, Chair, Website Subcommittee Report
  • Grainne put together a draft report including information about the history of the Website Subcommittee, created at the 2013 World Service Conference, tasked with certain things and updated at 2014 World Service Conference, and by World Service Conference 2016 the new communication committee members had no info about who was responsible for managing the website, the services it provided and the previously agreed action items.
  • Since 2017, what has been accomplished:
    • Agreed on critical functionality for the website
    • Agreed on website requirements, (27-page document)
    • Established a written contract with our Web Developer
    • Moved the website to a separate hosting account, not controlled by the web developer,
• but paid for by the GS BOT.
• Established a job description for the Web Servant, submitted corrections
• Agreed on a website policy--who things should go through and to (to avoid contradictory requests).
• Yael A. is Webservant for requests and changes for meetings, contacts and events
• Other things go through Sallie for review, to keep an eye on costs

• New Website will:
  • Allow GS Webservant to update content with automated review process; fill out form, goes to someone for approval to avoid costly, inappropriate submissions.
  • Structure Committee is working on an established set of criteria (what constitutes a meeting or event) so a GS Webservant can review and press a “Yes” button--that will not require a paid Web Professional.
  • Quick links to contacts, meetings, events, info about GSA, Service Matters or member’s stories, etc., that will be clear to GSA members, newcomers and professionals, or trusted servants looking for service materials.
  • Consolidation of databases—a single database, where you can check a box, “Yes” I am a GSR or an ISR, or on a committee. This may require extra funds to build properly, so may be part of next year’s budget.
  • Make it easier for people to find information, and easier for us to manage information such as a document management extension that makes it much easier to upload and organize documents, group them appropriately in categories, track date last updated, determine if a revised version has been entered.
  • We want input from committees, info about your committee, who to reach out to if you want to get involved, what work you’re doing and things you want on the website.
  • Establish a “Style Guide,” develop a website style template with a single visual brand identity. We have pamphlets and literature, email Service Matters, all in different fonts and layouts. We want a consistent set of style guidelines, that state, this is our logo, our template for MailChimp, PowerPoint or tri-fold brochures, stored and available for use. We want our brand to be consistent so professionals, media and newcomers will take us seriously. Do we establish guidelines for the use of the Greysheet name, and other websites? We will continue to prepare guidelines for website content.
• Goal that GSA will be first in website search results, and it’s not so at this time, unless you are searching for ‘Greysheet.’ This is a matter of content and structure. We will develop a policy defining a GSA event, but we are not clear at this time which committee is responsible.

• A list of processes has been identified that involve the website, such as filling in a form to register a meeting. The subcommittee distributed to all Conference Committees who are responsible for submitting guidelines for the processes they have been assigned. These are due back to the Website Subcommittee on March 31.

• Website-Sub Committee has 1 motion and 1 recommendation
  
  • Motion to establish a “Style Guide” for a consistent set of style guidelines for use of the GSA Logo, fonts and templates to present a consistent, professional style in our literature and website.

  • Recommendation: To have the Board get a password storage program to store all passwords in so we don’t have another situation where the domain expired and the treasurer can’t get access to pay for it.

• At 2:30, consensus by Thumbs-up to extent meeting another 30 minutes. Passed.

• Questions, Comments, Suggestions
  
  • There were 30 more minutes of Questions and Answers.

• To view the Zoom recording, copy and paste this link into your browser:

  https://drive.google.com/file/d/1agRPrznhJZaPU4tNZJPrzrIElQIopo/view?usp=drive_web

• Next Committees Connecting meeting to be March 10th, 2:00 pm EDT, with reports from the Conference Committee, Structure Committee and Archives Committee. Zoom Link: https://zoom.us/j7631879744

• Closed with the Serenity Prayer
Communication Committee
Website Subcommittee

Members

Chair: Sallie G. 10/7/1990 GSR 2018-2019 Thursday 1900 PT Zoom and Web Liaison

Secretary: Grainne M. 9/16/1994 GSR 2018-2019 Sunday 0830 PT Zoom

Board Liaison: Gulla B. 8/19/2006 Board of Trustees 2016-2019

Members:

Sara S. 5/24/2009 Board of Trustees 2016-2019

Yael A. 2/20/2009 Board of Trustees 2016-2019 and Web Servant

Regular Meeting and Contact

Second Sunday 1300 ET Zoom

liaison@greysheet.org

Purpose

The Website Subcommittee is a part of the Communication Committee. In 2013, when the Communication Committee was formed, the committee was given the following mandate (edited for clarity and consistency):

<table>
<thead>
<tr>
<th>The Communication Committee will develop guidelines for the use of communication-related technology such as the webpage.</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Establish guidelines for group, intergroup, or regional websites linked to <a href="http://www.greysheet.org">www.greysheet.org</a>.</td>
</tr>
<tr>
<td>• Establish <a href="http://www.greysheet.org">www.greysheet.org</a> as a Conference-approved communication vehicle and create a formal process for collecting feedback from the fellowship about content on <a href="http://www.greysheet.org">www.greysheet.org</a>.</td>
</tr>
<tr>
<td>• Review what is currently on <a href="http://www.greysheet.org">www.greysheet.org</a> and propose changes.</td>
</tr>
</tbody>
</table>

(Standing Committees Guidelines World Service Conference, 2013 P2)

More specifically, the 2013 Communication Committee was asked to address these web-related questions and issues (edited for clarity and consistency):
• Establish guidelines for the use of the Greysheet name in group, intergroup, or regional websites.

• Is it appropriate to use www.greysheetmeetings.org as a web address and then only include one type of meeting?

• Establish www.greysheet.org as a Conference-approved communication vehicle and create a formal process for collecting feedback from the fellowship about content on www.greysheet.org.

• Should intergroups have their own websites? If so, how should they be linked to the GSA website? How do we manage linking websites in a 12-step fellowship? How do we ensure that we have the same meeting information on the linked website and on the www.greysheet.org site?

• Are separate websites appropriate for countries outside the U.S.? What is the policy for setting up a website in a different language? How will content be developed and approved? And by whom? GSA can learn from AA here. Each country’s AA website looks a little different. To avoid this, should we develop a website style template with a single visual brand identity that each country could fill with content in its own language?

• How much and what kind of information should people be able to get from the GSA website? How much do we say about the definition of abstinence on the website or in other public information material? For example, the website says that committing your food to a sponsor before you eat it is equal in importance to weighing and measuring your food. Someone may forget to commit food and not go back to day one but forgetting to weigh and measure always means a day one.

• Who owns and who pays for www.GreySheet.org? ... Should GSA own and pay for these sites?

(Communication Committee Questions, 7/21/2013)

In 2013, the Communication Committee formed the Website Subcommittee consisting of Kate L. who was serving as the website administrator, Ally L., and Grainne M., to address these questions.

At World Service Conference 2013, the conference approved the following website-related Motions from the Communication Committee:

• The Communication Committee moves that GreySheeters Anonymous World Service adopt www.greysheet.org as the official website of GreySheeters Anonymous World Service.

• The Communication Committee moves that the Website Subcommittee prepare guidelines for website content, maintaining, and other website-related questions.
The Communication Committee moves that a professional web service provider be hired to upgrade and maintain the website rather than relying on GreySheeters Anonymous volunteers due to technical and security issues the webpage is experiencing. The Communication Committee will present to the Board of Trustees at least three estimates of costs for upgrading the website.

(Communication Committee Proposed Motions, 9/12/2013 (edited for clarity and consistency)

In 2014, the Website Subcommittee issued a Request for Proposals to four different website professionals and submitted their bids with our recommendation to the Board of Trustees. We then worked with the new professional, Kim Harding of Kim Harding Designs, to fix the immediate security and technical problems. Kim has continued to serve as website professional at an annual cost of approximately $2,500 for both ongoing maintenance and new content and features.

At World Service Conference 2014 the Communication Committee recommended that GreySheeters Anonymous World Service adopt this set of guidelines for the website:

- The main goals of the website are:
  - To reach out to the non-GreySheeter or newcomer with explanatory and contact information
  - To serve as the hub for information and communication of existing members of the fellowship
  - Our goal is that the GreySheeters Anonymous website will be among the first results when searching for compulsive eating, bulimia, eating disorders, binge eating, and anorexia.
  - We will communicate with the GreySheeters Anonymous Fellowship through Service Matters and the GreySheeters Anonymous website.
  - A website funded by GreySheeters Anonymous World Service should also serve GreySheeters Anonymous intergroups and groups.
  - Policies will guide what GreySheeters Anonymous World Service will post (information) or host (services) for intergroups. These guidelines will include procedures for submitting, reviewing, posting, removing, and archiving information.
  - A policy defining a GreySheeters Anonymous event will be created. A criteria checklist for a GreySheeters Anonymous event will be developed to facilitate the web servant’s role.
  - Guidelines on who has access to add or update or see certain information will be developed.
  - The website should include push notifications to Intergroup Service Representatives
Following the 2014 World Service Conference, many of the members of the Communication Committee and its Website Subcommittee rotated out of their ISR and GSR roles. Because the 2015 World Service Conference was cancelled, there were no incoming delegates to which to hand off the work of the Communication Committee. No further work was done on the motions approved in 2013 or the guidelines accepted in 2014.

By World Service Conference 2016, the new Communication Committee members had no information about who was responsible for managing the website, the services it provided, and the previously agreed action items concerning the website. At World Service Conference 2016, the Communication Committee recommended that they meet with each of the other World Service Conference committees on a rotating basis to hear what updates the committees would like to see to the information on the website that relates to their area. The Communication Committee also planned to set up an email to which committees could email updates for the website. Because the World Service Conference 2016 voted to schedule conferences every other year instead of annually, many delegates rotated off the World Service Conference committees during 2017, continuity was lost, and the remaining few members of the Communication Committee struggled to accomplish the agreed projects. The Communication Committee tried unsuccessfully to get information from each of the other World Service Conference Committees to create a page on the website for each committee. Eventually all Communication Committee members resigned except Eileen W. and Yael A. The World Service Conference 2018 was postponed until 2019 for financial reasons resulting in a further loss of information.

**Update**

In June 2017, the Board of Trustees asked the fellowship for ideas to improve the website. Board of Trustees member Joy C. created a stand-alone website committee because the Board of Trustees did not know that the website was a responsibility of the Communication Committee. The new Website Committee asked the Board of Trustees about a budget for redesigning the website. The Board of Trustees reported that the GreySheeters Anonymous World Service budget could not extend to such an expense in 2017-2018.

By January 2018, we reinstituted ourselves as a subcommittee of the Communication Committee and ensured that all voting members were elected GSRs, ISRs, or BOT members, i.e., qualified World Service Conference delegates. Since reforming and clarifying our purpose, the Website Subcommittee has done the following:

1. Agreed on Critical Functionality for greysheet.org to ensure that the subcommittee, the Communication Committee, and the Board of Trustees all agreed on the goals for the website (Attachment 1).
2. Agreed with the Board of Trustees on Website Requirements that would be used to work with our website professional to accomplish the goals (Attachment 2).

3. Established a written contract with Kim Harding specifying monthly maintenance costs and rates for new content or features. Streamlined the invoicing, approval, and payment process to ensure that we pay her on time.

4. Moved to a hosting service and domain registration contracted directly with the Board of Trustees. Migrated all @greysheet.org email addresses to the new provider.

5. Agreed on the job requirements of the Web Servant (currently Yael A.) (Attachment 3).

6. Agreed with the Board of Trustees on a Website Management Policy (Attachment 4) which includes the position of Website Liaison / Website Subcommittee Chair (currently Sallie) who approves all new content and new features. The Website Liaison is the single point of contact with Kim to avoid the frustration and confusion that resulted from different messages from different people.

7. Agreed with all other World Service Conference committees and the Board of Trustees on a set of Organizational Processes facilitated by the website. Each committee and the Board of Trustees agreed to describe how they want these processes to function so we can design the site to serve their needs. Each committee and the board agreed to submit descriptions of these processes by 3/31/2019 (Attachment 5).

8. Requested a proposal from our website professional to redesign the website in 2019 focusing on just the five most important requirements and limiting the budget to the Board of Trustees-approved 2019 budget of $5,000.

9. Requested that the Board of Trustees purchase licenses for extensions to our website Content Management System (Joomla!) to facilitate the upgrades we are planning (Attachment 7).

10. Selected separate hosting service for audio and video files to ensure we do not exceed our allotted bandwidth and storage space on our site hosting service (Ionos).

11. Recommended that the Board of Trustees use a Password Storage service to ensure that critical passwords, such as the Domain Registration account or the Site Hosting account, are available when board members rotate. This will help ensure that any current Board of Trustees can monitor the account and prevent the website from being unavailable because the Domain Registration fees were not paid on time.

12. Revived a contact list for members of the fellowship and established this as a service on the website, the GSA Phone List. The GSAPL is accessed by members only using a username and password. Current membership of the GSAPL is approximately 850. https://www.greysheet.org/contacts/phone-list

13. Eliminated the online Sponsor List which was impossible to keep current and verified the Area Contacts on the USA and International Contacts lists. https://www.greysheet.org/contacts
14. Streamlined the Meeting Lists on the website to reduce the amount of time needed to update them. https://www.greysheet.org/meetings

15. Worked with the Conference Committee to set up online registration for the conference for the first time. https://www.greysheet.org/world-services/world-service-conference/world-service-conference-2019/conference-registration-form

16. Worked with the Communication Committee to establish a blog version of the e-newsletter, Service Matters, on the website so that the newsletter is available online at any time to everyone as well as received as an email by subscribed members. https://www.greysheet.org/world-services/service-matters


Recommendations

CC/WSSC1. The Website Subcommittee (of the Communication Committee) moves that GreySheeters Anonymous World Service hire a professional to create a basic GreySheeters Anonymous World Service Style Guide and a basic set of templates based on the Style Guide.

• Rationale

• Every part of GreySheeters Anonymous World Service (the Board of Trustees and all the World Service Conference committees as well as Intergroups, Groups, and event committees) create documents of different kinds like webpages, flyers, business cards, letters to professionals, public service announcements, long form literature (books), short form literature (brochures, pamphlets), meeting lists, contact lists, YouTube channels, social media pages, blogs, etc.

• Currently we have no guideline for colors, fonts, and logo use so our documents do not reflect a consistent image. They do not immediately signal to the audience, “This is GreySheeters Anonymous.” In addition to not looking consistent, some documents do not follow best practices for easy reading and for use in different settings (for example, printing a hard copy of a pamphlet as well as displaying it online).

• Every time a GreySheeters Anonymous World Service entity creates a new document the authors have to create it from scratch. A Style Guide would also provide a basic set of templates for various types of common documents, such as a web page, a pamphlet, a letter, and a flyer. Authors would then only have to add the content.

• A basic Style Guide would include:
  • Logo Package: Taking our existing logo and creating a set of files for every application such as print, web, items (such as tee-shirts, coffee mugs, etc.), and different settings such as light and dark backgrounds. This would also apply to the CAL version of the GSA logo approved in 2013.
This package includes a guide to the differences between the different logo file formats such as vector vs raster files; logo file types such as EPS, JPG, PNG, and PDF; and logo color systems such as CMYK, RGB, and Pantone so we know which logo file to use in which setting.

