

Overeaters Anonymous Foot Steps Intergroup

Inventory - May 2024

Thanks to all of the members who participated in the Foot steps Inventory on April 28th. We had a very informative session.

We identified many assets and many areas to improve. We discussed the questions of most importance to those attending the session. We were not able to discuss all the questions in the inventory.

If you weren't able to attend the session but would like to see the inventory questions OR if you attended the session but would like to look at the questions again, see the Appendix.

After you have looked at the questions, please identify up to five questions you would like to see discussed further by the intergroup. These could be topics that were discussed but you'd like to dig deeper into, topics that weren't discussed at all, or even topics that weren't listed.

Together we can.....

We grouped our Inventory questions into these areas:

A. Our Intergroup:

1. Meeting Structure and Decision Making
2. Board/Officers
3. Trusted Servants
4. Committees
5. Finances

A. How do we serve our groups?

A. How do we carry the message of recovery?

A1. Our Intergroup: Meeting Structure and Decision Making

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
1	Do we use Robert's Rules of Order and our bylaws during our business meetings?	0	No
2	Do the Twelve Traditions take precedence over Robert's Rules in our Intergroup's bylaws? In our group conscience decision making during IG meetings?	3	No
3	Do we have a statement of purpose within or separate from our bylaws?	2	No
4	When there is a group conscience decision: a. Do we welcome minority opinions? b. Do we encourage new ideas?	4	No
5	How do we handle grievances?	5	Yes
6	Do we have a known process to appeal decisions?	2	No
7	Is there a place on our Intergroup's/service board's agenda for open sharing and expressing group concerns?	4	No

A1. Our Intergroup: Meeting Structure and Decision Making

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
8	Do we set realistic short- and long-term goals	0	No
9	Is ours an exclusive club or an inclusive intergroup?	1	No
10	Are all our intergroup's activities open to the scrutiny of each member of the Fellowship?	3	No
11	Is anonymity honoured within our intergroup/service board?	0	No
12	Is an opportunity given to each member to participate in the intergroup's activities?	6	Yes
13	Are we committed to participating in the region and world service structure?	2	No
14	How and how well do we communicate with each other? Board members? Reps? Our meetings (both those represented at IG meetings and those not present)?	3	No

A1. Our Intergroup: Meeting Structure and Decision Making

No idea how we handle grievances

No formal grievance process, would like to have one, would like to honour our traditions

Often get complaints from fellows about affiliated meetings. Feel powerless, had to ask region trustee for support

Topic 5: How do we handle grievances?

Our Intergroup is implementing a suggestions box on the website

I know of a meeting which is very organised. Get a lot of grievances. Have an involved process which brings them into sub-groups. Also has GCs. Member was asked to write up their process and send to the IG board

A1. Our Intergroup: Meeting Structure and Decision Making

Committees are made up of board officers and most board members are on all the committees

How to get more participation? It's the same 15-20 people who are doing everything. We have 170 meetings.

Topic 12: Is an opportunity given to each member to participate in the Intergroup's activities?

Ok to have board members on committees. Changes are empowered but some info does not come into the GC of the Intergroup

Don't have enough people stepping up to serve. Not enough ordinary members serving alongside board members?

A2. Our Intergroup: Board/Officers

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
1	What is the purpose of our intergroup board of officers?	2	No
2	Does our intergroup board “dictate” or “suggest”?	0	No
3	Does our intergroup board have a need for regular steering committee meetings or board meetings?	1	No
4	Are there frequent board meetings for discussions and decisions beyond the purview of the entire group conscience?	4	No
5	Is there a frequent need for quick decisions?	1	No
6	Does a select group make most of our intergroup’s “important” decisions?	7	Yes

A2. Our Intergroup: Boards/Officers

Don't think so but many people confused about how decisions are made at committees

People have no idea what we are voting on. Need to educate more.

Decisions not made by select group but not enough participation in decisions

Topic 6: Does a select group make most of our Intergroup's "important" decisions?

Disconnect between meetings and what the Intergroup is doing

More like 5% of people doing the work

20% of people are doing the work. No different to any other group

Unsure what the OA org structure is above secretary level. Need to educate more.

A3. Our Intergroup: Trusted Servants

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
1	Do we choose our service people with care and consideration, placing principles before personalities?	1	No
2	Do intergroup/service board bylaws and policies protect and/or extend the tenure of certain "trusted servants"?	1	No
3	Do our 'trusted servants' have clear service responsibilities?	3	No
4	Are they then given authority to carry out their responsibilities?	4	No
5	How do those serving learn when to make decisions by themselves or when to bring decisions to a committee or to the entire IG or to the board?	3	No
6 & 8	How do we encourage and practice rotation of service? How do we handle vacancies?	5+8	Yes
7	Do we give our officers, committee chairs, and reps guidance and training?	7	Yes

A3. Our Intergroup: Trusted Servants

Have it clearly set in policies but it was challenged recently by 2 new appointees.

Needs to be clear and outlined

Topics 6 & 8: How do we encourage and practice rotation of service? How do we handle vacancies?

Can barely get service at a meeting level, let alone IG

Need good handovers/cross-overs as someone is coming to the end of their role

Abstinence requirements can be a blocker

A3. Our Intergroup: Trusted Servants

Don't understand how to vote so would like more training

Got some training but lots of things I don't know as committee chair

Don't have an Intergroup basics person to ask about what is going on

Need training for board officers and reps - don't know what they are doing and that's not their fault

Topic 7: Do we give our officers, committee chairs, and reps guidance and training?

Don't have training, we figure it out as we go, we share knowledge and experience, help each other

Could the Digital Committee also maybe put the Drafts on the website & then the final paperwork so people can see the draft?

IG Rep Basics Training has just been revised and reviewed the training material and are ready to do a trial run.

Rep orientation used to happen, now sure who it was or whether it still happens

Don't know who to go to but thanks to whoever answers questions

A4. Our Intergroup: Committees

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
1	Are committee meetings open to all members?	3	No
2	Are the committees trusted to act on their own yet bring important decisions to the entire intergroup?	3	No
3	When are committees' recommendations presented to the entire intergroup for consideration and deliberation?	4	No
4	How do our committees set goals and report progress on them?	9	Yes
5	What support do the committees receive from the board?	5	Yes

A4. Our Intergroup: Committees

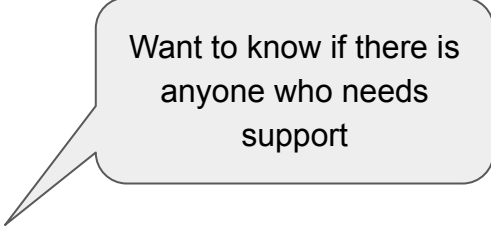
Rushing from one crisis or request to the next, feel like I have 3-4 ongoing projects

Resources are inadequate to get things done as expected

Topic 4: How do our committees' set goals and report progress on them?

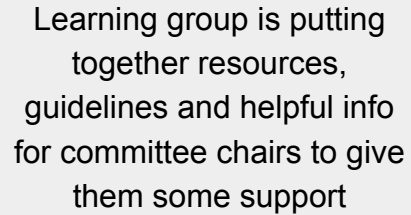
Have defined larger projects with assumed goals but there is no forum to share plans, progress and issues with anyone else, even when people are impacted

A4. Our Intergroup: Committees

A light gray speech bubble with a black outline and a tail pointing towards the top-left. It contains the text: "Want to know if there is anyone who needs support".

Want to know if there is anyone who needs support

Topic 5: What support do the committees receive from the board?

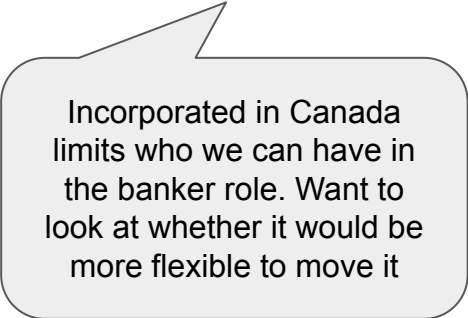
A light gray speech bubble with a black outline and a tail pointing towards the top-right. It contains the text: "Learning group is putting together resources, guidelines and helpful info for committee chairs to give them some support".

Learning group is putting together resources, guidelines and helpful info for committee chairs to give them some support

A5. Our Intergroup: Finances

We went through all of the questions and answers prepared by 2 officers, and discussed 3 topics.

