

BYLAWS  
OF THE  
SAN GABRIEL VALLEY—  
INLAND EMPIRE INTERGROUP  
OF  
OVEREATERS ANONYMOUS, INC.

Intergroup #: 09009  
Region #: 02

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# PREAMBLE

## GENERAL WARRANTIES

In all its proceedings, the San Gabriel Valley—Inland Empire Intergroup of Overeaters Anonymous, Inc. (“SGVIE Intergroup” or “intergroup”), shall observe the spirit of the tradition of Overeaters Anonymous, taking care that the ~~group~~ Intergroup never becomes the seat of wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the members of its Board of Directors (“Board”) shall ever be placed in the 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 committee action ever be personally punitive, or intentionally incite public controversy; that though the Board may act for the service of Overeaters Anonymous (“OA”) Groups in San Gabriel Valley—Inland Empire, and obey and comply with all applicable federal and California laws, it shall never perform any acts of government in contravention of the Twelve Traditions, and that, like the society of Overeaters Anonymous, the Board itself will always remain democratic in thought and action.

(This preamble is adopted from the Third Legacy Manual of AA World Services and AA co-founder Bill W’s Twelve Concepts for World Service, as adopted by the AA General Services Conference on April 26, 1962. This adaptation of copyrighted AA material has been approved by the General Service Board of AA.)

### I. NAME OF CORPORATION

The name of this corporation shall be ~~the~~ San Gabriel Valley—Inland Empire Intergroup of Overeaters Anonymous, Inc. It is incorporated in the State of California as a non-profit public benefit corporation under California Corporation Code Sections 5210 et seq. Hereafter, it will be referred to as SGVIE or San Gabriel Valley—Inland Empire Intergroup.

### II. PURPOSE OF CORPORATION

The purpose of the SGVIE Intergroup of OA, Inc. shall be the administration and coordination of OA activities common to the various groups comprising its membership. These activities include:

- A. Furthering the OA program in accordance with the Twelve Traditions **and the Twelve Concepts of OA Service.**
- B. Maintaining a SGVIE Intergroup Service Office as a communication center for OA in this area.

- C. Specifically excluded from the objectives of the corporation is the operation of any club or clubhouse, or the endorsement of any public or private projects on compulsive overeating as outlined in Tradition Six.

**III. ~~DEFINITION OF~~ MEMBERSHIP (Note: SGVIE calls member group reps “Delegates,” WS calls them “Intergroup Representatives (IRs). 1.) Discuss/consider changing term “Delegate to “Intergroup Representative.” WS Bylaws–**

The membership of the SGVIE Intergroup shall consist of each OA Group registered with the World Service Office and the SGVIE Office and located within the San Gabriel Valley or Inland Empire area. Registered Member Groups will not be registered with any other Intergroup. Virtual groups registered with the World Service Office may affiliate without regard to geographic proximity.

Each intergroup has the autonomy to determine which groups may affiliate with it; that decision should always be guided by OA Traditions and Concepts.

Board Members are those elected to office at said voting time under article VII C.

Delegates or Alternate Delegates are those persons elected by each member group to give representation at a Delegate meeting and are entitled to voting rights.

**(VI. DEFINITION OF OVEREATERS ANONYMOUS GROUPS (moved to III, and w/ text added as defined in *OA, Inc. Bylaws, Subpart B. Article V, Section 1.***

**A. These points shall define an Overeaters Anonymous group:**

1. As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous, guided by the Twelve Concepts of OA Service.
2. All who have the desire to stop eating compulsively are welcome in the group.
3. No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
4. As a group they have no affiliation other than Overeaters Anonymous.
5. It has affiliated as an Overeaters Anonymous group by registering with the World Service Office.

**B. Composition**

1. A group may be formed, as set forth in Article III, Section A1 ~~VI, Section A,~~ by two or more persons meeting together, either

- a) in the same physical location (face-to-face);
- b) through some form of electronic device (virtually); or
- c) both.

2. Groups compose the intergroups as set forth in Article III, Section B1 hereof.

The San Gabriel Valley-Inland Empire Intergroup endorses the definition of an OA group in Overeaters Anonymous, Inc. Bylaws Subpart B, Article V, Section 1, as written and as it may be amended by a future World Service Business Conference.

#### **IV. VOTING RIGHTS**

Each Registered Group and Board Member shall be entitled to a vote at membership meetings. Notice of such meetings shall be given as required by law.

- A. Each Member Group shall be entitled to one (1) vote at membership meetings. That vote shall be cast by a natural person (i.e., human being) chosen in accordance with the Twelve Traditions by that Member Group. Natural persons employed by an Intergroup, Region, or World Service Office of OA shall **NOT** be eligible to serve as Delegates or Alternates while so employed. No natural person can be designated to vote on behalf of more than one Member Group at membership meeting. Each such natural person designated to vote on behalf of a Member Group shall be known as Delegate. These bylaws do not require that an Alternate Delegate be chosen by a Member Group, that Alternate Delegate shall be empowered to vote on behalf of that Member Group when the Delegate does not attend a membership meeting.
- B. Board Members shall also be entitled to a vote at membership meetings and shall not represent any Member Group as a Delegate.
- C. The Chairperson of the Board of Directors may vote to make or break a tie.

#### **V. SGVIE, INC., MEMBERSHIP MEETINGS**

Meetings of the members of the SGVIE Intergroup of OA, Inc., shall be held ~~bimonthly~~ **monthly** at such place, time and location as may be set by resolution of the Board.

- A. A special membership meeting may be called at any other time by a majority vote of the SGVIE Intergroup Board, or by written petition of at least one-fourth (25%) of the Delegates following the vote or group conscience of the Member Groups they represent.

- B. Notification of regular and special meetings of the SGVIE Intergroup shall consist of written notice, prepared by or under the direction of the Secretary, **to be sent via e-mail, fax, US mail or delivered by hand** to ~~be mailed to~~ each Member Group at least two (2) weeks prior to the date of the meeting. Notice of meetings **will be sent to the most current name and address, e-mail address, fax number or delivered by hand** for each Member Group's Delegate listed on the membership registry shall be deemed to be sufficient. For the purposes of this provision, it is suggested that it be the responsibility of each Group Secretary of each Member Group to make certain that the membership registry maintained by the Intergroup Secretary and the Intergroup staff is timely and accurate and that the Group Secretary shall insure that the Intergroup Secretary and Intergroup staff receive all changes of Group Secretary, Treasurer, Delegate or Delegate Alternate, complete with accurate mailing addresses, **e-mail addresses and, when applicable, fax numbers**, and all other necessary information. It is the sole responsibility of each Board Member/Delegate to notify the Secretary of their absence to a scheduled meeting.
- C. At every membership meeting, a Parliamentarian, if available, shall be present to serve in said capacity for said meeting. Said Parliamentarian shall be appointed by the Board of Directors.
- D. At a membership meeting held upon proper notification, those SGVIE Intergroup Member Groups represented by a Delegate or an Alternate Delegate shall constitute a quorum, and a simple majority shall govern for voting purposes.
- E. Only those individuals eligible to vote at membership meetings shall be entitled to speak. Other individuals may petition the Chairperson prior to the start of the meeting for leave to speak on an agenda item. The Chairperson may, but is not required to grant such leave.

**VI. ~~DEFINITION OF OVEREATERS ANONYMOUS GROUPS (Moved to III. Membership)~~—**

~~These points shall define an Overeaters Anonymous group:—~~

- ~~1) As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous.—~~
- ~~2) All who have the desire to stop eating compulsively are welcome in the group.—~~
- ~~3) No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).—~~

- 4) ~~As a group they have no affiliation other than Overeaters Anonymous.~~

## VII. VI. THE BOARD OF DIRECTORS

The SGVIE Intergroup of OA, Inc., shall elect a Board of Directors as provided in this Article. The Board may also be popularly known as the ~~as the~~ SGVIE Intergroup Service Committee.

- A. The SGVIE Intergroup Board shall consist of twelve members.
- B. The regular term of office for a Director shall be two years.
- C. Elections to the Board shall take place annually at the regular October membership meeting. Six Directors shall be elected in odd-numbered years, and six Directors shall be elected in even-numbered years.
- D. To be eligible for election to the Board of Directors a person must, at the time of their election, satisfy the following requirements:
1. Have regularly attended meetings of OA for one year and are currently and regularly attending meetings of a Member Group for one year.
  2. At the time of his or her election to the Board, have abstained from compulsive overeating continuously for six months immediately prior to and including the date of his or her election, have taken Steps 4 and 5 of the Twelve Steps, be practicing the Twelve Steps to the best of his or her ability and be committed to the Twelve Traditions, **guided by the Twelve Concepts of OA Service**. The abstinence requirement can be suspended by a majority vote at the time of the election.
  3. Each nominee or candidate for election to the Board of Directors must be present at the time of the election.
  4. Each nominee or candidate shall not be a paid professional staff member or employee of the OA World Service Office, Region 2 or the SGVIE Intergroup of OA.
  5. A director who has completed two consecutive terms of service on the Board shall be ineligible for election for one year thereafter.
  6. A Director who has been deemed to have vacated his or her position after missing two (2) consecutive Board and/or Delegate meetings or four

(4) meetings total in one year without just cause under the provisions of Article VIII E<sub>5</sub> of these bylaws shall be ineligible for election for one year thereafter.

- E. To be elected to the Board a nominee must receive a majority vote.
- F. All Directors elected at the regular annual elections at the October membership meeting shall be elected for a two-year term.
  - 1. No person shall serve more than two consecutive terms as a Director of the SGVIE Intergroup.
  - 2. Once a Director has completed two consecutive terms on the Board, then that person shall be ineligible for election to the Board for one year.
  - 3. A person serving an incomplete term of service as a Director for one year and one day or longer shall be considered to have served a full two-year term of office.
- G. During his or her term as Director, each Director shall make a commitment to adherence to the Twelve Steps and Twelve Traditions, **guided by the Twelve Concepts of OA Service** and continual maintenance of abstinence throughout the entire term of his or her office.
- H. Should a vacancy occur on the Board, appropriate notice shall be given of a special election and such election shall be held at the first membership meeting held thirty days (30) or more after notification of the vacancy and special election has been given. A special membership meeting may be called for the purpose of holding a special election to fill a vacancy on the Board. If needed, the Chairperson may appoint an interim Director to serve until the first opportunity for an election.
- I. A quorum to conduct regular or special meetings of the SGVIE Intergroup Board shall consist of six Directors. In accordance with **the most current available edition of Roberts Rules of Order, Newly Revised**, a quorum will always be presumed unless its absence is suggested. A quorum being present, all matters before the Board shall be decided by a majority vote.
- J. The Board of Directors shall hold regular ~~bimonthly~~ **monthly** meetings, and may hold special meetings from time to time upon appropriate notice.

## **VIII. VII. ELECTION OF OFFICERS, TERMS OF OFFICE & DUTIES**

In its first organizational meeting and thereafter immediately following the annual October membership meeting, the Board of Directors shall elect from its own members a Chairperson, Vice-Chairperson, Secretary and Treasurer. Other offices may be established by standing rule of the Board of Directors and elections for such offices shall also occur at this time.

- A. The Chairperson shall be elected for a one-year term as Chairperson and shall serve no more than two consecutive terms as Chairperson.
- B. Other officers shall be elected for one two-year term of office and shall serve no more than two consecutive terms in such office.
- C. Should for any reason a vacancy in an office occur, the vacancy shall be filled by election. So long as a quorum is present the election to fill a vacancy can be held at the same meeting at which the vacancy is announced, although reasonable attempts shall be made to contact Directors who may be absent from such a meeting so that they can participate in such election in a telephonic conference call where all participants in such meeting can hear one another. The officer thus elected shall serve the remainder of the term vacated. Should such a period to be served exceed one-half of the original term, the officer thus elected shall be deemed to have served a full term once he or she completes the vacated term. If a vacancy occurs in the office of the Vice-Chairperson, Secretary, or Treasurer, the Chair may appoint an interim officer to fill such vacancy until the first opportunity for an election. If a vacancy occurs in the office of Chairperson, the Vice-Chairperson shall act as Chairperson until the first opportunity for an election.
- D. All officers may be elected by a simple majority of those Directors present, so long as a quorum is present in person or by telephonic conference call where all participants in such meeting can hear one another.
- E. Directors who miss two (2) consecutive membership meetings or four (4) meetings total in one year without just cause will be deemed to have resigned their positions and will no longer be able to sit on the Board. Their membership on the Board will terminate the day after the second consecutive meeting missed without just cause. This provision of the bylaws constitutes appropriate notice and no other notice need be given. The Board by resolution, may adopt guidelines as to what constitutes just cause for the purpose of this Article. In the absence of any Board resolution, just cause shall be determined according to applicable guidelines under state law.
- F. The Officers specified in these bylaws shall have the following duties, although their duties shall not be limited to those enumerated herein:

1. The Chairperson shall:
  - A. Preside at all Board and membership meetings.
  - B. Be a signatory on all SGVIE Intergroup accounts at financial institutions.
  - C. Be an ex officio member of all committees.
  - D. Not be designated to vote on behalf of a Member Group in accordance with Article ~~IV-A~~ **III A** of these bylaws during his or her term as Chairperson.
  - E. ~~Note~~ **Not** vote at Board of membership meetings unless necessary to make or break a tie.
2. The Vice-Chairperson shall serve and assume the duties of the Chairperson in the Chairperson's absence and shall be responsible for registering World Service Delegates and Region 2 Representatives.
3. The Secretary shall be responsible for maintaining accurate minutes and records of the Board and membership meetings, for maintaining and overseeing the maintenance of the membership registry, and for all communications and notices of members, Intergroups, Region 2 and World Service Office of Overeaters Anonymous as authorized by the Board.
4. The Treasurer shall:
  - A. Be the custodian of all funds received and disbursed by the SGVIE Intergroup.
  - B. Be a signatory on all SGVIE Intergroup accounts at financial institutions.
  - C. Make bimonthly financial reports to the SGVIE Intergroup Board and ~~bimonthly~~ **monthly** membership meetings, and such annual financial reports to members as are required by law. Said annual financial reports to members are to be prepared by independent accountants, auditors or **e**Certified Public Accountants as required by law.

- D. Verify the validity of all bills charged to the SGVIE Intergroup and arrange for their payment.
  - E. Inform the Treasurers of Member Groups of the SGVIE Intergroup's financial status when and if appropriate to do so.
  - F. Be responsible for all fiscal and income tax related matters and filings required by the California Franchise Tax Board and the Internal Revenue Service.
  - G. Will maintain a prudent reserve of two (2) months to cover expected operational needs. Excess funds will be donated to OA service bodies as determined by the IG.
5. The Board, by a simple majority vote, may adopt, from time to time, resolutions or standing rules regarding the duties of officers and directors.
  6. Only the Chairperson, Vice-Chairperson, Secretary, Treasurer and Literature Person are authorized signatories on the SGVIE Intergroup accounts at financial institutions.

## **IX. VIII.COMMITTEES**

The Board, by simple majority vote, may adopt, from time to time, resolutions or standing rules establishing such standing and ad hoc committees as are deemed necessary for the welfare and operation of the SGVIE Intergroup of Overeaters Anonymous, Inc. Each committee is responsible to the SGVIE IG board.

- A. The Chairperson, with the concurrence of the Board shall appoint such committee members from among the Directors. Other natural persons affiliated with the Member Group shall also be eligible to serve, at the discretion of the Chairperson and Committee Chair, on committees established under this Article, but only a Director may chair a standing committee.
- B. Such committees may include, but need not be limited to: Operations and Budget, Public Information, ~~Community Relations~~, Publications, Special Events, Volunteers, ~~Hospitality and Twelfth Step~~, ~~Hospitals and Institutions and Young People~~. Professional Outreach, Twelfth-Step-Within, Meeting Liaison and Young Persons.
- C. Standing committees must be chaired by a Director, but may include, at the discretion of the Chairperson and the Committee Chair, such other natural persons affiliated with Member Groups who desire to serve.

- D. Ad hoc committees may be chaired by a Director, Delegate, or Registered Group Member at the discretion of the Board of Directors.

## X. IX.FINANCIAL STRUCTURE

The activities of the SGVIE Intergroup of OA, Inc., shall be financed primarily by contributions of individuals affiliated with its Member Groups.

- A. The SGVIE Intergroup may accept donations from OA members conforming with the general practice of OA.
- B. The acceptance of bequests from any source or donations from any outside source is allowed only insofar as it is in conformity with the World Service Office guidelines.
- C. The Board of Directors shall not accept the responsibility of Trusteeship or enter into the distribution of allocations of funds outside of its duties with respect to the SGVIE Intergroup of OA, Inc.

## XI. X.MAJOR POLICY MATTERS

Matters which relate to major policy affecting affiliated Member Groups or the Intergroup shall be referred to the membership at a regular or special meeting. Any unresolved issues will be referred to Region 2 or World Service.

## XII. XI.AMENDMENTS TO BYLAWS

These bylaws may be amended at any time by a two-thirds (2/3) majority of the Member Groups represented at any regular or special membership meeting provided that a copy of the proposed Amendments(s) has been submitted to each member by mail, e-mail, fax or by hand at least ~~ten (10)~~ thirty (30) days before the meeting at which action is to be taken on the proposed Amendment(s). No amendments to the Twelve Steps, Twelve Traditions, or Twelve Concepts of OA can be made by the SGVIE Intergroup, except as per OA, Inc. Bylaws, Subpart B, Article XIV, Section 1.

## XIII. XII.BENEFITS AND DISSOLUTION

- A. No part of the earnings or income of this California Non-Profit Public Benefit Corporation shall ever inure to or for the benefit of, or be distributed to its members, trustees, officers, directors, or other private persons, except that the corporation shall be empowered to pay reasonable compensation for services rendered and to make payment and distributions in furtherance of the

exempt purposes for which it was formed.

- B. Upon the winding up and dissolution of ~~the~~ **this** California Non-Profit Public Benefit Corporation, after paying or adequately providing for the debts and obligations of the Association, the remaining assets shall be distributed as ~~provided in the Articles of Incorporation.~~ **to the World Service Office of Overeaters Anonymous, or to a non-profit fund, association, foundation, or corporation which is organized and operated exclusively for charitable, educational or religious and/or scientific purposes and which has established its tax exempt status under Section 501c (3) of the Internal Revenue Code. In accordance with Overeaters Anonymous Traditions, such non-profit fund, association, foundation or corporation should be either the OA World Service Office or another OA service body.**
- C. **In order to deregister, an intergroup must submit a written request notice to the World Service Office, region chair and region trustee.**

#### **XIV. REGIONAL AND WORLD SERVICE CONFERENCE REPRESENTATION**

- A. The SGVIE Intergroup of OA, Inc., shall be a part of Region 2 ~~of~~ **of** OA, Inc., which consists of the states of California, **Hawaii, Mexico and Northern Nevada** ~~and Hawaii.~~ The SGVIE Intergroup shall elect representatives to the Regional and World Service **Business** Conference. The same natural persons shall serve as representatives to both the Regional and World Service ~~Office~~ **Business** Conferences. They shall be chosen in accordance with the OA Charter and Regional Guidelines. Three (3) Alternate Representatives shall also be chosen.
- B. **For representation at the Regional level, each Intergroup shall be entitled to have one qualified delegate for up to the first ten (10) groups it represents and one for each additional ten (10) or any fraction thereof. For representation at the World Service level, each** ~~Each Intergroup or National/Language Service Board shall be entitled to have one qualified delegate for up to the first fifteen (15) groups it represents and one for each additional fifteen (15) groups or any fraction thereof, as per the January Service Body Information Report from WSO. except that the National/Language Service Board shall not represent the same groups as Intergroups represent.~~ A group shall be recognized as registered and represented by an Intergroup ~~or National/Language Service Board~~ within its region or within its geographical proximity. **(—OA Inc, Bylaws Subpart B - May 2015.)**
- C. ~~Countries without intergroups which seek representation at the annual Conference shall have at least one (1) delegate. Larger representation shall be determined by the Board of Trustees, with delegate approval in accordance with the number of groups in that country.—~~

- D. ~~C. Delegates and alternates should be selected at least one hundred twenty (120)~~ **seventy (70)** days before the annual Conference, and the names forwarded immediately upon selection to the World Service Office of Overeaters Anonymous.
- E. If a region, intergroup or national/language service board does not select its delegate(s) and alternate(s) or fails to inform the World Service Office of Overeaters Anonymous before the annual meeting, such delegate(s) and alternate(s) may appear at the Conference with evidence of their due selection deemed credible by the trustees, and such delegate(s) shall be seated.
- F. General elections shall take place at the regular October membership meeting each year when approximately half of the Representatives and all of the Alternates will stand for election. Appropriate notice of this election shall be given.
- G. One Representative shall be a member of the SGVIE Intergroup Board of Directors as designated by the Directors at the Board's first meeting after the October Representatives election.
- H. To be eligible for election as Representative or Alternate, a person must, at the time of their election:
1. Have at least one year of current abstinence, have attended meetings of OA for one year, be attending a regularly Registered Group which is also affiliated with World Service and Region 2, and have at least two (2) years of service ~~above~~ **beyond** the group level. (Permission for any exception in qualifications for valid reasons, if deemed credible by the trustees, may be received by application to the World Service Office.)
  2. Be present at the time of election.
- I. During his or her term as Representative or Alternate, each person shall make a commitment of adherence to the Twelve Steps, Twelve Traditions, and Twelve Concepts of Overeaters Anonymous, and continual maintenance of abstinence throughout the entire term of his or her office.
- J. Representatives are to be elected in the following fashion:
1. Nominations shall be made for candidates to fill all vacant positions.
  2. To be elected to the first open Representative position, a nominee must receive both a majority vote and more votes than any other

nominee.

3. The nominee who receives the second highest number of votes on the same ballot shall be elected to the second open Representative position, if any and so on.
  4. Should there not be enough nominees receiving a majority of the votes cast, then placement of Representatives shall continue by largest plurality until all positions are filled.
  5. Once all Representative positions are filled, the next three highest vote getters shall become Alternates.
  6. Should there not be enough nominees present at the election meeting to fill all open positions, the Board shall have the option of calling another election meeting or appointing Representatives to fill the entire term of the open positions.
  7. Notice of this provision of the bylaws shall be given at the same time as notice of the election of Representatives is given to the membership.
- K. All Representatives shall be elected for a two-year term. Alternates shall be elected for a one-year term or until the election of their successors.
1. A person shall serve no more than two consecutive terms as either Representative or Alternate. Thereafter, that person shall not be eligible for election for one year.
  2. A person serving an incomplete term as either Representative or Alternate for one day more than half the term of that office shall be considered as having served a full term of office.
  3. Representatives and/or Alternates who miss two (2) consecutive meetings of World Service Office Business Conference or Region 2 without just cause will be deemed to have resigned their positions and will no longer be able to serve as Representatives or Alternates. Their term of office as Representative or Alternate will terminate the day after the second consecutive meeting missed without just cause. This provision of the bylaws constitutes appropriate notice and no other notice need be given. The Board, by resolution, may adopt guidelines as to what constitutes just cause for the purpose of this Article. In the absence of any Board resolution, just cause shall be determined according to applicable guidelines under state law.

- L. A vacancy among the at-large representatives shall be filled by the Senior Alternate who shall serve for the remainder of the unexpired term being filled.
- M. A vacancy in the position of Representatives chosen by the Board shall be filled by appointment of a Director at the Director's next meeting or special meeting.
- N. When a vacancy occurs from the ranks of the Alternates, the membership will be given prior appropriate notice and elections shall take place at its next regular meeting.
- O. Should the number of meetings increase to require additional Representatives, they shall be filled among the Alternates in order of seniority.

## XV. GUIDING PRINCIPLES

The SGVIE Intergroup of OA, Inc., shall conduct its membership and Board meetings in accordance with Robert's Rules of Order unless in conflict with these Bylaws of the Articles of Incorporation, or Group Conscience of the Board, in which case the Bylaws or Articles of Incorporation or Group Conscience shall control. The Intergroup shall also be guided by the Twelve Steps, Twelve Traditions, and the Twelve Concepts of Overeaters Anonymous.

- A. The Twelve Steps:
  1. We admitted we were powerless over food, that our lives had become unmanageable.
  2. Came to believe that a power greater than ourselves could restore us to sanity.
  3. Made a decision to turn our will and our lives over to the care of God *as we understood Him*.
  4. Made a searching and fearless moral inventory of ourselves.
  5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
  6. Were entirely ready to have God remove all these defects of character.
  7. Humbly asked Him to remove all our shortcomings.

8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. Made direct amends to such people whenever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with God *as we understood Him*, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as a **the** result of these steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

B. The Twelve Traditions

1. Our common welfare should come first; personal recovery depends upon OA unity.
2. For our group purpose there is but one ultimate authority, a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for OA membership is a desire to stop eating compulsively.
4. Each group should be autonomous except in matters affecting other groups or OA as a whole.
5. Each group has but one primary purpose, to carry its message to the compulsive overeater who still suffers.
6. An OA group ought never endorse, finance or lend the OA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
7. Every OA group ought to be self-supporting, declining outside contributions.

8. OA should remain forever non-professional, but our service centers may employ special workers.
9. OA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. OA has no opinion on outside issues; hence the OA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, televisions, and other public media of communication.
12. Anonymity is the spiritual foundation of all these traditions, ever reminding us to place principles before personalities.

C. The Twelve Concepts of OA Service

1. The ultimate responsibility and authority for OA vices resides in the collective conscience of our whole Fellowship.
2. The OA groups have delegated to World Service Business Conference the active maintenance of our world services; thus, World Service Business Conference is the voice, authority and effective conscience of OA as a whole.
3. The right of decision, based on trust, makes effective leadership possible.
4. The right of participation ensures equality of opportunity for all in the decision-making process.
5. Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.
6. The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.
7. The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws, Subpart A; the rights and responsibilities of the World Service Business Conference are accorded to it by Tradition and by OA Bylaws, Subpart B.

8. The Board of Trustees has delegated to its Executive Committee the responsibility to administer the OA World Service Office.
9. Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
10. Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.
11. Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants.
12. The spiritual foundation of OA service ensures that:
  - a) no OA committee or service body shall ever become the seat of perilous wealth or power;
  - b) sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle;
  - c) no OA member shall ever be placed in a position of unqualified authority;
  - d) all important decisions shall be reached by discussion, vote, and whenever possible, by substantial unanimity.
  - e) no service action shall ever be personally punitive or an incitement to public controversy; and
  - f) no Overeaters Anonymous service committee or service board shall ever perform acts of government, and each shall always remain democratic in thought and action.