- **Style Guide:** A document that ensures consistency in communications. Elements include logo usage, primary color palette, secondary color palette, font selection, and image styles. This would include downloadable sets of fonts available without licensing so that any fellowship member can install the font set on their own device.

- **Templates:** For the most important and frequently used documents such as web pages, newsletters, letters and business cards, flyers and posters, pamphlets and books.

- **Implications**
  - The WSSC would create a Request for Proposals describing what we are looking for.
  - The WSSC will find a qualified person to create the Guide and templates in three ways:
    - The WSSC will canvas the GreySheeters Anonymous community for members with the requisite skill set and ask them to respond to the RFP. (Lowest cost option)
    - The WSSC will also post the project on websites that match professionals willing to do pro bono work for nonprofits, such as Catchafire [https://www.catchafire.org/](https://www.catchafire.org/) or low cost work for non-profits such as 99designs [https://99designs.com/nonprofits2018](https://99designs.com/nonprofits2018) (Possibly slowest option)
    - The WSSC would also ask at least three design professionals outside the fellowship to bid on the project. Typical costs for a basic package would be between $500 and $1,000. (Most efficient option)
  - The WSSC will select and recommend the most efficient and most economical option to the Board of Trustees.
    - The Board of Trustees will contract with the designer.
    - The WSSC will oversee the project, report progress to the Board of Trustees, and make the final Style Guide and Templates available on the website.
Website Subcommittee Attachment 1 Critical Functionality

Critical Functionality of greysheet.org

• **Facilitate the content creation and editorial review process.** Unless we want to stick the Web Servant with all the work of entering data (and incur the cost of having a skilled technical person doing data entry), we should make it possible for others to submit content. This can be done without creating user accounts, by means of using web forms, though there should be at least one admin-level user besides the WebServant. **Role and capability management** is built into most content management systems, and allows the creation of users who can, for instance, write content but not publish it, or write, edit, and publish content but not change the site design or functionality. **The system should notify the appropriate person when there are any pending entries that need to be either approved or sent back for revisions.**

• **Centralize and consolidate data.** One huge advantage to using a content management system and/or having a database is the ability to enter each piece of information once and display it anywhere. The current website shows conflicting and outdated information and may have different contact information for the same person in different places, leading to confusion and difficulty keeping things up to date. Therefore, we should have one place to enter meeting information, one place to enter committee information, one place to enter “person” information, etc.

• **Associate different entries with each other.** For instance, in order to provide contact information for a meeting, we need to associate that meeting with the meeting contact person. To show which meetings belong to a particular intergroup, we need to be able to associate meetings with intergroups.

• **Make it easy to find a meeting,** irrespective of whether that meeting is in person, on the phone, or online. Instead of tables or lists, we recommend setting up meetings as **recurring events** that can be ordered by format (phone, video, in-person) and location (for the in-person meetings). Each meeting entry would include the contact person info, drawn from a central “people” database.

• **Pull in meeting info from other sites.** Right now, the greysheet.org website just includes a link to the Phone Bridge Intergroup instead of a list of those phone meetings. The Phone Bridge Intergroup uses an event management tool that generates an RSS feed, so it should be technically possible to import and display those meetings on the greysheet.org website and sync the entries with the source to keep them up to date.

• **Make it easy to find a sponsor (or someone who can help you get one).** We’re very clear about the fact that the Grey Sheet comes with a sponsor, so an up-to-date public contact list is important. Having one central “people” database means there’s only one place we need to update contact information. Each “person” entry can include checkboxes to indicate whether that person wants to be included on a public list or only
on a private list. (Obviously, if you are a meeting contact, some of your info has to be available on the public list.)

- **Make it easy to manage, publish, and locate documents.** Eve described her difficulty in finding the “Can’t Stop Eating?” flyer (the one where you can add your meeting info on tear-off strips). Ideally, the documents should be stored and edited in one place (such as Google Drive or Dropbox) so that there is no confusion about what the latest/approved version is. Those documents can then be embedded on different parts of the website: under the committee that created them, in a literature section, even in a document section--wherever it makes logical sense to find them.

- **Consolidate member stories.** Instead of having different sections for member stories based on format (audio, video, text), have one “member story” content type that lets the creator add media (e.g. a YouTube link or an MP3 file) as well as text and categorize the story based on topics like traveling, eating out, being a newcomer, sponsoring, working the steps, doing service. (Determining these categories is probably another task for the Website Update (Sub)Committee.)

- **Notify members about upcoming events in a timely fashion.** Most members don’t visit the greysheet.org website very often and may not hear about events in time to make plans to attend them. It should be possible to subscribe to event updates to get notifications by email (at minimum) when new events are posted. This is easy enough to set up as long as the event management tool used generates an RSS feed.

- **Include REALLY GOOD SEARCH.** The search function should search absolutely everything and return useful results. Naturally, this won’t work unless we make everything searchable, and it will work better if we make good use of taxonomies, meta descriptions, alt tags, and page hierarchies. Even PDFs, photos, videos, and audios can include some descriptive text to make it show up in search.

- **Facilitate publication of and subscription to Service Matters.** If Service Matters articles are written as blog posts that produce an RSS feed, MailChimp can automatically compile those articles into monthly emails, and it will be easy to go back and read older issues online.

- **Make it easier to donate to GSAWS.** For that, we need a better description of what donations are used for, but also an easier donation mechanism. There are lots of tools for this beyond the rather awkward PayPal button there now. (And the Group Treasurer pamphlet seriously needs updating. Enough with the Comic Sans, people.)

- **Make it easier to order literature.** A proper shopping cart will allow members and groups to choose the number of books they want and will calculate shipping costs based on flat-rate Priority boxes. And it will look nicer, too.

- **Make it easier for sponsors to get Grey Sheets.** The specified procedure, where intergroups order Grey Sheets from World Service and GSRs bring the Grey Sheets back to their meetings, is really meant for situations in which intergroups cover a small geographic area and hold in-person meetings. Probably the only place that happens
now, or could happen, is New York. Other intergroups hold meetings by telephone, Skype, or Zoom, and there are add-on postage costs that each intergroup has to absorb. This no doubt leads to people using outdated copies of the Grey Sheet and making their own copies, because it’s too difficult to get the right one. **Instead, we should have a mechanism whereby any GSR or ISR can order Grey Sheets.** To make it work, we’d need to have those GSRs and ISRs in our “people” database, identified as being GSRs/ISRs, but once we do, it’s not difficult to give those people access to an order page that isn’t open to the public.
Website Subcommittee Attachment 2
Website Requirements for GreySheet.org

There are two ways to access this PDF-only document.

1. Download it from greysheet.org and insert it here.

2. To access this attachment online, please click on the below link or copy or paste the link into your browser:
   https://drive.google.com/file/d/1Yoyj9NNTsm3JL018XIE7vbBgl_HVZmwF/view?usp=sharing
Web Servant Job Description

- Starting May 2018, the current role of web servant (held by Yael A. since 2017) will be divided into two roles:
  1. Web liaison
  2. Web servant

- In May 2018, Katra L. reviewed and approved by this list of tasks previously performed by the web servant. She held the position from at least 2012 until May 2017.

- We removed three tasks which Katra used to perform as the liaison from the Board of Trustees to the web professional. These will become the responsibility of the new web liaison role.

<table>
<thead>
<tr>
<th>Task</th>
<th>Involves web professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Update face to face, online, and phone meeting lists</td>
<td>No</td>
</tr>
<tr>
<td>(add new meetings, remove closed meetings, change information)</td>
<td></td>
</tr>
<tr>
<td>• This information may come in via the web servant email or the</td>
<td></td>
</tr>
<tr>
<td>Face to Face Group Registration form on the website</td>
<td></td>
</tr>
<tr>
<td>• Update international and US contact lists</td>
<td>Yes</td>
</tr>
<tr>
<td>(add / delete contacts and change information)</td>
<td></td>
</tr>
<tr>
<td>• This information comes into the webservant and is passed to</td>
<td></td>
</tr>
<tr>
<td>the web professional.</td>
<td></td>
</tr>
<tr>
<td>• Update “Current Intergroups” list</td>
<td>Yes</td>
</tr>
<tr>
<td>(add / delete IGs and change information)</td>
<td></td>
</tr>
<tr>
<td>• This information comes into the webservant and is passed to</td>
<td></td>
</tr>
<tr>
<td>the web professional.</td>
<td></td>
</tr>
<tr>
<td>• Change the text on any of the above pages</td>
<td>Yes</td>
</tr>
<tr>
<td>• For example, changing the description of a GSA Contact on</td>
<td></td>
</tr>
<tr>
<td><a href="http://www.greysheet.org/contacts/u-s-contacts">http://www.greysheet.org/contacts/u-s-contacts</a></td>
<td></td>
</tr>
<tr>
<td>• This information comes into the webservant and is passed to</td>
<td></td>
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<tr>
<td>the web professional.</td>
<td></td>
</tr>
<tr>
<td>• Add any new pages in the above sections</td>
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<td>• For example, adding the document “How to Start a GreySheet</td>
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<td>Meeting Near You” to the Meeting section / menu</td>
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<td>• This information comes into the webservant and is passed to</td>
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<td>the web professional.</td>
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<td>• Answer questions about GSA sent to <a href="mailto:webservant@greysheet.org">webservant@greysheet.org</a> since</td>
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<td>it is the most accessible email address on the site.</td>
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Website Subcommittee Attachment 4 Website Management Policy

Website Management Policy

Given that:

• [www.greysheet.org](http://www.greysheet.org) website is the official website of GreySheeters Anonymous World Service.

• Its primary purpose it to carry the GreySheet message to the next compulsive eater and to support current fellowship members in staying GreySheet abstinent.

• One of the ways the website supports existing members is by providing tools for trusted servants at the group, intergroup, and Board of Trustees levels.

• The 2013 World Service Conference authorized the Board of Trustees to use 7th tradition donations to design and maintain the website to accomplish these purposes.

• Costs associated with the website include annual registration of the domain name (greysheet.org), annual fees to a hosting company, and monthly fees to a web professional for
  • technical maintenance (security checks, backup content, update software) and
  • structural or functional editing.

• In 2018, GreySheeters Anonymous World Service intends to contract with our website professional to redesign the site to improve SEO, searchability, and add functionality.

We Commit:

Beginning in May 2018, we will facilitate our website work flow by following these practices:

1. All contact with our current website professional (with exceptions noted below) will come through the chair of the website subcommittee (of the World Service Conference Communication Committee). The chair will function as the WEBSITE LIAISON. The Website Liaison will approve all requests for the website professional's time no matter how large or small. Email [liaison@greysheet.org](mailto:liaison@greysheet.org) to
   a. Add an event
   b. Add World Service Conference material
   c. Add resources such as recordings, brochures, etc.
   d. Add literature for sale
   e. Add a monthly Treasurer’s report
   f. Ask a question about anything on the site
   g. ETC

2. Exceptions:
h. The Board of Trustees Treasurer will communicate with the website professional about monthly invoices.

i. The webservant will update meeting lists, area contact lists, and intergroup lists and post the monthly Service Matters newsletter blog. Meeting updates come in via emails sent to webservant@greysheet.org or FTF Meeting Registration forms. Monthly NYMIG meeting updates come from Pam Wood as Word and PDF documents with changes highlighted. The web servant will contact the web professional for technical repairs such as broken links, pages not displaying correctly, etc. or minor editing on the listed sections. The web servant will copy these emailed requests to the web liaison who will approve the work so that we stay within our monthly budget.

j. The Phone List chair will update the phone list and request a monthly PIN from the web professional.

3. Redesign: All suggestions and questions about redesigning the website, migrating to independent hosting and registration companies, and maintaining the website go to the Website Liaison.

4. The Website Liaison will prioritize all requests for professional’s time such that we stay within our monthly budget. The Liaison will confer with the website subcommittee as necessary.
## At-A-Glance Organizational Processes Supported by greysheet.org to be Described by Committees by 3/31/19

<table>
<thead>
<tr>
<th>Process</th>
<th>BOT Legal Committee</th>
<th>Archives</th>
<th>Communication</th>
<th>Website Sub-Committee</th>
<th>Conference</th>
<th>Finance</th>
<th>Literature</th>
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Examples and Explanations of Processes

The first few pages of examples are more detailed to give you an idea of the level of detail the website subcommittee needs. Please review the first few pages before jumping to your committee’s process.

Approve a New Event for Publication on greysheet.org PIC?

- Which events should the Website Trusted Servant publish on greysheet.org?
- What constitutes a GreySheeters Anonymous event? What criteria does it need to meet?
- How will the Website Trusted Servant know a new event meets the criteria?

Example Steps in the Process (to be defined by Committee)

1. The organizers of any new (i.e., not a repeat) events (round ups, retreats, camping trips, pop up meetings, etc.) fill out an online form to submit their new event to the Public Information Committee.

2. The form either automatically goes to the current chair of the PIC via a mail forwarding address that gets updated each time the chair rotates such as PublicInformationCommittee@greysheet.org.

3. Or the website sends an alert to the PIC Chair to log on to review the form.

4. The PIC Chair has X days to log onto greysheet.org to review the information and approve / reject / or request more information.

5. Once approved, the Website Trusted Servant has X days to publish the event to greysheet.org.

6. In subsequent years, the organizers fill out the online form indicating it is a repeat event and just provide updated information. This goes straight to the Website Trusted Servant for publication rather than the PIC Chair for approval.

Prerequisites

- The PIC needs to identify the qualifying features of a GreySheeters Anonymous event such as:
  - The event is organized by a registered GreySheeters Anonymous group or intergroup
  - Organizers have at least 90 days of back to back GreySheet-abstinence.
  - All speakers have at least 90 days of back to back GreySheet-abstinence.
  - The event has no other affiliation.
• The GreySheet food plan is not distributed at the event without a qualified GreySheet sponsor.
• etc.
• The PIC needs to draft a form that would include all the information they need to make the determination. This form would ideally also prompt the organizers to provide all the information that the Website Trusted Servant needs to publish the event such as contact people, pictures in the right format, etc.

Approve a New Audio Recording (or written qualification/topic share) for Publication on greysheet.org

PIC?
• What kinds of recordings (or written qualifications) should be available to stream or download from greysheet.org?
• What criteria do they need to meet?
• How will the Website Trusted Servant know a new recording or set of recordings meets these criteria?
• How will the new material be organized?

