

OA REGION 3 CONVENTION: LAS VEGAS, NV

Saturday, September 29, 2012

OPENING:

8:00 a.m.

Chairperson Andrea M. called the Region III Assembly to order, asked for a moment of silence following with the Serenity Prayer.

12 Steps – Graciella

12 Traditions – Eric

Concepts – Tom

For Today – Anne

Voices of Recovery – Mary

Steering Committee Introductions:

Chair: Andrea M.

Vice Chair: Roni B.

Recording Secretary: Marcia F.

Communications Secretary: Barb R.

Treasurer: Barbara V.

Trustee: Vicki

Parliamentarian: Judy K.

The Convention Chair, Ellen, welcomed the group and introduced the pages Matt and Maria. Beth was appointed as time-keeper and Anne was appointed to take informal notes.

CREDENTIALS REPORT:

Barbara V., treasurer called roll. 20 representatives and 5 steering committee members were counted present. Total = 25 voting members. The credentials report was accepted as presented with a unanimous vote.

MINUTES OF THE FALL 2012 ASSEMBLY:

The minutes were approved as presented.

STANDING RULES:

The standing rules are no longer read aloud, but Marcia proposed to adopt the standing rules as written. It was moved and seconded that the standing rules be adopted as presented, confirmed.

AGENDA:

Marcia proposed that #11 becomes the 7th tradition and all other content gets renumbered. It was moved to accept the agenda with modifications, which was confirmed with a unanimous vote.

PARLIMAMENTARY PROCEDURE:

Judy explained her role as Parliamentarian, sharing that the rules are used as “a way of speaking” to help the assembly flow more freely, not to restrict the process.

Judy discussed the topic of *majority*, as requested by Roni:

- **Majority** = more than half (the most democratic type of vote)
 - With 100 people, 51 is a majority. (It takes 50 people to defeat a motion.)
 - With 100 people, 2/3 majority = 67 (Only requires 34 people to defeat a motion)
- **Plurality** = the option that gets the most votes (not necessarily a majority)

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- Instances when the majority applies to us:
 - Electing a standing committee member = simple majority
 - Recall a steering committee member = 2/3 majority
 - Elect a trustee = 50% + 1 (Andrea explained that this is not the best language because it could call for ½ a person)
 - Elect WSBC delegates = each one is elected separately with simple majority
 - By-laws/Amendments = 2/3 majority

The fall assembly centers on elections, which Andrea explained:

- Necessary content to include in Bylaws:
 - What offices need to be filled
 - Eligibility and qualifications (*Region 3 bylaws combine eligibility and qualifications in one section*)
 - Method/time of nominating
 - Term of Office
- Chair should declare nominations closed at the end of the period, but they can be re-opened. Nomination is not necessary for election.
- The president of the Nominating Committee (optional) should not participate
- No one should be nominated for multiple offices.
- “Single Slate” = A Nominating Committee presents a single candidate for each position (no choice available)
- Election Committee = people who don’t vote but carry out clerical part of the process and report the results to the chair
- The chair announces the election votes
- If no simple majority is reached and the election is making slow progress, you can move to drop the lowest candidate
- Must have a ballot, but if outlined in the bylaws, the group can move for the secretary to cast the vote
- A motion can be made to make the vote unanimous (typically a complementary vote to show support of the selected candidate)

GUIDED MEDITATION:

Lynn led the group in a guided meditation.

INTRODUCTIONS:

Chairperson Andrea M. called for individual introductions with the sharing of gratitudes.

STEERING COMMITTEE REPORTS:

CHAIRPERSON REPORT:

Andrea M. announced:

- The Region III cruise will be delayed until 2015 due to a conflict with the Region VII’s cruise. No preparatory work will begin until the Fall 2013 Assembly.
- Lifeline subscriptions are growing and the publication is getting close to breaking even.
- Steering committee members are continuing to hold Service, Traditions and Concepts (STC) workshops. **It is recommended for groups to host a shop every 3 years.**
- Region III has funding available for WSBC to assist intergroups with expenses to send reps to the Assembly. It has been suggested that intergroups seek funding from their regions before contacting WSO for assistance.

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- Region III participated in the Area Health Education Centers (AHEC) conference held in San Antonio, and we were also involved in an recent obesity-focused conference in San Antonio. PIPO committee will provide more details later in the Assembly.
- Techsoup.org offers groups with 501(c)(3) status very low-cost computer programs. Intergroups were encouraged to take advantage of this opportunity if in need of new technology.

VICE CHAIR REPORT:

Roni B. announced:

- The next conventions will meet in Houston, Texas, from April 5-7, 2013, and then Tuscon, Arizona, from August 16-18, 2013. Bids for the Spring 2014 were encouraged, and Phoenix, Arizona, has put in a bid to host in Fall 2014.
- After sharing her passion for the 12-Step Within committee and the importance of reaching out to the relapsers, Roni reported the strength of this committee in Region III.
- The committee has had extensive contact with Region III intergroups and reached out specifically to those intergroups who have not participated the Assembly.
- The committee received 1 funding request from Houston HOW for the Assembly, and the committee plans to make intergroups more aware of the funding resources available.
- Evaluations will later be distributed to Assembly participants.
- The two distant Region III cities (in Nebraska and Wyoming) have not responded to our outreach efforts in two years. It was confirmed that these two cities are still registered through WSO.

BREAK

TREASURER REPORT:

Barbara V. announced:

- Region III has a healthy balance of \$25,689 + \$475 in interest.
- Coding correction: the funding for trustee delegate is \$500.
- Group Donations correction: the period is March-August (not September-January as listed)
- The PIPO expense of \$1,433 covered the registration fees for the Obesity Conference and AHEC, both in San Antonio.
- Convention expenses included the registration and part of the hotel charges for this Fall 2012 Region III Assembly.
- The proposed Budget (Nov. 2012—Oct. 2013) was distributed. In the current 10-month 2012 budget, Actual Income is \$19,718 against a budget of \$23,750.
- We have approximately \$3,000 in the black for the 2012 year.
- The Steering Committee discussed the Proposed Budget the previous day, and it looks very similar to the 2012 budget. PIPO's budget was increased, Convention expenses were left flat (\$8,000); representative funding was decreased because intergroups have not been requesting as much assistance, and redistributed to PIPO and other categories; due to new Parliamentary expenses, that budget was increased
- The Region III Prudent Reserve is well funded at approximately \$9,500.
- Questions from Representatives:
 - Stan inquired about Northern Colorado's call for \$40 from Group 8121. Barbara will research which group that refers to.
 - Barbara clarified that the proposed budget is created according to her experience and the previous years' expenses.
 - Eric inquired about the decision to include a Parliamentary and the expenses required. Barbara responded that this is the 2nd assembly to include Judy, who previously volunteered her service. She is donating her time and expertise and we have offered to cover her travel and other expenses.

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- Beth inquired about our region's Prudent Reserve. Barbara explained that the Policy Manual calls for \$3000 + half of the annual Steering Committee Travel Expenses (approximately \$4,000). Region III has not been contributing to the Prudent Reserve for approximately 1.5-2 years due to its excess at \$9,500. There are plans for the committee to discuss the Prudent Reserve and clarify its uses and requirements.
- Mary S. asked about the distinction between the PIPO and Professional Exhibits categories. Barbara explained the process of book-keeping.
- Eric inquired about Computer Software expenses. Barbara shared that a notebook, operating system and software were purchased. Region III now owns 3 computers.
- