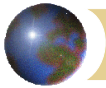


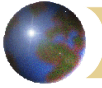
Restructuring the OA Board of Trustees

Interim Report



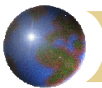
Our Purpose

- ✦ Research and reach a consensus as to how to best structure the BOT to allow the necessary services to be performed, while maintaining the fiscal soundness of Overeaters Anonymous, Inc.
- ✦ Develop a plan to implement changes to affect the agreed-upon structure.



Change

- ✦ It's challenging.
- ✦ It's scary.
- ✦ It's exciting.
- ✦ It's necessary.



Current Composition of BOT

- ✦ 11 Region Trustees
 - ▣ 10 Reside in the Region from which they were nominated
 - ▣ 1 Virtual Region Trustee
- ✦ 6 General Service Trustees
 - ▣ Elected 'at large'
- ✦ Total: 17 BOT members



Clarification

✦ According to OA Bylaws Subpart B:

- ✦ Each trustee shall serve and represent Overeaters Anonymous as a whole.
- ✦ To act as guardians of the 12 Steps, 12 Traditions and 12 Concepts of OA Service
 - Insuring that the 12 Steps and 12 Traditions are not altered in any way;
 - To promote the understanding and implementation of the 12 Concepts of OA Service at all levels of service.
- ✦ The regional trustees shall be the representatives of the Board of Trustees in their respective regions and at the region assemblies.



Not-for-Profit Board Composition

- ✦ Recommendations based on research regarding the optimum size of Not-For-Profit boards.
 - ✦ Ideal board size as far as decision making is concerned is between 5 & 8 members.
 - ✦ Not-for-profit boards assign themselves more responsibilities.
 - ✦ Average size board for this type of organization is 12.



Why Change?

- ✦ **Effective Decision Making:** Current research and personal experience indicates that effective decision making decreases with increased board size.
- ✦ **Scalability:** Currently each region (& WSO) must support a trustee, we believe this is unnecessary.
- ✦ **Cost:** Current number of trustees is unsustainable in the long term.
- ✦ **Improved Accountability:** Currently many decisions are pushed to the BOT when the most appropriate level may be with the regions. BOT downsizing will shift these to the appropriate level.



Suggested Future Board Composition

- ✦ 12 Board members
 - ▣ All positions serve “at large”
 - ▣ Each Region will be assigned a liaison Trustee (who lives in that region when possible) to provide support and participation to the extent determined between Region Board and Trustee Liaison.
 - ▣ Region boards will assume increased hands-on interaction with members and meetings.



Board Members

- ✦ Regions will continue to be encouraged to affirm the nomination of Board members.
- ✦ All Board positions will be open to nominations from the entire fellowship; therefore reducing the number of appointments needed.
- ✦ 2 Board positions would default (if possible) to candidates outside of North America.
- ✦ Future Region Boards will be empowered to present more ST&C workshops.
- ✦ "Our" Trustee is *EVERYONE's* trustee.



Does a Trustee need to live in your Region to serve effectively?

- ✦ Much of the communications done by the Trustee are electronic so not affected by where the Trustee resides.
- ✦ Current technology puts people "face to face" electronically when increased or better understanding is needed.
- ✦ Region officers can fill-in the Trustee regarding any region specifics (e.g. bylaws, history, how things are traditionally 'done' in the region, etc.
- ✦ Region officers often can address issues and concerns for their members and service bodies.
- ✦ Having someone who is not invested and has no history is an opportunity for a fresh point of view.
- ✦ Region boards and their service bodies have the opportunity to learn and grow together.



Region Board Opportunities

- ✦ Regional service opportunities will provide broader training for possible future Board of Trustee membership.
 - ▣ Perform more ST&C workshops independently
 - ▣ Address issues within the Regions (e.g. reply to some of the correspondence sent to WSO)



Bylaw Changes needed:

- ✦ Subpart A Article V
 - ▣ Sections 2, 3, 7, 8, 14
- ✦ Subpart A Article VI
 - ▣ Sections 5, 6
- ✦ Subpart B Article VII
 - ▣ Section 2
- ✦ Subpart B Article IX Board of Trustees
 - ▣ Sections 1, 2, 3, 4, 5, 6, 7
- ✦ Subpart B Article X Meetings of Delegates
 - ▣ Section 3



Transition Process

- ✦ No member of the board shall be removed as a result of this action
- ✦ Positions shall be phased-out as terms end.
- ✦ During the transition period, should there not be enough candidates to fill all positions in a single year, that position may be eliminated rather than declaring a vacancy. Any vacancies due to resignation or removal of a trustee could also result in the elimination of the position until the number of trustees has been reduced to 12. This could shorten the transition period.



DRAFT: Transition Schedule

As of:	Resulting Number of Trustees:	Action @ WSBC:
Through WSBC 2020	17	
2021	16	5 terms end; elect 4
2022	14	6 terms end; elect 4
2023	13	6 terms end; elect 5
2024	12	4 terms end; elect 3



Committee Process

✦ **WSBC 2018: Interim report presented**

✦ **2018-2019: Presentations regarding how to reorganize the board structure.**

- *Present draft to Region Assemblies prior to WSBC 2019 for feedback*
- ❖ Update this PowerPoint based on Region input
- ❖ Presentation at WSBC 2019 will include ***informal*** presentation of possible motions
- ❖ Elicit comments and incorporate them into plan

✦ **2020: Present motions to WSBC.**



Thank You!

Any comments?