Example Steps in the Process (to be defined by Committee)

1. The creators of new recorded qualifications or shares on a topic complete an online form identifying the recording and describing how it meets the criteria.
2. They also upload the audio file to greysheet.org.
3. They suggest how the material should be organized, e.g., by event, by year, by topic, by type of share, etc. and how each item should be classified.
4. Either a notification to log on and review the form is sent to the current PIC Chair or the form automatically goes to the current chair of the PIC via a mail forwarding address that gets updated each time the chair rotates such as PublicInformationCommittee@greysheet.org.
5. The PIC Chair has X days to log onto greysheet.org and approve / reject / or request more information.
6. Once approved, the Website Trusted Servant has X days to publish the recording to greysheet.org.
7. In subsequent years, if the same people submit more recordings (perhaps from the same annual event), the organizers would fill out an online form with updated information and upload the files to go straight to the Website Trusted Servant rather than the PIC.
8. Recordings / written materials are automatically removed and archived after a certain period (10 years?).
Prerequisites

- The PIC needs to identify the qualifying features of a GreySheeters Anonymous recording such as:
  - Speakers have at least 90 days of back to back GreySheet-abstinence.
  - No foods are named?
  - Personal phone numbers are not included?
  - The recording was made at a registered GreySheeters Anonymous event or meeting?
  - etc.
- The PIC needs to draft a form that would include all the information they need to make the determination.
- This form would ideally also prompt the organizers to provide all the information that the Website Trusted Servant needs to publish the recording or written material such as contact people, etc.
- The PIC might consider how they would like these materials organized. That is, specify tags that can be attached to files such as event, location, date, topic, etc. so the recordings can be searched for in different ways
- The PIC describes the steps in the process of submitting and approving material for publication on greysheet.org

Register Groups

- What is the definition of a GreySheeters Anonymous group?
- Is every current GreySheeters Anonymous meeting to be considered a GreySheeters Anonymous group?
- What are the criteria to be a registered GreySheeters Anonymous group?
- How should a group register itself with GSAWS as a GSA group?
- What is the process for updating a group’s registration?
- Does a group’s registration need to be renewed at a certain interval?

Example Steps in the Process (to be defined by Committee)

1. The organizers of a GreySheeters Anonymous group of any sort, Face-to-face, video, phone, or hybrid complete an online registration form that asks for all the
information necessary to determine whether the group meets the criteria for a GreySheeters Anonymous group.

2. The chair of the Structure Committee automatically receives a notification that a new group has been registered at a forwarding email address that rotates as the chair rotates, e.g., StructureCommittee@greysheet.org

3. The SC assigns the group to the appropriate intergroup and notifies both the intergroup and the group.

4. The SC has X days to log on, review the group, and approve, reject, or ask for more information.

5. The Website Trusted Servant has X days to publish the group when she receives the approval.

6. The SC maintains a database of registered groups, their GSRs, and their assigned intergroups. The SC provides this to the Conference Committee X months prior to the annual World Service Conference (while GSRs may serve as delegates) so that the CC can certify GSR delegates.

7. When the GSR or Alternate GSR rotates, the GSR/Alternate GSR completes an update form online. The SC and the Website Trusted Servant are notified and updates are made to the website and database.

8. To ensure the online database of groups is accurate, the group must renew its registration annually? / every five years? to remain a registered group and to have its meeting(s) listed on the website? The website automatically generates a reminder email to the GSR/Alternate GSR. If the renewal isn’t received within X time period, the group is deregistered?

**Prerequisites**

- The SC defines a GreySheeters Anonymous group.
- The SC drafts an online form that asks for the information necessary to register the group.
- The SC drafts a form for updating / renewing the group registration.

**List Meetings**

Note: AA says that GROUPS are registered and MEETINGS are listed. Groups register in order to be represented within the organizational structure. Meetings are listed so people can find them.

- What is the definition of a GreySheeters Anonymous meeting?
- Is every current GreySheeters Anonymous meeting to be grandfathered in or should we ask them to re-list?
- What are the criteria to be a listed GreySheeters Anonymous meeting?
How should a meeting list itself with GSAWS?

What is the process for updating a meeting listing?

Does a meeting’s listing need to be renewed at a certain interval?

Register Intergroups

Note: The approved intergroup (IG) structure was designed to provide equitable and meaningful representation at World Service Conference to individual GSers and groups given the distribution of GSers and groups in 2008 and 2013. That is, for every 5-20 groups in a defined geographic area, in the same or adjacent time zones, speaking the same language, and facing the same issues, one intergroup was established with one voting representative at the World Service Conference.

Not all designed IGs have formed (for example, USA NE and USA SE; Africa, Asia, and Australia; Mexico/South America).

Some already formed IGs changed the approved structure to suit their situation at the time they formed. For example,

- New York Metro Intergroup formed from what was designed to be four IGs: Brooklyn/Queens, Bronx/Manhattan, Long Island, and the NE US.
- New Jersey and other New York counties were designed to be part of the Northeast Intergroup but joined NYMIG.
- Instead of the UK/Ireland and continental Europe forming two separate IGs, they choose to start off as one.

Some of these changed IGs stated their intention to revert to the designed structure at some point in the future. At the time, each of these IGs informed the BOT and/or SC of their change and its rationale.

- What is the registration process when the remaining IGs form?
- Is it the role of a World Service Conference committee or of the BOT to facilitate the formation of the remaining IGs?
- What is the process for updating an existing IG’s registration?
- Does an IG’s registration need to be renewed at certain intervals to remain valid?
- What is the process for other IGs to change the approved IG structure?
- What is the process for approving these changes to ensure meaningful and equitable representation at World Service Conference?
- How will the structure (number and distribution of IGs) be reviewed and updated as the fellowship changes to maintain equitable representation?
Example Steps in the Process (to be defined by Committee)

1. The organizers of an intergroup complete an online registration form that asks for all the information necessary to determine whether the intergroup meets the criteria for an intergroup within the approved structure. This might include that all the current groups agree to be part of the intergroup. If the submitted intergroup is different from the approved structure, the organizers might need to provide a rationale.

2. The chair of the Structure Committee automatically receives a notification that a new intergroup has been registered at a forwarding email address that rotates as the chair rotates, e.g., StructureCommittee@greysheet.org

3. The SC Chair has X days to log on, review the intergroup, and approve, reject, or ask for more information.

4. The Website Trusted Servant has X days to publish the intergroup when she receives the approval.

5. The SC maintains a database of registered intergroups, their ISR/Alternate ISR, and their member groups. The SC provides this to the Conference Committee X months prior to the annual World Service Conference so that the CC can certify ISR delegates.

6. When the ISR/Alternate ISR rotates or when intergroup meeting details (day, time, type, etc.) changes, the intergroup completes an update form online. The SC and the Website Trusted Servant are notified and updates made to the website and database.

Publish “Service Manual-type” content on GreySheet.org

• What is the process for submitting new information about internal policies and procedures of interest to trusted servants? That is, information that will not be published in brochures but members need to be able to find on the website.

• What is the process for updating material that will probably be included in the Service Manual and that is currently made available to fellowship via greysheet.org, for example:
  • descriptions of service positions (abstinence requirements, terms of office, and descriptions of duties)
  • descriptions of the functioning of the Nominating Committee
  • documents like Introduction to Service for GSRs, Guidelines for GSA Area Intergroups, Intergroups

Print, Stock, and Sell GreySheets

• The Board of Trustees established some policies when we obtained the copyright and first reprinted the GreySheet with our logo.
  • The GreySheet comes with a sponsor so only qualified sponsors (90 days or more of back to back GreySheet abstinence) can purchase GreySheets.
• The GreySheet would not be distributed digitally, only in hard copy from one sponsor to one sponsee.

• GreySheets would be printed by GreySheeters Anonymous World Service and sold to registered intergroups so that groups and sponsors could purchase them from their intergroups.

• Since not all areas of the world have functioning intergroups, registered groups could order directly from GreySheeters Anonymous World Service until they are covered by an intergroup.

• What is the process for ordering GreySheets so that we can follow these policies? (Note: Currently the website directs people to email Literature@greysheet.org, a forwarding email that is probably not active.

• Can GreySheeters Anonymous event committees purchase GreySheets and sell them / give them away at their event? How will we apply the policy in this case?

• What is the process for dealing with violations of the policy to protect the copyright? For example, if someone is photocopying the GreySheet, handing our GreySheets to people without a sponsor, emailing digital copies of the GreySheet, etc.? who will be notified and how? What will they do?

Example Steps in the Process (to be defined by Committee)

1. Registered groups and intergroups complete an online order form acknowledging these policies and ordering their supply of GreySheets from GreySheeters Anonymous World Service.

2. The person placing the order on behalf of the registered group or intergroup enters their abstinence date and, if they are a qualified GreySheet sponsor, the order is placed.

3. Who maintains the supply (i.e., order reprints, store them)?

4. Who receives and fulfills the orders?

5. What is the timeline for issuing receipts?

6. What is the timeline for shipping?

Publish Short-Form Literature for Download LC?

• What criteria do meeting formats, pamphlets, brochures, flyers, cards, posters, etc. need to meet to be published on greysheet.org for download?

• How are these items submitted, approved, and published?

• How is the material kept current?

• For example, if the Finance Committee submits a new pamphlet such as “The Group Treasurer” or “Anniversary Donations” to the World Service Conference
and it is approved, who is responsible to submit this to the Website Trusted Servant for publication?

- How will the Website Trusted Servant know it was World Service Conference-approved?
- What is the review process for these items? Are they available in perpetuity or will someone be responsible for revalidating them and notifying the Website Trusted Servant?
- Where will they be archived once removed?

Print, Stock, Sell, Update Long-Form Literature LC?

- There are two pieces of book-form literature, the GSA 12 Steps and 12 Traditions and the Shades of Grey Compilation Volume 1.
- Only one is currently available on greysheet.org for sale.
- Who is responsible and how do they go about ensuring that all our literature is stocked and sold on greysheet.org?

Register for the GSA Phone List Communication Committee?

- What policies govern the maintenance of the GSA Phone List?
- Who can join?
- How often will their information be updated?
- Under what circumstances should people be removed?

Register to Serve as an Area Contact Communication Committee?

- What is the function of the Area Contacts listing?
- Is it to provide a GreySheet contact in areas with no GreySheet Group or meeting?
- If so, what is the process for removing people who are listed in areas where there are meetings / groups?
- Who is eligible to be included as an Area Contact?
- How is this information kept current?
- Under what circumstances would people be removed?
- What do we expect from an Area Contact when they are contacted by a newcomer?

Approve YouTube Channels, Email Groups, Facebook Groups, and other Social Media to be included on greysheet.org CC?

- What criteria do social media sites need to meet to be listed on website?
• How are these links submitted, reviewed, approved and by whom?
• Are these links reviewed regularly to ensure they continue to adhere to criteria?

**Link to other GreySheeters Anonymous Websites**

• What criteria do other websites (for example, intergroups, events, or groups) need to meet to be linked to / from greysheet.org?
• How are these links submitted, reviewed, approved and by whom?
• Are these links reviewed regularly to ensure they continue to adhere to criteria?
• What about links to other 12-step websites like AA (as in How to Start a GreySheet Meeting Near You)

**Translate, Publish, and Copyright the GreySheet in Languages and Countries other than English and the USA**

• How can a member of GreySheeters Anonymous or a group or intergroup apply to GreySheeters Anonymous World Service for permission to translate and publish / print the GreySheet in languages other than English?
• What is the process for copyrighting in a country other than the USA or copyrighting different language versions in the USA?

**Translate, Publish, and Copyright other Literature in Languages and Countries other than English and the USA**

**Use the GreySheeters Anonymous Logo**

• What is the process for applying to use the GreySheeters Anonymous logo?
• What are the criteria under which it can be used?

**Use the GreySheeters Anonymous World Service IRS 501.3.c Non-Profit Registration / New York State Incorporation**

• If the World Service Conference is the business meeting of GreySheeters Anonymous World Service, are World Service Conference finances governed by GSAWS, Inc. incorporation in NY State, registration with the IRS as a non-profit, or covered by directors’ and officers’ liability indemnification?
• Is any other organizational unit, such as the Literature Committee contracting with a publisher to print, store, and ship Conference Approved Literature?
• What is the process for determining this?
Archive Material

• What is the process for archiving material that has appeared on greysheet.org and is out of date?
• What is the process for submitting materials to the AC from groups, intergroups, committees, events, etc.?
• What is the process for accessing Archived material for history projects or displays?

Certify as a World Service Conference Delegate and Join a World Service Conference Committee

• In order to attend the conference as a delegate or to join a committee as a voting member, people need to be certified as elected and qualified. Can they do this by submitting information via the website to the Conference Committee?

Serve a World Service Conference Committee as a Non-Delegate Volunteer

• How do interested members find out what committees are working on, what skills they are looking for, where they may serve?
• How do they get their questions answered?
• Does an incoming delegate take the outgoing delegate’s position on a committee?
• What if it’s an officer position?
Website Subcommittee Attachment 6 Joomla! Extensions Request

Request to Purchase Extensions Submitted to Board of Trustees February 2019

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<th>Joomla! Extension or Plugin</th>
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**TOTAL if we buy everything**  
$294.96  
$237.96

* Lifetime license. Cost is 50 euros, so USD price is approximate.

** First year costs included in $5K website upgrade budget
Conference Committee

Members

Chair: Margie M. 08/11/1990 GSR 2018-2019 NY MAN SUN 0730
Secretary: Nan K. 01/14/2012 GSR 2018-2020 CA LOS SAT 0845
Board Liaison: Bennie T. 09/28/1997 2016-2019

Members:
Staci L. 07/01/2017 GSR 2018-2020 ZOOM TUES 2230 ET
Myndie F. 07/15/2018 GSR 2018-2020 PBIG THU 0700
Cynthia MM. 08/15/1998 GSR 2017-2019 IL CHI WED 1830
Judy W. 04/30/2005 GSR 2018-2020 MA WOR WED 1930

Regular Meeting and Contact

Every Monday 2030 ET 1-515-604-9523 762189#
marjorie.mayerson@gmail.com

Purpose

The Conference Committee is responsible for all aspects of the annual GreySheeters Anonymous World Service Conference. The purpose of the Conference Committee is to organize the World Service Conference for the coming year which includes preparing a document of all Committee motions. The Conference Committee will work with the Website Subcommittee to post all motions approximately 5 to 6 months prior to the World Service Conference. The Conference Committee seeks information on where and when to hold the next World Service Conference. The Conference Committee members work on the following:

- Final selection of the venue, city, hotel or retreat center based on the prior World Service Conference recommendations taking into consideration the financials of our fellowship. Subsequently, we proceeded with the negotiations; preparation of a budget for the Board of Trustees.
- Preparation of the weekend agenda for the Board of Trustees based on the Committee Reports submitted for the World Service Conference. Delegates are encouraged to print paper copies of the Final Committee Report from our website or bring an electronic device.
• Organization of the Transcriptionist and the World Service Conference Secretary;
  (Parliamentarian chosen by Board of Trustee).

• Preparation of the Registration Packet with information regarding the World Service
  Conference including an online registration link and direct link to PayPal. The
  Conference Committee works closely with the Board of Trustees Treasurer.

• The Conference Committee collects all Committee Reports and organizes them into one
  document with attachments approximately 5 months prior to the World Service
  Conference for the delegates to review.

• Compilation of the delegate packet and Committee Report for the website.

• At the time this document was prepared, the Conference Committee was still discussing
  a possible motion to amend the current World Service Conference voting procedures.

• The Conference Committee prepares and reviews the minutes from the last World
  Service Conference for distribution. Of note, this has not been taken care of for the past
  three World Service Conferences.

• The development of a policy for approval of the World Service Conference minutes (for
  the 2019 World Service Conference only, we will be approving minutes from the 2013,
  2014, 2016 World Service Conferences) and we developed a separate process for the
  approval of these past sets of minutes.

• To develop policies and procedures for the conference to pass on to the next
  complement of committee members - including writing the Logistics Guidelines for
  organizing a World Service Conference, which would include the experiences of the
  previous years of organizing of the conference, i.e. what needs to include the hotel site;
  payment for the facility, the parliamentarian, the transcriptionist, the secretary, the
  board member expenses; audio visual set up and meeting rooms needed; food and
  beverage planning and organizing the kitchen liaison. We will work with the Structure
  Committee / Service Manual on including in their final document.

  • Written Policy and Procedures are a goal for the Conference Committee.

Update

The Conference Committee has met weekly from October 2017 to plan the next World Service
Conference and revise the Conference Charter.

1. The Conference Committee has worked with the Board of Trustees on the contract for
   the Cenacle Retreat Center, the location of the 2019 GreySheeters Anonymous World
   Service Conference. The original date for the World Service Conference was September
   2018. It was decided to postpone until September 2019 to allow our Fellowship to
   become more financially stable. In addition, the Board and the Conference Committee
   wanted the various Committees to have a productive amount of time to work on each
   of their reports / motions. Delaying the World Service Conference will also give ample
time for the proposed Delegates to review the reports and motions with their Groups / Intergroups. This will improve the voting at the World Service Conference 2019.

2. The Conference Committee worked directly with the Cenacle Retreat Center on all operational planning including conference rooms, sleeping rooms, meals and equipment.

3. The Conference Committee designed a World Service Conference 2019 budget for the Board approval. This budget includes the costs of the Cenacle Retreat Center, approximate travel costs for the nine Board members and miscellaneous expenses which are incorporated into the weekend price as a Registration Fee.

4. The Conference Committee created a World Service Conference Registration Packet for Delegates. This packet includes information about the World Service Conference and the logistics of traveling to Chicago. In addition, the Conference Committee worked with the Website Subcommittee and the Board of Trustees Treasurer on creating an online process for registration and PayPal payments. The electronic registration information is manually entered into a detailed Registration Spreadsheet.

5. The Conference Committee revised the GreySheeters Anonymous World Service Conference Charter as directed by World Service Conference 2016. This Charter is on the 2019 Agenda for approval and will go into effect at the next World Service Conference.

6. A Conference Committee Subcommittee was formed to work on comparing the minutes from 2013, 2014 and 2016 to each of the 2013, 2014 and 2016 transcripts for accuracy. The delegates will have the opportunity to view and comment these minutes prior to the 2019 World Service Conference. The minutes will be posted on the website for the Delegates only to review. The BOT will bring a motion to accept these three sets of minutes at the start of the conference.

7. The Conference Committee formed a subcommittee to compare the minutes from 2013, 2014 and 2016 to the transcripts of 2013, 2014 and 2016. This subcommittee reviewed thousands of pages of writing and indicated on the three sets of minutes the corresponding page number to the transcripts.

8. The Conference Committee spent time discussing the importance of someone (a volunteer Delegate) taking the Minutes at the World Service Conference in addition to Tara, the transcriptionist.

9. The Conference Committee assumed the responsibility for assigning Delegates to the various Conference Committees. On the Registration Form Delegates who were not assigned to Committees have the opportunity to pick two Committees of their choice in which to work. A Conference Committee member communicates to the Committee Chairs and assigns the Delegates via email, based on the Committees availability.

10. We researched the possibility of holding a virtual World Service Conference via various platforms. The Conference Committee decided at this time it would be too costly and not viable for people to sit in front of their computers for a weekend.
11. The Conference Committee was assigned a GreySheet member for our Committee, who will act in a voluntary legal advisory prior to World Service Conference 2019. During 2019-2020, we plan to continue to meet weekly to plan World Service Conference 2020.

Recommendations


• Rationale
  • A Conference Charter for a 12-step fellowship is a document that explains the purpose for the nonprofit's existence. The Conference Charter is a body of principles by which the GSA World Service Conference is guided. The Conference Charter provides guidelines for arriving at a group conscience and group decisions within the GSA fellowship. It is an important business tool to run any organization. The Charter is in line with the By-Laws of GSA

• Implication
  • After approval at World Service Conference, we suggest that we roll out and communicate the Charter by working with our Communication / Website Committee to:
    • Publish the Charter on greysheet.org
    • Reprint the Charter in Service Matters
    • The Conference Committee schedule and announce one Zoom meeting to present the charter to trusted servants
    • The Conference Committee plans to follow up in six months and work with the Website Committee to publish any FAQ based on questions received. This will also to be published on greysheet.org and in Service Matters.

ConC2. The Conference Committee moves that World Service Conference 2020 be held September 18-20, 2020 at the Cenacle Retreat Center in Chicago.

• Rationale
  • The cost of rooms and food at the Cenacle Retreat Center is lower than any hotel with comparable meeting space and six meals.
  • Chicago is a central location for North American delegates.
  • Chicago has two major airports therefore flights are more affordable. O'Hare has international flights for non-North American delegates.
• The Conference Committee has a long-term relationship with the Cenacle.

• Below is a comparison of World Service Conference being held in Chicago, Iceland or San Francisco (requested at World Service Conference 2016)
  • Cenacle - 2020 - Costs remain approximately $380-$400 for a single room, with meals and registration fee.
  • Iceland - 2020 - Costs are approximately $750 for a single room, with meals and registration fee.
  • We also researched options in San Francisco and found them to be out of budget.

Above does not include airfare. *Based on single room, 2 nights and 6 meals

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• Implication
  • The Conference Committee is concerned with the financial well-being of GreySheeters Anonymous and World Service Conference and fairness to the community while taking finances into account.

ConC3. The Conference Committee moves that the document entitled The Process for Reading, Amending, and Approving Draft Minutes for 2019 and Subsequent World Service Conferences of GreySheeters Anonymous be adopted as the official process for approving the World Service Conference minutes. (Attachment 2)

• Rationale
  • At each World Service Conference, the Delegates in attendance will vote to accept the minutes of the prior World Service Conference. Unfortunately, there was a glitch and this has not been done for World Service Conferences 2013, 2014 and 2016. Approving World Service Conference minutes is a necessary part of a business meeting of any kind. In addition, the Conference Committee strongly recommends that a second person, either a volunteer or Board
appointee, take minutes during the World Service Conference. This action item has been taken care of for World Service Conference 2019.

- Note - Prior to the 2019 World Service Conference, via our website, Delegates will have the opportunity to approve the minutes for 2013, 2014 and 2016

- Implication

- The Conference Committee understands the importance of communicating to the delegates in writing in a timely manner what occurred at the World Service Conference so they can share with their groups. We should receive the World Service Conference minutes within 30-40 days of the Conference. The Conference Committee will compare the minutes to the transcripts.
The Conference Charter of Greysheeters Anonymous

Preliminary Statement

The GreySheeters Anonymous (“GSA”) Conference Charter is a body of principles by which the GSA World Service Conference is guided. The Conference Charter provides guidelines for arriving at a group conscience and group decisions within the GSA fellowship.

This Charter is an understanding among GSA members, GSA groups, the GreySheeters Anonymous World Service, Inc. (“GSAWS”) Board of Trustees (“GSAWSB”) and the GSA World Service Office (“WSO”).¹

1. Purpose:
   A. GSAWS, which is managed by the Board of Trustees, acts for the GSA fellowship. The Conference is a service body only and is not a governing body.
   B. The Conference Charter is not a legal instrument but is a means whereby informed decisions are made that affect GSA as a whole.

2. Composition:
   A. The voting body consists of delegates present at the World Service Conference. Delegates must have at least one year of back-to-back GreySheet abstinence as of the date the conference begins and must remain abstinent throughout the conference with the exception of Class B Trustees. The voting delegates are: General Service Representatives (“GSRs”), Intergroup Service Representatives (“ISRs”) and GSAWSB members. The GSRs and ISRs represent registered groups and Intergroups. Registered groups may send one GSR as a delegate to the Conference and that GSR has one vote. The ISRs shall consist of up to four (4) representatives from each registered intergroup. If they are able to attend the conference, the following intergroup officers shall serve ex officio as ISRs: Chairperson, Secretary, Treasurer and Conference Coordinator. If a designated intergroup officer is unable to attend a Conference, the intergroup board may select another member of the intergroup as an alternative ISR for that Conference.

¹ Proviso: Any reference WSO in this Conference Charter is made in anticipation of the establishment of a WSO in the future. Until the WSO is established, the Board of Trustees shall serve in the role of the WSO. Upon establishment of the WSO, this proviso shall automatically be stricken out of the Conference Charter.
B. Groups unable to send a GSR to the Conference may band together as a collective body to send one GSR to Conference. Even though that GSR represents a collective body, the delegate has only one vote.

C. The term of service for a GSR shall be two years. In recognition of the spirit of rotation, it is recommended that GSR’s not serve in that capacity for more than three (3) consecutive conferences.

3. Relation to General Service Board of Trustees and World Service Office

A. The Conference acts for the GSA fellowship in the guidance and advice of its services. Two-thirds (2/3) vote of Conference members in attendance is considered binding upon the GSAWSB and any related corporate service of GSAWS, provided the total vote constitutes at least a Conference quorum. No such vote shall affect the legal rights of GSAWS to conduct business and to make and/or enforce ordinary contracts.

B. The Conference is a vehicle by which GSA can express its views on policy and note any deviations from GSA Traditions.

C. Except in the case of great emergency neither GSAWS nor any of its related services ought to ever take any action liable to greatly affect GSA as a whole, without first consulting the Conference. Nonetheless, it is understood that the board shall at all times reserve the right to decide which of its decisions and/or actions may require Conference approval.

4. Charter Voting and Amendment Procedure

A. Adhering to the Right of Decision concept, delegates are free to vote as their conscience dictates and not necessarily as instructed by their areas.

B. There are to be no changes made to the Traditions, Steps, GreySheeters Anonymous World Service, Inc. Greysheet, Concepts of Service or General Warranties of the Conference Charter without written consent of three quarters (3/4) of the registered GSA groups polled via a Fellowship-wide Group Conscience.

C. The Charter may be changed (with the exception of items mentioned in 4.B.) by a vote of three-quarters (3/4) of the World Service Conference members voting, provided that the total vote constitutes at least a Conference quorum, provided that notice of the proposed amendment is served on the groups with the call of the meeting.

5. Conference Procedure

A. The World Service Conference (“WSC”) hears financial and policy reports of the Board of Trustees and WSO services.

B. Delegates take under advisement all matters affecting GSA as a whole, engage in debate, appoint necessary committees and pass suitable motions for the guidance of the GSAWSB and the WSO.
C. The WSC may recommend action respecting serious deviation from GSA Traditions and Concepts of Service.

D. The WSC may adopt procedures and elect any needed officers by a method of its choosing. The officers of GSAWS shall serve in equivalent roles for WSC.

E. A quorum shall consist of two-thirds (2/3) of the Conference members registered at the WSC.

F. It is further accepted, regardless of the legal prerogatives of the GSAWSB, that a three-quarter (3/4) vote of all Conference members voting, provided the total vote constitutes at least a Conference quorum, may bring about a reorganization of the GSAWSB and staff members of the GSO, if or when such reorganization is deemed essential.

G. Under such proceeding, the Conference may request resignations, may nominate new Trustees, and may make all necessary arrangements regardless of the legal prerogative of the GSAWSB.

H. The Conference will meet ideally every year (but in no event less than once every three years) in a location selected by the Conference or, if the Conference has failed to choose, or the choice of the conference becomes infeasible, by the GSAWSB. Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed shall be forwarded to each delegate and any other person required to attend no later than sixty (60) days before the meeting. Special meetings may be called by GSAWSB or twenty (20) percent of the registered groups should there be a grave emergency.

I. Upon request by a group or intergroup, the GSAWSB may render advisory opinions at any time by mail, telephone and/or by any other means designed to give notice in aid of the Conference, GSAWSB or its related services.

J. At the close of each yearly session, the GSAWSB will post a synopsis of the Conference proceedings on the GSA website. A full transcript will be available upon request to the delegates who were in attendance.

6. GENERAL WARRANTIES OF THE CONFERENCE

In all its proceedings, the WSC shall observe the spirit of the GSA Tradition, taking great care that the Conference never becomes the seat of perilous wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the Conference Members shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion, vote, and whenever possible, by substantial unanimity; that no Conference action ever be personally punitive or an incitement to public controversy; that though the Conference may act for the service of GreySheeters Anonymous, it shall never perform
any acts of government; and that, like the Society of GreySheeters Anonymous which it serves, the Conference itself will always remain democratic in thought and action.²

² The Twelve Concepts of Alcoholics Anonymous have been reprinted and adapted with the permission of Alcoholics Anonymous World Services, Inc. ("A.A.W.S"). Permission to reprint and adapt the Twelve Concepts does not mean that Alcoholics Anonymous is affiliated with this program. A.A. is a program of recovery from alcoholism only – use of A.A.’s Concepts or an adapted version in connection with programs and activities which are patterned after A.A., but which address other problems, or use in any other non-A.A. context, does not imply otherwise. In all its proceedings, the General Service Conference shall observe the spirit of the A.A. Tradition, taking great care that the Conference never becomes the seat of perilous wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the Conference Members shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion, vote, and whenever possible, by substantial unanimity; that no Conference action ever be personally punitive or an incitement to public controversy; that though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that, like the Society of Alcoholics Anonymous which it serves, the Conference itself will always remain democratic in thought and action.

— General Warranties of the Conference
Conference Committee Attachment 2
Process to Approve Draft Minutes for 2019 and Subsequent World Service Conferences of GreySheeters Anonymous

The following process is intended to ensure that delegates of the 2019 World Service Conference ("WSC") have ample opportunity to review and to propose any corrections to the provisional Minutes of 2019 following 2019 World Service Conference.

PROCESS DETAILS

By November 1, 2019 the World Service Conference, the Parliamentarian, in writing will have appropriately (referring to page(s) and line(s) from the Draft Minutes and the Official Transcripts clarified any discrepancies and misunderstandings presented by the delegates who had attended the most recent World Service Conference. This final form of the Draft Minutes would then be posted on greysheet.org for all to see and at the next World Service Conference to be voted Up or Down.

1. By December 1, 2019, please email your corrections to the Logistics / Conference Committee wscregistration@greysheet.org.
2. The page number(s) in the Minutes;
3. The page number(s) and line number(s) in the Transcript;
4. Your recommended correction to the Minutes; and
5. Your reasoning for the correction.
6. Between December 2, 2019 and January 1, 2020, the Conference Committee will send the minutes to the Board and then once approved, the Conference Committee will work with the Website Committee to post any proposed change(s) / amendment(s).
7. Between January 15, 2020 and February 15, 2020, the Parliamentarian will be invited to advise on the proposed change(s) and amendment(s).
8. To insure transparency and inclusiveness, between March 15, 2020 and July 15, 2020, all discussions will occur in writing and be available for reading by the delegates for the next World Service Conference.
9. The Conference Committee will prepare the amended Draft Minutes for approval at the next World Service Conference.

Please keep in mind that some motions are stated and restated many times with wording that is slightly different. Please make sure to look only at the wording of the motion and/or amendment directly preceding the vote.
Finance Committee

Members

Chair 2018-2019: Nicole A. 07-15-04 Treasurer, Board of Trustees 2016-2019

Secretary: Kathleen H. 02-07-2005 ISR 2016-2019 Phone Bridge Intergroup

Board Liaison: Joy C. 10-12-02 2016-2019

Members:

Mary B. 04-25-1995 Board of Trustees 2016-2019

Volunteers:

Debra K. 01-18-2013

Eve R. 03-25-1994

Regular Meeting and Contact

Second Sunday 1100 ET Zoom

treasurer@greysheet.org

Purpose

The Finance committee meets regularly to:

- Review the monthly GSA income and expenses and make recommendations to GSAWS Board
- Discuss the monthly and year to date budget for GreySheeters Anonymous
- Review the GSAWS part of future World Service Conference budgets
- Recommend financial policies and procedures
- Submit any Motions related to finances for next World Service Conference

We are financially accountable to all members of GSA.

Update

Since the World Service Conference in 2016, the Finance Committee has met monthly.
1. We have aggregated and reported the costs of previous World Service Conferences (these reports are posted on greysheet.org) and subsequently recommended that the Board postpone the 2018 World Service Conference to 2019.

2. We recognized the need for annual budgets and produced budgets for Board approval for each of the years 2018 and 2019.

3. We have set up new bank accounts and transferred all bank accounts to one bank with 2 signatures (TD Bank account is pending transfer and closure in March 2019).

4. We have changed the reporting format to include all year to date amounts and comparison to budget on a no less than quarterly basis.

5. We have been diligent in our focus to be accountable and transparent in reporting to the Fellowship.

Recommendations

FC1. The Finance Committee moves that GreySheeters Anonymous World Services schedule future World Service Conferences no sooner than one year in advance of when the fellowship holds in reserve the cost of the conference, minus one year’s worth of additional contributions.

• **Rationale**

  • Our treasury records show that each past World Service Conference has cost $25,000 on average. We have been able to hold three World Service Conferences during the last five years, primarily because of monies that had been donated and held by the fellowship since 1998, not because we were taking in $25,000+/year. As of the 2019 World Service Conference, we no longer have a large cash reserve. We believe it is imprudent to decide when to hold the next World Service Conference based on a desired frequency (e.g. every two years) without regard for our “typical” or estimated donation year.

• **Implications**

  • Mechanically, the calculation of when to schedule the next World Service Conference would require estimates of the conference cost and upcoming additional donations (i.e. net increase to the GSAWS treasury after all expenses have been paid). For example, if the World Service Conference is budgeted for $20,000 and we expect $3,000 in net income in the next year, we would proceed with scheduling and working towards a World Service Conference as soon as the GSAWS treasury holds $17,000 in the bank for the World Service Conference.

  • It is concerning to have too much time go by without a World Service Conference if we cannot accumulate enough savings in a relatively quick manner. In order to alleviate this concern, we will likely need to approach the World Service Conference differently. Possible remedies are to reconcile the historic practice with the unapproved conference charter stating that a World Service Conference must be held in person (the largest expenses incurred are the travel to/from and
room/board at the World Service Conference), increase fundraising efforts throughout the year so as to increase our annual surplus or increase the GSR/ISR delegate registration amounts so that it covers more of the World Service Conference expenses.

FC2. The Finance Committee moves that GreySheeters Anonymous World Services revise the individual yearly contribution limit to no more than 10% of our total operating budget (cap would currently be $2,000), and estate contributions to a single contribution of $5,000 received only from a GreySheeter.

- **Rationale**
  - After reviewing the definition of an Advisory Action (actions that affect GreySheeters Anonymous as a whole), the Finance Committee deems it appropriate to revise the decision from the 2016 conference regarding contribution limits.
  - The rationale for this is rooted in our understanding of the Traditions and how they are meant to inform the actions of the fellowship. The concern is not primarily for anonymity (that is, that a donor be known as contributing “big money”). Rather, it is a concern to safeguard “being fully self-supporting,” that the fellowship not be dependent on a small number of large donors to meet our expenses (Tradition 7). Additionally, we are seeking to avoid any single member wielding “perilous power” or “holding sway over a group or the fellowship as a whole” either deliberately, or simply by virtue of the fellowship being “dependent on” or “beholden to” an individual (also from Tradition 7). To inform our decision about selecting a limit, please see the chart below as a review of other fellowships in relation to their overall budgets. We believe this approach serves as a safeguard to our fellowship.

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- **Implications**
  - Mechanically, this could require that an annual budget is approved by the first of the year in order to clearly outline the individual contribution guidelines for the upcoming year. Also, as the budget would likely change from year to year, clear
communication would be required to avoid confusion in the fellowship regarding how much they can contribute.

- Because we are a young fellowship without a lot of money in savings or a history of individual contributions approaching the current limit, we could end up unintentionally harming ourselves by changing to the recommended limit. In this respect, we must decide whether the quality of the contributions we receive is just as important as the quantity. Meaning, is the fellowship being sustained by the generosity of a few individuals or is its income truly diverse with an appropriate mix of individual, group and intergroup contributions?

FC3. The Finance Committee moves that GreySheeters Anonymous World Services adopt the following policy and procedure to assure fellowship notification of financial decisions before spending the fellowship’s money:

Any adjustments greater than $1,000 to any previously approved budget category would be presented to the fellowship to vote on.

- Rationale
  - Up to this point, the fellowship has not had any defined input on the establishment of priorities for spending funds collected by member donations or generation of literature. Our goal in developing this recommendation would be to create a mechanism for the voice of the fellowship to be heard in how income will be spent for items that are above our normal operating costs.
  - This approach is based on: principles outlined in the Traditions (specifically Tradition 2 and Tradition 7); on the practices of other more established 12-Step fellowships; on functioning GSA Intergroups; as well as “best accounting practices” for non-profit organizations.

- Implications
  - This procedure may work in a couple of ways outlined below. Regardless of the method chosen, it will likely slow down the Board’s ability to make financial decisions as it will have to wait until responses from the fellowship are received.
    - The proposal and rationale would be sent to all active Intergroups, and those Intergroups would handle as a business item for an up or down vote. This process may take up to 3 months, if the Intergroup has quarterly meetings. Each Intergroup would send their response to the GSAWS Treasurer (treasurer@greysheet.org) by a certain date and the votes would be tallied and presented to the GSAWS Board.
    - The proposal and rationale would be sent to all active groups, and each group would handle as a business item for an up or down vote. This may only take one month in anticipation of a regular group business meeting. Each group would send their response to the GSAWS Treasurer
FC4. The Finance Committee moves that GreySheeters Anonymous World Services approve the development of Financial Policies and Procedures in conjunction with the Structure Committee as part of a developing service manual.

• Rationale

  • Because we are relatively new as a fellowship, finances have been handled primarily as was seen fit by those holding responsibility at any given time (e.g., the treasurer, the GSAWS Board, the person on the bank accounts, etc.).

  • Our goal in developing Financial Policies and Procedures, would be to create specific guidelines for disbursing monies; expectations, duties and responsibilities for the treasurer and for decisions made by the GSAWS Board; and a means to seek fellowship approval BEFORE spending money for all financial decisions going forward.

  • We would base these policies on the practices of other more established 12-Step fellowships, on functioning GSA Intergroups, as well as “best accounting practices” for non-profit organizations.

• Implications:

  • Achieving this would require cross-committee collaboration and could possibly take a considerable amount of time. Also, future trustees would be expected to learn, review and adhere to the manual which would be a deviation from current and historic practice.
Literature Committee

Members

Chair: Joey M. 06/07/2013, GSR 2018-2019 NY SYO THU 2000
Secretary: Debra L. 04/19/2003, GSR 2018-2019 NC COR SAT 1100
Board Liaison: Sara S. 05/24/2009 2016-2019

Members:

Danielle D. 06/04/2014 GSR 2018 NY BRO TUE 1830
Debbe M. 11/03/2005, ISR 2016-2019 Midwest Intergroup
Gudrun VH. 08/04/2006, GSR 2018-2019 ICE REY THU 2030
Karen W. 10/15/2016, ISR 2016-2019 Western States Intergroup
Linda GS. 05/02/1999, GSR 2018-2019 NJ SUM SAT 1000
Rachel M. 01/23/2010 GSR 2018-2019 NM ALB SUN 0830
Roger GB. 09/15/2004 GSR 2018-2019 OH DAY TUE 1830
Susan B. 02/11/2013 GSR 2018-2019 MD BAL TUE 1900

Volunteers:

Andrew P. 12/21/2013
Ilona A. 12/14/2014

Regular Meeting and Contact

Third Sunday 1430 ET Zoom
Jmelmore.jm@gmail.com

Purpose

The Literature Committee of GreySheeters Anonymous is a group of men and women who are committed to living the GreySheet steps, traditions, and concepts. Our primary purpose is to
stay abstinent and to carry the message of recovery to compulsive eaters. It is our duty to create clear and concise pieces of long and short form literature that is spiritual in nature and helpful to, and speak the language of, both compulsive eaters and food addicts who still suffer and those who are maintaining their GreySheet abstinence. The purpose of the Literature Committee is to ensure that every aspect of the GreySheeters Anonymous program of recovery is presented in adequate, comprehensive, and consistent written material. Literature includes books, pamphlets, leaflets, and other material that is reviewed and approved for distribution to our members, friends, professionals, and to the world at large.

**Update**

From 2016-2019, the Literature Committee met monthly to work on literature such as:

1. Wrote, edited, formatted, submitted for approval, and published short form literature: “Greysheet Definitions and Slogans” tri-fold pamphlet CAL\(^1\)
2. Edited, formatted, submitted for approval, and published short form literature: “Are You A Compulsive Eater?” Tri-Fold pamphlet CAL\(^*\)
3. Edited, formatted, submitted for approval, and published short form literature: Young People’s pamphlet “Journey into Daylight” CAL\(^*\)
4. Foreign Translations of the Greysheet: Literature Committee and the Board of Trustees have approved Polish and Icelandic translations of the GreySheet.
5. Worked with the Archive Committee on the Oral History Project to produce an accompanying volume titled “GreySheet History Book” which definitively tells the story of GreySheeters Anonymous, how it started, how it got from Southern California to Cambridge, how it proliferated all over the United States and the world, and how it has forged a worldwide fellowship that has saved thousands of people from their destructive eating habits. The concept for this long form literature was approved by the World Service Conference in 2016.
6. The Literature Committee has submitted GreySheet bookmarks to the Board of Trustees for approval.
7. Draft an outline and sample chapters of a book with the working title of “Living Abstinent.” Our intention is to include as many newcomer questions as possible. The purpose of the book is to share the Experience, Strength, and Hope of abstinent GreySheeters on how we live without binging, starving, grazing or whatever form of abuse our eating took, as the basis of our recovery from food addiction.

In 2019-2021, the Literature Committee plans the following:

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\(^1\) CAL Conference Approved Literature
1. Publish both paper and e-book forms of the GreySheet History Book by 2020. The Literature Committee strongly feels that we need to preserve the integrity of our GreySheeters Anonymous history.

2. Work with GreySheeters around the world to translate Conference Approved Literature including the GreySheet into languages other than English. We encourage GreySheet members to translate the GreySheet or other Conference Approved Literature into their own language following the steps laid out in the Conference Approved Literature process.

3. Print and make available for sale at World Service Conferences the GreySheet bookmark so delegates can bring them back to their home groups.

Recommendations

LC1. The Literature Committee moves that GreySheeters Anonymous World Service approve the concept of a new long-form piece of literature similar to Alcoholics Anonymous’ “Living Sober.” The current working title is “Living Abstinent.” See Attachment 1, Living Abstinent.

- We envision an Introductory page and four sample chapters with titles like “What do I say or do at a party that’s all about the food?”, “Should I keep non-abstinent food in the house?”, “How do I explain to people why I’m not eating as I used to?”, and “Insomnia and Eating dreams”.

- We envision this book addressing everyday problems in staying abstinent that are challenges for newcomers. Solutions for these challenges have become second nature to those with long term abstinence. We envision this book helping newcomers see how we find that living abstinent is not a restriction or a sacrifice but a way of life.

- Rationale
  - Alcoholics Anonymous has a version of this book titled “Living Sober” and it has never gone out of print because of the value of its contents on how to stay sober one day at a time.
  - Living abstinently requires a lot of adjustments and newcomers might appreciate having their questions addressed in one place.
  - The GreySheeters Anonymous community has a lot of experience, strength, and hope about living an abstinent life that would be helpful to have documented.

- Implications
  - We anticipate three years to write, edit, print and make available to sell in paper and e-book form. That is, we anticipate publication in 2022.
  - We anticipate a cost of $1000 for editing, formatting, and publishing the long form literature.
LC2. The Literature Committee moves that Greysheeters Anonymous World Service approve a change to the Conference Approved Literature process to define long-form literature as any literature that is 2000 words or more and short-form literature as any literature of less than 2000 words. See Attachment 2 CAL Process with recommended changes

- **Rationale**
  - We believe we need to make the definition of long and short form literature clearer than it is currently because there have been misunderstandings about which version of the process to Conference Approval different pieces of literature need to take.
  - Long form literature must first be approved in concept by the conference. Short form literature may be developed by the Literature Committee and the Board of Trustees without conference involvement.

- **Implications**
  - The Conference Approved Literature process was approved by the World Service Conference in 2013 and should be published as approved policy wherever approved policies are published (service manual, greysheet.org, etc.)
  - This change in the definition would be incorporated into the published policy.

LC3. The Literature Committee moves the Greysheeters Anonymous World Service approve the concept of new long-form literature similar to Alcoholics Anonymous’ “Daily Reflections.” See Attachment 3 One Meal at a Time in GreySheeters Anonymous

- The current working title is “One Meal at a Time in GreySheeters Anonymous: Reflections on Abstinence and Gratitude.”
- The content will be inspirational readings to enrich the spiritual solution to our food addiction.
- Monthly themes based on the principles of the 12 Steps and 12 Traditions.
- Reading level no higher than 8th grade.
- Three short readings per day - one for each meal.
- Reading length 65-80 words written in a “we” or non-personal voice.
- A gratitude statement at the end of each reading written in the first-person voice.
- **Rationale**
  - Ours is a three-fold solution. This book will reflect the spiritual nature of our solution.
  - Alcoholics Anonymous has a version of this book titled “Daily Reflections” and it has never gone out of print because of the value of its contents to its members.
- **Implications**
• We anticipate three years to write, edit, print and make available for sale in paper and e-book form.
• We anticipate a cost of $1000 for editing, formatting, and publishing the long form literature
Introduction

In 1975, Alcoholics Anonymous published a booklet called *Living Sober*. In it, many alcoholics shared how they stayed sober. Staying sober, after all, is the basis of recovery from alcoholism. Many of us in Greysheeters Anonymous agree with that premise, that learning how to live without binging, starving, grazing or whatever form of abuse our eating takes is the basis of our recovery from food addiction. Using the *Living Sober* booklet as a guide to living in recovery, we have put together our own booklet called *Living Abstinent*.