Ref	Topic/question	Answer 1	Answer 2	Discussed?
1	Are we incorporated? Do we have non-profit tax status?	1a. Yes, in Canada 1b. Yes under Canadian non-profit law		Yes



Incorporated in Canada limits who we can have in the banker role. Want to look at whether it would be more flexible to move it

A5. Our Intergroup: Finances

Ref	Topic/question	Answer 1	Answer 2	Discussed?
2	Do we have a budget that includes a prudent reserve and contributions to region and the WSO?	Our prudent reserve is in the amount of the yearly budget	We have a budget, but it does not include a prudent reserve. We only give donations if there are excess funds	Yes

There is no prudent reserve, current treasurer believes that the 12 months of budget allows for this

No provision for unplanned expenses

A5. Our Intergroup: Finances

Ref	Topic/question	Answer 1	Answer 2	Discussed?
3	Who decides how our intergroup/service board spends money?	The voting members of the intergroup adopt an annual budget. This can be amended throughout the year as needed by the board. Any changes must be reported to the intergroup.		No
4	Do we see complete monthly financial reports, or just the general fund's beginning and ending balance?	Yes, complete financial reports are available on the website. We only use top-line funds; We do not itemize donations. Expenses are itemized.	We only use top-line funds; data is never not broken down.	No

A5. Our Intergroup: Finances

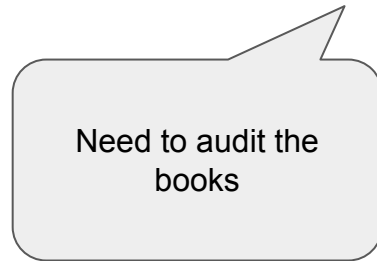
Ref	Topic/question	Answer 1	Answer 2	Discussed?
5	Does our intergroup/service board have special savings accounts?	No		No
6	Are funds readily available, or are they invested?	Funds are readily available		No
7	Is the prudent reserve truly prudent, or is it a hedge against a worldwide recession?	See answer to question #2		No
8	Are the requests for intergroup/service board contributions consistent with expenditures shown on the financial reports?	We do not make specific requests.	(Don't understand the question)	No

A5. Our Intergroup: Finances

Ref	Topic/question	Answer 1	Answer 2	Discussed?
9	How long has the treasurer been in control of the books?	The current treasurer has been doing the books for 15 months.	The treasurer does not have direct access to the bank account. Funds are held by the banker and has been so for at least the last 5 years.	No
10	Are there multiple signatories on all accounts?	Yes. There are multiple signatories on the bank account and PayPal does not have multiple multiple signatories capabilities	No - we do not have a multiple-signature account. We do have signatories but on the banner has full authority	No
11	Does someone other than the treasurer reconcile bank accounts?	The bank account and PayPal accounts are reconciled monthly by the treasurer	I do not believe the bank accounts have ever been reconciled by anyone other than the treasurer	No

A5. Our Intergroup: Finances

Ref	Topic/question	Answer 1	Answer 2	Discussed?
12	Have the books been audited lately?	The books have not been audited lately.	I do not believe we have ever done an audit.	Yes



Need to audit the books

B. How do we serve our groups?

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
1	How do we make potential groups aware of our intergroup and the services we provide?	0	No
2	How do we reach out or keep in touch with groups who don't send representatives to our intergroup meeting?	3	Yes
3	Do we let all groups know how they can support the intergroup through service and financial contributions?	0	No
4	Do we encourage the Seventh Tradition's 60/30/10 (or another) contribution formula, making sure our area groups know about it?	0	No
5	Do we stress that giving service is important as well as 7th tradition contributions?	0	No
6	How do we inform all members and groups of the structure of OA?	0	No

B. How do we serve our groups?

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
7	Do we sponsor OA workshops and marathons for OA members in our groups?	0	No
8	How do we keep our meeting list current?	0	Yes
9	How do we communicate important intergroup and recovery information with our groups?	4	Yes
10	How do we let our groups know about new and current OA literature?	4	Yes
11	How do we encourage groups to welcome and support individual members who use a variety of OA approved literature?	0	No
12	How do we help new members find sponsors?	1	No

B. How do we serve our groups?

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
13	Do we arrange a system for groups to obtain abstinent OA speakers?	2	No
14	What do we do to support and help floundering groups?	2	No
15	If our IG isn't the 'right one' for meetings, do we let them know of other affiliations that might benefit them?	0	No
16	Do we address the specific needs of our members, e.g., young people, gender diverse, sexual orientation, different spiritual beliefs, or the physically challenged? And do we try to find ways to meet their needs with acceptance and without isolating them?	1	No

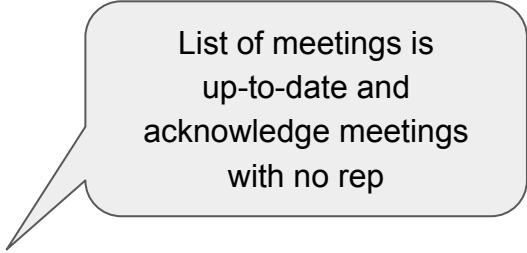
B. How do we serve our groups?

We present quorum at monthly meeting, recently had to reduce quorum due to lack of attendees. Average around 10% reps

Topic 2: How do we reach out or keep in touch with groups who don't send representatives to our intergroup meeting?

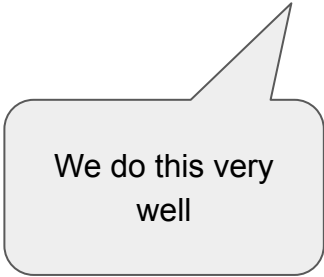
Have never messaged meetings with no reps

B. How do we serve our groups?



List of meetings is
up-to-date and
acknowledge meetings
with no rep

Topic 8: How do we keep our
meeting list current?



We do this very
well

B. How do we serve our groups?

This was discussed
in the break out
room

No communications
officer, would be the
secretary as it is
now

Topic 9: How do we communicate
important intergroup and recovery
information with our groups?

Did set up an email
list for a while,
needs reviving and
sent out to groups

B. How do we serve our groups?

Not done could do a blast of information, mostly security issues etc (did this mean don't know how to send securely?)

Literature doesn't cover all needs, e.g. meditation scripts

2-3 new pieces of OA literature introduced recently, not been informed by Intergroup

Topic 10: How do we let our groups know about new and current OA literature?

Do we have a functioning literature committee?

Have so much business so no time to make this type of announcement

Lots of expertise in certain areas, literature doesn't cover it. Have tips and can share experience but not literature. Not sure how to share this experience.

C. How do we carry the message of recovery?

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
1	Are members able to reach us twenty-four hours a day?	1	No
2	How can we be reached: a. by mail and email b. by phone c. by internet d. by social media?	0	No
3	Where is our intergroup contact information listed?	1	No
4	How are we reaching compulsive overeaters in our community? Possibilities: meeting listings in directories; radio and TV public service announcements; calendar notices; newspaper, magazine, and online articles; news releases about special OA events; bulletin board notices; special newcomer meetings; speakers list for various community organizations; social media ads; blogging; podcasts; other?	6	Yes

C. How do we carry the message of recovery?

We voted which topics we wanted to discuss. Here's the outcome of the vote:

Ref	Topic/question	Votes	Discussed?
5	What have we done to bring the OA message to the attention of the professional community, such as: medical professionals; physicians; nurses; dietitians; nutritionists; medical technicians; psychiatrists; psychologists; counsellors; teachers; social workers; clergy; military; employee assistance counsellors; other?	4	Yes
6	What are we doing to carry the message into institutions, such as: schools, prisons and detention centres, hospitals, training facilities, nursing homes and retirement communities, other?	1	No

C. How do we carry the message of recovery?

PIPO committee was active but it folded due to lack of volunteers

Topic 4: How are we reaching compulsive overeaters in our community?

It's our responsibility to get ourselves together before reviving the PIPO committee

C. How do we carry the message of recovery?

PIPO committee really tried to keep it going but lost volunteers. Had a £5K budget which didn't get used. Chair keen to revive it.

PIPO is difficult for the whole of OA

Topic 5: What have we done to bring the OA message to the attention of the professional community?

Google ads is a good resource

Praise for getting PIPO off the ground at Foot steps

In one word, what would you like our Intergroup to improve?

Communication
Growth ^{Simple}
Communicative
Empowered
Knowledge
Transparency

Appendix: Foot Steps Intergroup Inventory Questions

Part A: Our Intergroup

Meeting Structure and Decision Making:

1. Do we use Robert's Rules of Order and our bylaws during our business meetings?
2. Do the Twelve Traditions take precedence over Robert's Rules in our intergroup's bylaws? In our group conscience decision making during IG meetings?
3. Do we have a statement of purpose within or separate from our bylaws?
4. When there is a group conscience decision :
 - a. Do we welcome minority opinions?
 - b. Do we encourage new ideas?
5. How do we handle grievances?
6. Do we have a known process to appeal decisions?
7. Is there a place on our intergroup's/service board's agenda for open sharing and expressing group concerns?
8. Do we set realistic short- and long-term goals
9. Is ours an exclusive club or an inclusive intergroup?
10. Are all our intergroup's activities open to the scrutiny of each member of the Fellowship?
11. Is anonymity honoured within our intergroup/service board?
12. Is an opportunity given to each member to participate in the intergroup's activities?
13. Are we committed to participating in the region and world service structure?
14. How and how well do we communicate with each other? Board members? Reps? Our meetings (both those represented at IG meetings and those not present)?