Most of us have had many years of recovery in Greysheeters Anonymous (GSA). Everything that is written in this booklet is based on our experience. In the first couple of years of our recovery, the practical aspects of abstinence became our focus. For most of us, it was similar to learning a new language. In other words, it was hard work and took lots of practice every day. Unlike the disease of alcoholism in which recovery means a total abstaining from alcohol, food addicts must eat. Not only did we have to avoid places that carried foods that were poison to us, we had to learn how to shop in grocery stores, how to stick to a shopping list, how to deal with parties and buffet dinners, how to live with people who loved us but didn’t understand the extreme nature of our disease and much, much more.

We have broken down this booklet into chapters that address many of those issues. We have reached out to the GSA community for their experience. What you will read in the following chapters is the gathered experience, strength and hope shared in meetings or written to us at our request.

Most of us have found that addressing these everyday problems becomes second nature to us. We have found that living abstinent is not a restriction or sacrifice. We have learned to have fun at parties and with life in general. We no longer focus on how to get our “fix” but on the company we keep. We have a new curiosity about people and life. We have begun to realize that there is no end, no limits to our growth and learning. It is up to us. We are each different, have a chance at finding ourselves and turning to whatever sources attract us as we grow. What we have in common is a life and death disease called Compulsive Eating or Food Addiction. What we have experienced in common is living in the hell of compulsively over or under eating. We will go to any lengths to help each other never to have a reason to return to that hell.

We want to share all this with you.

**CHAPTER 1 What do I say or do at a party that’s all about food?**

Grey sheet Anonymous has many wonderful slogans and expressions that help the new and old member navigate what can be dangerous events for the Compulsive Eater. As a new person
entering into abstinence with GSA and recovery from compulsive eating, almost impossible for us to believe or think any party or event was not all about the food. These were often the places that we would continue a binge in progress or start our next binge or just continue to graze on endless amounts of food. The following shares from other GSA members we hope will bring some experience, strength, and hope as they share how they navigate these possibly dangerous and difficult situations for the new and sometimes older member of GreySheet Anonymous. Following are ways members of GSA members have stayed abstinent without exception. It is our hope that these shares help you stay abstinent one day at a time NMW.

- One member shared I don’t go to events that are all about food such as cooking classes or wine tasting. Few events are really “all about” the food. Food is just a big part of most social events. If I have a good, unrelated to food reason to be there –such as seeing family or friends, supporting a cause, spending time with clients –I go and attend to that aspect. I talk to people about subjects other than what’s on the menu.

  - Usually I ask people about themselves –everyone loves to talk about themselves. I don’t hang around the buffet table and I don’t usually participate in preparing, serving, or clearing people’s food. And this has been when am in fit spiritual condition. Unless it’s a sit-down meal where everyone is eating at the same time, I can usually manage to avoid the questions about why I am not eating or why I am eating what I brought or why I am weighing the served food. At a sit-down meal, where I am the only one not eating or eating something different, I cheerfully answer all questions with, “I would love to tell you all about it if you ask me again AFTER the meal.” And then turn my eyes back to my food. In 24 years, I can’t remember a single person asking me later.

  - Slogans that apply here are “Keeping your eyes on your own plate.” “WDENMW”

- This member shares: What I have done is skip those events that are around food and I will not go hungry. So, I often time my arrival so I will eat before the event or have my food prepared so I can time my leaving with my meal waiting. If it is a wedding or some event you cannot miss, then doing what is called book ending will be very helpful: calling someone before you go and when I leave offers me a point of accountability. Taking my food so I am able to eat while others are eating, keep a diet beverage or water in my hand so I don’t have a free hand create a pause for myself, stay away from the table with the food, make it about the people there and not about the food. Carrying a 911 card with you to use in those NMW situations. It includes 1. Asking HP to remove the obsession 2. List of phone numbers of people who answer and you have set up a 911 contact so they know if you text 911 it is a food emergency. 3. Phone number of a meeting that you could get on. 4. Exact directions on what to do including WDENMW!

  - Slogans that might apply here are “There is always another meal coming”, “there is always a solution”, “this to will pass”. “Share it or wear it” or any other slogans that will help you. If there is any doubt that you are on shaky ground and might eat stay away! Nothing is worth eating over.
• In another member's first week of abstinence, they chose to skip a party that they were invited to because they thought they were vulnerable and overwhelmed by the thought of all the food. They were sincere and honest about it when they sent the RSVP and I experienced understanding and support from the host. Since then they have never experienced being too vulnerable at this kind of event. They looked at the food as images of something beautiful, that is ok for me to admire but would never put in my mouth. As an additional safeguard they usually make sure they have their own transportation so they can leave if it becomes too difficult.

• Slogans that apply possibly are “that is not my food”, “take what you want and leave the rest”, “nothing tastes as good as abstinence feels.”

• In the beginning of our abstinence, many of us choose to skip parties that were all about the food. We are new and too vulnerable. For instance, I belonged to a Book Club when I got abstinent. It became obvious to me after 2 months that the members were much more interested in drinking and talking about food than in discussing the book. I was more interested in that as well until I got abstinent. So, I made a decision to stop attending that book study. I skipped a big party and a wedding in my first two months.

• I just wasn’t sure how I would handle it and my sponsor said, “When in doubt, leave it out”.

• I did feel a little sorry for myself and would call people share my thoughts and feelings.

• Everyone said that I was doing great by putting my abstinence first and they promised it would get easier. They were right. The slogans that fit here: “we can do what I cannot”, “when in doubt leave it out”, “what other people think of me is none of my business”.

• What this member has learned is if it’s not an outright sit-down dinner party it is likely no one will even notice I am not eating. If asked questions about my food intake, or lack thereof, at a food party, I usually tell people that I am a recovering food addict and that I follow a food program as part of a 12-step group. I like bringing my own food too, to feel more a “part of” as eating food together is a very social activity. I do that in most cases unless the gathering is at a time that doesn’t suit me, or the venue is in some way problematic. Most importantly I always try focus my mind on why I’m going. Is it to reminisce or focus on food or is it to talk to people and share a nice time? Saying a little prayer and asking my HP to make me an instrument, to show me how I can improve upon the gathering for other people has also proved helpful and helped me be more focused on other people instead of the food or my own problems and insecurities.

• Slogans that may apply here are: “attraction rather than promotion”, “WDENMW”, “first things first”.

• This member shares being prepared for events by either preparing all the food to take to the event or eating before or after the event. They do not spend a lot time on the
story of what others may be thinking about the scale or the food plan. Instead, thinking this being a 12th step showing others what we do, because even though they might not need it they could know someone that does. Some suggested actions and thoughts from this GS member:

- Letting your sponsor know about the event and ask for guidance.
- Bring an abstinent beverage with you to the party. Often there is coffee, tea, or diet soda or seltzer at parties so you might not have to use your own beverage.
- When you arrive at the party, sit or stand as far away from the food as possible. Talk to people and concentrate on them instead of the food.
- What to say or do if you are offered food: say “no thank you” and if you are asked why you are not eating, say “I’m on a special diet.”
- If you are pressed, you can say that you ate earlier or you will eat later
- Don’t say you have food allergies because so many people have “gluten” allergies now that that answer will probably lead to someone offering you something that’s gluten free! This is a hole I don’t let myself go down.
- If people ask what the special diet is, I say something like: “I don’t eat carbs or sugar, and I don’t eat in between meals” or something like that. If someone wants to know more, you can say something like “it works for me this way,” “it’s just what I do “or whatever feels comfortable to you.
- Remember you do not owe anyone an explanation although we try to be polite when we respond.
- If it is a sit-down meal, you will have talked to your sponsor beforehand about whether you will bring your own food. If you do plan to bring your own food, let the host know beforehand so they are aware.
- We never rely on anyone else to provide food for us, even if they say they will. We always bring complete backup.
- Hosts do not always understand this so it can feel difficult to put our abstinence first in these situations.
- We do have a choice. We can bring our weighed and measured meal and eat there, bring unmeasured abstinent food and measure it at the party, or eat our meal before or after the party when we get home. Some other thoughts on parties that revolve around food is that food is not the reason we go. We are there to meet people, socialize and have fun and nourish our soul. And ... if we feel we are vulnerable we might skip going, our abstinence is more important than a party. One experience a member had was when coworkers invited them and a few others to a huge feast at dinner time. They took their food with them because they didn’t want to be bothered to try to instruct people on how and what we eat. It didn’t bother anyone but the person sitting next to this person
• the best thing is that it didn’t bother me at all and I loved every minute of that evening. The GS member shares that had they not been abstinent, they would not have had this experience, so this was a win-win for them.

CHAPTER 2 Food in Your Home

In early abstinence, some of us face the dilemma of living in a household where non-abstinent food is present. Whether it is a spouse, family, or roommate, it would be unrealistic to expect that the food we don’t eat could be banished from our sight! However, with planning and diligence, we can make it easier to stay abstinent. This chapter includes some of the ways we can protect our abstinence with suggestions by Greysheet members around the world. All while co-existing in a household where non-abstinent food is present. The first thing to remember: "We keep our eyes on our own plate" meaning we do not focus on the foods others eat but focus on our own meals as much as possible.

Since a kitchen can be a minefield of trigger foods, there are practical steps we can take to help safeguard our abstinence. Most of us have found that it is a good idea to sit down with the others you live with to explain in the simplest of terms what it is we do not eat and why it is so.

Older children and spouses are the easiest to explain to. Little ones, on the other hand, may be a bit tougher sell! It is a good idea to get the family involved in helping Mom or Dad with their new eating lifestyle. For young children, weighing a piece of fruit, etc. on an old postage scale can be a fun way to introduce them to our GS way of life! We can remind them often that your food and theirs is different so we keep them stored separately. Perhaps the child would be allowed to stock “their” cabinets and shelves to make it fun. Chances are you will end up with a supportive family once they see you reap the benefits, both mental and physical, of the Greysheet Program.

At first, eliminating or at the very least, separating the non-abstinent food from our abstinent items may seem like a daunting task. You run the risk of riling other members of the household if their favorites are the ones to go. Encouraging the others to go out for their special treats can be a good idea. These foods may not always trigger us as we strengthen our GreySheet foundation. If that is the case, the items can be returned to the cupboard, only but ONLY if these foods don’t set up thoughts of eating them for us. Now it is time to actually set up a GreySheet kitchen. It can be made less of a chore and more as a fun project perhaps with the help of another more experienced GreySheeter who can give support and suggestions to make this task easier. It is very important to be thorough in separating GreySheet foods from the foods we don’t eat. Most of us have found that when we examine canned goods for example, so much of what is on our shelves is just plain bad for people in general. Tossing out items that haven’t been used in a long time can be a blessing. Now we can see exactly what’s in that cupboard! Then there are the items deemed "too good" to toss and may be tempting to have around. Arranging to give to these items to the local food pantry or a neighbor, etc. is a very good idea. Some us have foods that are absolutely banned from the house because they trigger food thoughts. After a long period of "back to back" GreySheet abstinence, it might not have
such a strong pull but why test it? Back-to-back GreySheet abstinence means the number of consecutive days that you have weighed and measured your meals and followed the GreySheet food plan. Many a compulsive eater has often kept “special items” on hand for guests only to find ourselves breaking our GreySheet abstinence by devouring these items. We can grit our teeth and toss those items ASAP because these foods we do not eat! We think of these foods as rat poison. We’d throw food out if it had rat poison in it! For us, it is exactly the same thing.

Creating a Greysheet friendly kitchen: Having one’s own cabinet or at the very least, shelves for GS was imperative and probably the best way for us to start. Having a cabinet full of spices, nonperishable gs foods, scales, etc. is very helpful by making it easier for us to grab what we need from one place. When opening that cabinet door and seeing an arsenal of GreySheet abstinent foods, we can just smile with satisfaction because there in the cabinet is "back up for the back-up". Back-up is a term we use in Greysheet.

It is the stockpile of abstinent food we try to always keep on hand. For perishable foods, a second refrigerator is a luxury indeed. However, designated shelves in the communal fridge is just as good. The goal is to keep the non-abstinent food out of eye level as much as possible.

Over time, some of us have found that family members whose meals have GreySheet abstinent foods incorporated into them enjoy these foods too. This can make meal planning and preparation go a lot quicker. If possible, our spouses might help with the cooking of non-abstinent foods during the first months or so until we can safely do it. However, some members still prefer to prepare and serve others first and then finish preparing their own meal. It is not always easy to juggle serving family meals and finish cooking an abstinent meal at the same time but trial and error will help us become more efficient at it, but we must remind ourselves to K.I.S.S. (Keep it simple, sweetie!)

But what about shopping and cooking for “civilians”? (people who do not follow GreySheet) Most of have found that shopping is best done with a measure of detachment. Food that is not ours should never be romanticized. Think of those things we do not eat as poison. Buying items for a list of meals you intend to serve can be a very good idea when shopping for non-abstinent foods. As a beginning GreySheet member it would be prudent to avoid preparing those meals if at all possible. If not, again employ detachment as a safeguard against the “first bite”, a phrase used to describe the nosedive back into the food.

Some of us use physical means to be reminded not to taste food that is not ours. Wearing an apron when preparing a gs meal and switching to another when preparing other meals can help reinforce a change in mindset about the foods you are handling. Some of us choose to wear surgical gloves when handling foods we do not eat. This is a definite reminder not to lick fingers or spoons, etc.

Repeating this is not my food over and again like a mantra may help if you have a white-knuckle situation, which means grasping on to our abstinence so tightly because something may affect our abstinence. Or better yet, pick up that phone and call our sponsors and/or another gs member for support. Always remember “there's always another meal coming!”
CHAPTER 3 How do I explain to people why I’m not eating as I used to?

Sooner rather than later anyone who is abstinent off the Greysheet will get the question, “what are you eating?” “why are you eating this way?” When we are new to the program these kinds of questions can throw us off and we are not sure how to answer them. The reason behind our coming into Greysheet can also be very personal and we might not be ready to share this part of ourselves with others, particularly colleagues or strangers. Nevertheless, people will ask and the first people to notice the change will be the ones closest to us. Do remember that you owe no one an explanation and can simply ask that your preferences around your food be respected.

A good rule of thumb is to only talk about our solution and change in eating habits when people ask. Telling people that we have acknowledged that we have an eating disorder and can no longer eat certain foods is a good way to address some of these questions. We can also add that we are allergic to certain foods and that eating them is dangerous for us. Even if we don’t break out in hives or have our breathing restricted, we do consider what happens to us when we eat these types of food to be an abnormal physical reaction and therefore it fits within the scope of an allergy. Keep in mind that an eating disorder is a medical disorder, our food plan was written by a doctor and therefore we are following a doctor’s plan.

For many jokingly explaining that their “on/off button” is broken and that the scale helps them know when enough is enough, often goes a long way. This gives “normies” (non-abstinent folk) a visual aid that they can understand even if they don’t understand the disease of compulsive eating. As we go along, we get better at reading the room and see what answers would explain this best for each person asking it. Most people won’t truly get it and that’s ok too. We are the only ones that need to know that we are compulsive eaters and understand what that truly means.

The best approach is to be honest and sincere. Some members are very open when asked about their new eating habits and say that they have found a solution to their compulsive eating in a 12-step program, explain that they have an extreme problem that needs an extreme solution. For healthy people this solution is certainly extreme, just like you wouldn’t put anyone who didn’t have cancer in to chemotherapy, but for us it works. This point often helps silence people who feel the need to share their opinion about our way of life.

When we are asked about our changed eating habits, we should always be mindful that this could be a chance to carry the message of the GS solution to another compulsive eater. We never know who’s struggling with food or even if the person asking will later tell a friend or relative who is a compulsive eater. Our primary purpose is to stay abstinent and to carry the message to other food addicts. For this reason, we should try not to show arrogance or annoyance when or if we give an answer. We are the advocates of this program, the attraction, rather than the promotion, is what we do and how we carry ourselves.

One member told us they gave this answer whenever asked “I am a food addict and this is the solution that has worked for me for XX year.” This way they let people know that there is a solution if they are interested. If you feel like sharing even more, you can tell people about your
recovery and point them to the GS web page or tell them about our meeting schedule. You may even give out your phone number if you are up for it.

The truth is our best friend when it comes to answering these questions. Unwillingness to talk about something can often lead to even more prying or misguided advice and weight loss stories. To the people closest to you it will hopefully be easiest explaining how you felt these past years and why you decided to seek the help of a 12-step program. They have probably been worried about you for longer than you know. To strangers the answer „I do this as part of a 12-step program that deals with food addiction” is also a good answer.

You friends and family might be very skeptical at first, perhaps thinking this is yet another one of your many diets, you may even view it that way too in the beginning. One member described this predicament and told us that when they started losing weight it became a little easier for her friends and family to accept the program as a solution. Then it became easier to tell people that they couldn’t eat as they used to because they were addicted to sugar and grains. Today, after reaching goal weight they tell people that if they return to the food the weight will return too.

If your family is extremely curious about this change you should tell them and explain to them as much as you’re comfortable with regarding your eating disorder and the program of recovery. Start with the minimum information and then add to it if they keep asking questions. Again, you do not owe anyone a detailed explanation so make sure you are comfortable answering. The people closest to you will get a better understanding the more they see you weigh, measure and commit your food.

Here are a few other variations on how to answer these questions:

- “I am trying to change my life to the better and sugar and grains make me want to eat all the time.”
- “I have an addiction and certain types of food make me crave more of the same.”
- “I am unable to eat certain types of food without abusing them and being abstinent gives me a freedom from obsession over food.”
- “I’m following a food program that works for me.”

If people are very curious and keep asking question one solution is to ask them to hold off on their questions until you’ve finished eating. Either they will ask again or they won’t but while you are enjoying your food it’s good to not have to answer a litany of question. Another good tip is to give people the address to the GS website and tell them they can call you if they have any questions or want to know more.

**CHAPTER 4 Living Abstinent---Insomnia and Eating Dreams**

When we were binging and high on sugar, most of us had no idea if and when we were tired. Ingesting enormous amounts of sugar and carbohydrates causes highs and instant energy
followed by nervous energy and usually followed by a crash. This is all chemically induced. Our bodies have very little say in the matter.

When we abstain from sugar, grains and carbs, we are depriving our bodies of chemical that have dictated, often for years, when to be awake and when to crash. Nervous energy becomes anxiety which is accompanied by withdrawal symptoms. Many of us are in huge discomfort from one week to as much as six months. Once the physical discomfort passes, our minds can disrupt our sleep for a long time.

We can feel exhausted but be unable to sleep. Once we do start sleeping, it can seem like we can’t get enough sleep. We can swing from one extreme to the opposite. Unless you are in profound _____, we recommend that you do not go to a Doctor for sleep medication.

You would only be substituting one chemical for another. As one GS member says, “the only way out is through.”

If you are experiencing insomnia, members suggest keeping “easy reading” books by your bed. No matter where in the world you are, there is probably a phone meeting happening. Have your sponsor give you the number and access code. Another member says she keeps program literature by her bed and reads that when she can’t sleep.

It’s also a good idea to check other health habits. Are we drinking too much caffeine? Are we getting enough exercise? Doctors are our friends. It’s wise to get a physical exam. Just be sure to tell your physician that you are an addict and cannot ingest sugar and grains in either liquid or hard form. This information helps your doctor know how to help you.

Being tired is a vulnerable and dangerous place for a Compulsive Eater. The disease can get its foot in the door when our guard is down. Members advise surrounding yourself with other GreySheeters, going to as many face-to-face, phone and video meetings as possible and making phone calls anytime of the day or night if you think you might eat.

One member shares that when she has insomnia, she memorizes program slogans and repeats them to herself over and over; she will often listen to audiobooks, meditations or soft music on her device.

Another member wrote us “Of course, the middle of the night was prime time for eating compulsively when everyone else was in bed. Simply: stay in bed or at least stay in the room you are sleeping in. It’s a good idea to have plenty of phone numbers of Greysheeters who might still be awake due to time difference and not mind at all receiving a call. Lie quietly and pray. “I won’t die while waiting for my next meal” or “There is always another meal coming” are good things to remember. Fill a thermos with hot water in it for tea and keep that in the room with you”
After we have been abstinent awhile, we find that for the most part our natural sleep rhythms set in. Then the challenge is not to get too busy or take on too much. Finding balance and learning how much sleep you need every night will come to every one of us.

What about eating dreams? Sooner or later, all of us have an eating dream—or nightmare some say!! Many of us believe that eating dreams are gifts from our Higher Power. We are reminded of the hell we left behind without actually having had to break our abstinence. Waking up is a huge relief and we get to practice gratitude!

Some of us immediately call our sponsor. She or he may suggest that we inventory our program. Do I have a home group? Am I attending enough meetings? Am I making enough phone calls? Am I reading my program literature? Am I following the directions of my sponsor regarding step work? Am I taking time in the morning and evening to connect with my Higher Power? Am I doing service? Am I sharing my story? Eating dreams can be a gentle nudge to up our program.

One member wrote us to say that as time goes by, she has fewer eating dreams. Other members agree and add that these dreams/nightmares are much more likely to happen in withdrawal. We hear over and over again in meetings that eating dreams are an opportunity to practice gratitude. Write down your own gratitude list then reach out to someone who may be struggling.
Literature Committee Attachment 2 Conference Approved Literature (CAL) Process (2013) With Proposed Changes

Proposed changes for 2019 are in #1 and are underlined.

GreySheeters Anonymous World Service (GSAWS) Conference Approved September 2013

Literature (CAL) Process (hereinafter "GSAWS CAL Process " or "CAL" once approved)

Overview

The Literature Committee's mission is to ensure that every aspect of the GSA program of recovery is presented in written form for our members, friends, professionals and the world at large. Our primary purpose is to help another compulsive eater gain and maintain GSA recovery and to carry this message to others. The GSA World Service Conference Approved Literature (CAL) process ensures that GSA material is:

- Identifiably GSA in content according to GSA’s Twelve Steps, Twelve Traditions and Twelve Concepts of Service;
- Responsive to identified needs of the fellowship;
- Factually accurate;
- Timely;
- Understandable to a broad-based audience.

Each literature project is unique. From concept to completion, it may sometimes take several years to produce a final document. Specific steps defined herewith may need to be repeated several times or taken simultaneously. The process may require the expertise of several writers and numerous drafts before a manuscript is approved.

The GSAWS Conference-Approved Literature (CAL) Process Synopsis

The process begins with the World Service Conference (WSC) approval of a concept for development and ends with document approval, with the exception of the first World Service Conference which may choose the documents to approve.²

Before the CAL seal is affixed, the manuscript needs approval from the combined members of the GSAWS Literature Committee and GSAWS Board of Trustees (GSAWSBOT). Three or more

² 1 In the first GSAWSC, some of the Literature that has been used for years will be submitted for approval as GSAWS Conference-Approved Literature. There may be several versions that have been in use; however, one is to be agreed upon by the WSC. If the voting does not result in agreement the choices go to the hat for the group conscience.
negative votes from the GSAWS Literature Committee or GSAWSBOT members on the same portion of the manuscript will necessitate a rewrite and further review until the Committee and GSAWSBOT approve each portion. One or two negative votes do not prevent completion of that portion of the manuscript.

The following describes step by step how the GSAWS Literature Committee considers the conceptual idea and implements the CAL process in the actual document development.

1. GreySheeters Anonymous World Service Conference (GSAWSC) Literature Committee makes a motion to the GSAWSC to seek approval for a new or revised piece of literature. An idea or concept for recovery material may come from any GSA member, group, intergroup, or service arm or the Literature Committee itself. The Literature Committee considers each idea to determine if it meets the literature needs of the fellowship. Some materials will be submitted in a completed form, while others will require writing or editing. Recovery material falls into two general categories: small short-form (Proposed change 2019) (e.g., leaflets) and large long-form (Proposed change 2019) (e.g., books and booklets).
   a. Small Short-form (Proposed change 2019) publications, for which there may be an immediate need, may be conceptually approved by the GSAWS Literature Committee and the GSA Board of Trustees and moved through the Conference Approval process.
      i. Short-form literature is defined as 2000 words or less. (Proposed addition 2019)
   b. Large Long-form (Proposed change 2019) publications are presented by the GSAWS Literature Committee in a motion to the WSC requesting conceptual approval prior to work beginning (with the exception of current literature in use before the first GSAWSC.)
      i. Long-form literature is defined as 2001 words or more. (Proposed addition 2019)
   c. Any GSAWS Conference member may present a motion for conceptual approval for GSAWS Conference-Approved Literature (CAL) at a WSC. Literature approved in this manner will be referred to the GSAWS Literature Committee, which will prioritize and coordinate its development of the literature.

2. Once an idea has approval, the GSAWS Literature Committee determines its preliminary scope and direction and assigns a Sponsoring Editor, the Sponsoring Editor or GSAWS Literature Committee then selects a writer or editor. This writer/editor may be paid or unpaid as determined by the Committee. If it is a paid writer/editor, the cost is submitted to the Board for approval. In keeping with the spirit of anonymity, the full

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3 Sponsoring Editor: the GSAWS Literature Committee member sponsoring the CAL project.
name of any individual member does not appear in GSA literature, nor is authorship acknowledged.

3. Depending on the parameters of the project, the Sponsoring Editor may submit one or more outlines of the proposed work to the Literature Committee to ensure that both the Sponsoring Editor and the Literature Committee agree on the direction of the project's direction. If it is a large project, additional Editors may be assigned to assist the Sponsoring Editor, with Literature Committee Readers and other Editors assigned to review the work of one Sponsoring Editor or Assistant Editor. The writer/editor then submits revised material to the GSAWS Literature Committee and the GSAWS Board of Trustees, who in turn give their suggested revisions.

4. If member shares are needed, they are requested from the fellowship through World Service Office (WSO) publications (when they exist), greysheet.org web site announcements, and individual contact, so that the identified message of our program is adequately reflected in our literature. All shares received and accepted for publication by the GSAWS Literature Committee become the property of GSAWS, Inc.

5. GSAWS Literature Committee members provide independent reviews of the initial draft(s) of the manuscript to ensure that GSA principles have been adhered to throughout. Their comments will be incorporated into the draft and once again reviewed by Committee members. While all comments are considered, three or more negative comments from Committee members on the same portion of a manuscript, require the Sponsoring Editor and his or her assisting Editor(s), if applicable, to conduct an in-depth reappraisal of the identified portion. This process may be repeated until the draft is ready for final review and approval. During this process, text corrections are made to ensure adherence to policy (as defined in the current GSA Service Manual).

6. The Sponsoring Editor and, if applicable, his or her assisting Editor(s), produce a final draft that is sent to all GSAWS Literature Committee members and the GSAWSBOT for approval. Questions regarding a specific portion of a manuscript may call for an in-depth reappraisal of that particular section by the Sponsoring Editor. One or two negative votes from Readers will not prevent the CAL process from being completed. The Sponsoring Editor will consider all concerns expressed by the GSAWS Literature Committee and GSAWSBOT. If not approved, the Literature Committee Editors will determine the next course of action.

7. Title Selection Process: A working title will be given by the Sponsoring Editor. Throughout the development of a proposed CAL manuscript, Committee members are invited to suggest titles for the work in progress. The final title, agreed upon by the Committee.

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4 Editors: those who edit and support the sponsoring editor in completing the editing for the CAL process.
5 Readers: those who read potential CAL and report back to the editors. Readers should come from various cultural backgrounds so GSA accomplishes its goal of reaching the ‘broad-based audience’ as mentioned in the Process Overview.
GSAWS Literature Committee, is approved at the same time as the final draft of the manuscript.

8. Title Change Process: A proposal to change the title of an existing CAL book or pamphlet must be addressed by the full GSAWS Literature Committee and GSAWSBOT. The new or amended titles are presented to the WSC.

9. The GSAWS CAL process is now complete and the GSAWS CAL seal can be affixed to the literature. The Sponsoring Editor and the Literature Committee Chairperson will oversee final production including copyediting, design, printing and the creation of promotional materials.

10. The Sponsoring Editor and the Literature Committee Editors will determine the final presentation once all approvals have been received.

11. After the manuscript is approved, then the presentation style is defined and estimated costs, including a marketing plan, are submitted first to the Finance Committee, and then by the Finance Committee to the GSAWSBOT for approval of printer, selling price and quantity.

12. Literature Revision Process: Revisions may be directed to the GSAWS Literature Committee for consideration from any GSA member, group, intergroup, or service arm. The GSAWS Literature Committee determines whether a current publication is in need of revision based on the expressed needs of our fellowship. The CAL process is used for the revision, assigning a Sponsoring Editor approved by the entire GSAWS Literature Committee and the GSAWSBOT.


   1. The following criteria are required:
      a. The material has a three to five-year introductory period from the date of initial publication and it hasn’t been completed;
      b. Low sales of the material reflect minimal interest by the membership; and
      c. The content is covered by other CAL material.

   2. Once the GSAWS Literature Committee is satisfied that the above criteria have been fulfilled, they will make a motion to the WSC to discontinue the item.

14. Permission to Translate CAL

   a. All translations of GSA CAL to other languages are to be submitted to the GSAWSBOT and the GSAWS Literature Committee for review and approval before permission to print or reprint is granted.6

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6 Presentation style: e.g. format, binding, paper, jacket, original artwork, etc.
b. Depending on the size and scope of the project the GSAWSBOT and the GSAWS Literature Committee choose the depth of their review of the translated document.

c. Three or more negative votes from the GSAWS Literature Committee or GSAWSBOT members on the same portion of the manuscript will necessitate a rewrite and further review until the Committee and GSAWSBOT approve each portion. One or two negative votes do not prevent completion of that portion of the manuscript.