Board/Officers:

1. What is the purpose of our intergroup board of officers?
2. Does our intergroup board “dictate” or “suggest”?
3. Does our intergroup board have a need for regular steering committee meetings or board meetings?
4. Are there frequent board meetings for discussions and decisions beyond the purview of the entire group conscience?
5. Is there a frequent need for quick decisions?
6. Does a select group make most of our intergroup’s “important” decisions?

Trusted Servants:

1. Do we choose our service people with care and consideration, placing principles before personalities?
2. Do intergroup/service board bylaws and policies protect and/or extend the tenure of certain “trusted servants”?
3. Do our ‘trusted servants’ have clear service responsibilities?
4. Are they then given authority to carry out their responsibilities?
5. How do those serving learn when to make decisions by themselves or when to bring decisions to a committee or to the entire IG or to the board?
6. How do we encourage and practice rotation of service?
7. Do we give our officers, committee chairs, and reps guidance and training?
8. How do we handle vacancies?

Service Responsibility

1. How do we watch 'Over serving?'
2. How do we encourage a balance of service life?
3. How do we ensure that service is serving personal recovery
4. How often do our "trusted servants" say, "Trust me, I know what's best"?
5. What do we do when a service volunteer makes a mistake?

Committees:

1. Are committee meetings open to all members?
2. Are the committees trusted to act on their own yet bring important decisions to the entire intergroup?
3. When are committees' recommendations presented to the entire intergroup for consideration and deliberation?
4. How do our committees' set goals and report progress on them?
5. What support do the committees receive from the board?

Finances:

1. Are we incorporated? Do we have non-profit tax status?
2. Do we have a budget that includes a prudent reserve and contributions to region and the WSO?
3. Who decides how our intergroup/service board spends money?
4. Do we see complete monthly financial reports, or just the general fund's beginning and ending balance?
5. Does our intergroup/service board have special savings accounts?
6. Are funds readily available, or are they invested?
7. Is the prudent reserve truly prudent, or is it a hedge against a worldwide recession?
8. Are the requests for intergroup/service board contributions consistent with expenditures shown on the financial reports?
9. How long has the treasurer been in control of the books?
10. Are there multiple signatories on all accounts?
11. Does someone other than the treasurer reconcile bank accounts?
12. Have the books been audited lately?

Part B: How do we serve our groups?

1. How do we make potential groups aware of our intergroup and the services we provide?
2. How do we reach out or keep in touch with groups who don't send representatives to our intergroup meeting?
3. Do we let all groups know how they can support the intergroup through service and financial contributions?
4. Do we encourage the Seventh Tradition's 60/30/10 (or another) contribution formula, making sure our area groups know about it?
5. Do we stress that giving service is important as well as 7th tradition contributions?
6. How do we inform all members and groups of the structure of OA?
7. Do we sponsor OA workshops and marathons for OA members in our groups?
8. How do we keep our meeting list current?
9. How do we communicate important intergroup and recovery information with our groups?
10. How do we let our groups know about new and current OA literature?
11. How do we encourage groups to welcome and support individual members who use a variety of OA approved literature?
12. How do we help new members find sponsors?
13. Do we arrange a system for groups to obtain abstinent OA speakers?
14. What do we do to support and help floundering groups?
15. If our IG isn't the 'right one' for meetings, do we let them know of other affiliations that might benefit them?
16. Do we address the specific needs of our members, e.g., young people, gender diverse, sexual orientation, different spiritual beliefs, or the physically challenged? And do we try to find ways to meet their needs with acceptance and without isolating them?

Part C: How do we carry the message of recovery?

1. Are members able to reach us twenty-four hours a day?
2. How can we be reached:
 - a. by mail and email
 - b. by phone
 - c. by internet
 - d. by social media?
1. Where is our intergroup contact information listed?
2. How are we reaching compulsive overeaters in our community?

Possibilities: meeting listings in directories; radio and TV public service announcements; calendar notices; newspaper, magazine, and online articles; news releases about special OA events; bulletin board notices; special newcomer meetings; speakers list for various community organizations; social media ads; blogging; podcasts; other _____?
1. What have we done to bring the OA message to the attention of the professional community, such as: medical professionals; physicians; nurses; dietitians; nutritionists; medical technicians; psychiatrists; psychologists; counsellors; teachers; social workers; clergy; military; employee assistance counsellors; other _____?
2. What are we doing to carry the message into institutions, such as: schools, prisons and detention centres, hospitals, training facilities, nursing homes and retirement communities, other _____?