15. Translations Translated GSA literature should maintain the spirit and meaning of the original English version.

16. Since the concept and development of the original material has already been conference approved the translated text does not need to be previously approved for development by the WSC.
Literature Committee Attachment 3

One Meal at a Time in GreySheeters Anonymous

There are two ways to access this PDF-only document:

1. Download the PDF document from greysheet.org and insert it here.
2. Click on the below link or copy or paste the link into your browser:
   https://drive.google.com/drive/u/0/folders/1JDtcfPbApP8xK5KqT0XXXnPY7iQ-ncg
Public Information Committee

Members

Chair: Jim T. 07/16/2011 GSR 2018-2019 NY BRO SAT 1100

Secretary: NA

Board Liaison: Yael A. 02/20/2009 2016-2019

Members:

Linda G. 06/17/2001 GSR NY MAN SAT 0730

Jennifer B. 03/12/2004 GSR PBIG TUE 0700

Sheila R. 06/14/2014 GSR NY MAN SAT 1000

Tammy S. 04/01/2017 GSR PHO TUE 1730

Regular Meeting and Contact

TBD

jimtnyc@gmail.com

Purpose

The Public Information and Outreach Committee acts as a liaison between GreySheeters Anonymous and the general population. The Committee’s goal is to increase awareness of the GreySheeters Anonymous program using GreySheeters Anonymous Conference Approved Literature, posters, and the GreySheeters Anonymous website. The Committee serves as a resource for helping those suffering from compulsive eating, anorexia or bulimia, along with the professionals who serve them. (Committee name updated World Service Conference 2013)

Update

During 2016-2019, the Public Information Committee lost all of its members as they rotated out of their one-year Group Service Representative and three-year Intergroup Service Representative positions. No new members joined the committee because the 2016 World Service Conference voted to only have World Service Conferences every two years and then the 2018 World Service Conference was postponed for a year. Therefore, the Public Information Committee became inactive.
Due to registration for the 2019 World Service Conference, the Public Information Committee gained several new members and plans to regroup, review all previously completed projects, and identify our priority projects for 2019-2021. We will miss the March 1st deadline for submitting recommendations to the World Service Conference in 2019 but we hope to announce our new 2019-2021 projects at the conference in Chicago in September.

From 2013-2016, the Public Information Committee completed these projects and published them on greysheet.org / Meetings/Groups / Meeting Group Resources / Public Information:

- Public Information Manual
- Public Information Guidelines (Traditions)
- Public Service Announcements Sample Text
- Meeting Flyer: Can’t Stop Eating? For posting in your area
- Public Information Spending Plan. Budget for Public Information activities based on your committee’s objectives
- Library of Letters
  - General Purpose Outreach Letter
  - Health Professionals Outreach Letter
  - Memo to Media for media professional who wish to interview GreySheeters Anonymous members
  - Guidelines for Contacting the Media
  - Pre-Interview Guidelines for GreySheeters Anonymous members
- Library of Pamphlets and Cards
  - A Solution for Compulsive Overeaters pamphlet
  - If you are a Healthcare Professional pamphlet
  - Can’t Stop Eating? Card One-Sided
  - Can’t Stop Eating? Card Two-Sided
  - Youth Pamphlet: Journey into Daylight: Escaping the Fist of Food
  - GreySheeters Anonymous Suggested Outreach Strategies pamphlet
  - Personal Wallet Card. Modifiable business cards for meeting information

We have accepted responsibility for drafting policies and processes for the following areas at the request of the Website Subcommittee and we will submit these to the Website Subcommittee by the March 31st, 2019 deadline.

- Approve a new event for publication on greysheet.org
  - https://www.greysheet.org/events
• Approve a new written qualification for publication in Member’s Stories on greysheet.org
  o https://www.greysheet.org/getting-started-greysheet/member-resources/member-s-stories/written-stories
  o https://www.greysheet.org/getting-started-greysheet/member-resources/member-s-stories/our-disease-our-solution
  o https://www.greysheet.org/getting-started-greysheet/member-resources/member-s-stories/no-matter-what
  o https://www.greysheet.org/getting-started-greysheet/member-resources/member-s-stories/what-kept-me-abstinent
  o https://www.greysheet.org/getting-started-greysheet/member-resources/member-s-stories/holidays

• Approve a new audio recording for publication on greysheet.org (or any linked audio or video storage service)
  o Audio Qualifications: https://www.greysheet.org/getting-started-greysheet/member-resources/member-s-stories/audio-stories

Recommendations

The Public Information Committee has no recommendations for World Service Conference 2019.
Structure Committee

Members

Chair: Gary G. 09/12/1975 ISR 2017-2019 New York Metro Intergroup
Secretary: Myndie F. 07/15/2018 GSR 2018-2020 PBIG THU 0700
Board Liaison: Mary B. 04/25/1995 2016-2019

Members:
Linda L. 07/17/04 ISR 2015-2019 Connecticut Intergroup, GSR CT WES SAT 0845
Linda GS 05/02/1999 GSR 2018-2019 NJ SUM SAT 1000
Raina D. 09/22/2005 ALT GSR 2018-2019 CT FAI WED 1800
Louise C. 07/02/2009 ALT GSR 2018-2019 CT GRE THU 1015

Regular Meeting and Contact

Fourth Sunday 0800 ET Phone 1-605-475-3220, pin 367416#
gguttmann@gmail.com

Purpose

The Structure Committee will:

- Make recommendations for the service structure of GreySheeters Anonymous.
- Document the current board policies, procedures, job descriptions and standard practices and present them for approval at the World Service Conference.
- Continue to work on the Service Manual with the goal of producing a final document by the next World Service Conference.
- Oversee the Nominating Committee that develops the slate of Trustees and Officers who will be officially voted in at the following World Service Conference. (Previously this was a Board committee.)
- Coordinate the GSA census every five years.

Update

During 2016-2019, the Structure Committee coordinated the following:
• The Service Manual Subcommittee (SMSC) of the Structure Committee was formed and met bi-weekly to review drafts of the GSA Service Manual.

• The SMSC compared previously approved items that are posted on the GSA website. The Subcommittee copied website postings into the incorporated them into the ongoing draft of the GSA Service Manual (SM). The Structure Committee made various changes and updates for the Structure of GSA. The GSA SM is a work in progress. The Subcommittee has a goal to complete the SM and have it posted on the GSA Website by the next World Service Conference.

• The Structure Committee made various recommendations for Structure guidelines and gave these recommendations to various Conference Committees to discuss and possibly bring as a motion from their Committee to the World Service Conference. As the Structure Committee develops the Structure of GSA, we have found that GSA’s structure is built upon working with and making recommendations to other World Service Conference Committees. For example, we made the following recommendations to the Finance, Literature and Conference Committees:
  - Finance Committee: recommended changing donation limits;
  - Literature Committee: recommended a process to approve conference approved literature;
  - Conference Committee: recommended they present the Conference Charter and a process for taking and approving minutes at the WSC 2019 and further.

• In 2019-2020, the Structure Committee plans to revise and update the processes to start a meeting, register a Group or an Intergroup and so forth. We are working on any necessary improvements for the Structure of our program and making recommendations to other Committees. We will work with the Website Subcommittee on posting updates to the Structure and putting them on our website.

• The Structure Committee was given the task of putting together a Nominating Committee to choose a strong slate of 13 board members (or 12 with a Class B trustee from another 12-Step fellowship), and 10 from Intergroups all around the U.S and Canada are ready to start.

• The Structure Committee will create a process to capture the next GreySheeters Anonymous Census. The census will be performed every five years.

• The SMSC will continue to meet and streamline the Service Manual of GreySheeters Anonymous.

Recommendations

SC1. The Structure Committee moves GreySheeters Anonymous World Service Conference accepts a motion to ‘add a tagline’ to the wording GreySheeters Anonymous. We recommend “Can’t Stop Eating?” as a permanent part of our name. (Attachment 1)
GSAWSC2019 Report
Structure Committee

- **Rationale**
  
  - In order for GreySheeters Anonymous to help the suffering addict / compulsive eater, we recommend adding a tagline to the wording GreySheeters Anonymous that would appear in Internet searches and on our Literature. We know what GreySheet is, but others do not.

  - This would help reach the compulsive eaters who still suffer. In order to secure ideas for the tagline, the SC performed a survey of our community via our FB page and the GreyNet for tagline recommendations. Based on the survey, the SC recommends *Can’t Stop Eating?* as our tagline. Going forth, our name would read: GreySheeters Anonymous, *Can’t Stop Eating?*

- **Implication**
  
  - When someone uses their search engine to look for ways to control their ‘eating’ or go on a diet, it is our recommendation that GreySheeters Anonymous is one of the programs that appears in the search. Currently, it does not. The SC feels that GSA has such an important message that is currently not communicated to overeaters and food addicts that still suffer. The goal would be to work with the Website Committee on a productive way to add the ‘tag line’ to our website, so it appears in an online search.

  - This tagline is a vehicle to communicate with a compulsive overeater searching on the internet for an answer to their food issues and tagline would easily lead them to what GSA has to offer.

**SC2 Service Manual: Inverted Triangle update (revision)**

- **Rationale**
  
  - The Abstinence Circle and Triangle Symbol is the symbol adopted with permission from Alcoholics Anonymous. The equilateral triangle represents the three-part answer - unity, recovery and service - to a three part disease - physical, mental and spiritual, while the circle represents wholeness or oneness. Per Bill W, the inverted triangle is an important part of the structure of any 12-step program.

- **Implication**
  
  - The SC found there were items mentioned in the 2013 triangle drawing that are currently obsolete. A GSA artist updated the inverted triangle in December 2018 to reflect and reiterate the structure of GSA.
SC3. SM, Add the Phone Bridge Intergroup when defining an Intergroup

• **Rationale**
  • We are recommending adding the wording ‘Phone Bridge Intergroup’ to the current complement of Intergroups. The PBIG is an Intergroup; however, they are globally located as opposed to the standard Intergroup, which is comprised of a certain geographic population of GSA groups.

• **Implication**
  • The PBIG is an intrical part of our fellowship and this Intergroup needs representation and notation in our Manual and the website.

SC4. SM, World Service Attendance

• **Rationale**
  • Delegate Rotation for attendance at the GSA WSCs. Our long-term goal is to rotate Delegates at the GSA WSCs. However, GSA is still a young program and in the early stages of having a variety of members sign up for service. We would
encourage the same GSRs and ISRs to not attend more than 3 WSCs in a row. We also understand that a GSR might become an ISR or an ISR might become a GSR.

- It is a recommendation to rotate, however, the same person might attend in a different role.
- As we grow as a fellowship, it would be of value to our fellowship to have different people serve at GSA WSCs. This motion is also in line with the GSA Charter.

- Implication
  - SRs and GSRs adhere to the spirit of rotation.

SC5. Motion to Approve the 12 Concepts of GSA

- Rationale
  - The 12 Concepts of GSA are part of the Service Manual of GSA. Our organization needs spiritual guidance at the World Service Conference level. As Bill set them down, the Twelve Concepts are a potpourri: Concepts III through V, IX and XII deal with spiritual principles; the remainder, though they have spiritual overtones, are devoted to describing the relationship of the various service entities and how they work together. (Attachment 2)

- Implication
  - The 12 Concepts of GSA would be part of our Service Manual and posted on the website. The concepts summarize and guide us through such things as responsibility, authority, delegation, leadership, accountability, spiritual guidance, participation, communication, open-mindedness, fairness, and finances. The Twelve Concepts, together, help ensure that our fellowship’s service structure remains forever devoted to service, not government.
Structure Committee Attachment 1 Tagline Example

Greysheeters Anonymous

Can’t Stop Eating?
Structure Committee Attachment 2
The Twelve Concepts of GreySheeters Anonymous

Concept I: Final responsibility and ultimate authority for GSA World Services should always reside in the collective conscience of our whole Fellowship.

Concept II: The World Service Conference of GSA has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.

Concept III: To insure effective leadership, we should endow each element of GSA —the Conference, the World Services Board and its service corporations, staffs, committees, and executives—with a traditional "Right of Decision."

Concept IV: At all responsible levels, we ought to maintain a traditional "Right of Participation," allowing a voting representation in reasonable proportion to the responsibility that each must discharge.

Concept V: Throughout our structure, a traditional "Right of Appeal" ought to prevail, so that minority opinion will be heard and personal grievances receive careful consideration.

Concept VI: The Conference recognizes that the chief initiative and active responsibility in most world Service Matters should be exercised by the trustee members of the Conference acting as the World Services Board.

Concept VII: The Charter and Bylaws of the World Services Board are legal instruments, empowering the trustees to manage and conduct world service affairs. The Conference Charter is not a legal document; it relies upon tradition and the GSA purse for final effectiveness.

Concept VIII: The trustees are the principal planners and administrators of overall policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through their ability to elect all the directors of these entities.

Concept IX: Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustees.

Concept X: Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.

Concept XI: The trustees should always have the best possible committees, corporate service directors, executives, staffs, and consultants. Composition, qualifications, induction procedures, and rights and duties will always be matters of serious concern.

Concept XII: The Conference shall observe the spirit of GSA tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its
prudent financial principle; that it place none of its members in a position of unqualified authority over others; that it reach all important decisions by discussion, vote, and, whenever possible, by substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; that it never perform acts of government, and that, like the Fellowship it serves, it will always remain democratic in thought and action.

The Twelve Steps, Twelve Traditions and Twelve Concepts are reprinted with permission of Alcoholics Anonymous World Services, Inc. ("AAWS"). Permission to reprint the Steps, Traditions and Concepts does not mean that AAWS has reviewed or approved the contents of this website, or that A.A. necessarily agrees with the views expressed herein. A.A. is a program of recovery from alcoholism only - use of the Steps, Traditions and Concepts in connection with programs and activities which are patterned after A.A., but which address other problems, or in any other non-A.A. context, does not imply otherwise.

The Twelve Concepts of AA

Concept I: Final responsibility and ultimate authority for A.A. world services should always reside in the collective conscience of our whole Fellowship.

Concept II: The General Service Conference of A.A. has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.

Concept III: To insure effective leadership, we should endow each element of A.A. —the Conference, the General Service Board and its service corporations, staffs, committees, and executives—with a traditional "Right of Decision."

Concept IV: At all responsible levels, we ought to maintain a traditional "Right of Participation," allowing a voting representation in reasonable proportion to the responsibility that each must discharge.

Concept V: Throughout our structure, a traditional "Right of Appeal" ought to prevail, so that minority opinion will be heard and personal grievances receive careful consideration.

Concept VI: The Conference recognizes that the chief initiative and active responsibility in most world Service Matters should be exercised by the trustee members of the Conference acting as the General Service Board.

Concept VII: The Charter and Bylaws of the General Service Board are legal instruments, empowering the trustees to manage and conduct world service affairs. The Conference Charter is not a legal document; it relies upon tradition and the A.A. purse for final effectiveness.

Concept VIII: The trustees are the principal planners and administrators of overall policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through their ability to elect all the directors of these entities.
**Concept IX:** Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustees.

**Concept X:** Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.

**Concept XI:** The trustees should always have the best possible committees, corporate service directors, executives, staffs, and consultants. Composition, qualifications, induction procedures, and rights and duties will always be matters of serious concern.

**Concept XII:** The Conference shall observe the spirit of A.A. tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its prudent financial principle; that it place none of its members in a position of unqualified authority over others; that it reach all important decisions by discussion, vote, and, whenever possible, by substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; that it never perform acts of government, and that, like the Society it serves, it will always remain democratic in thought and action.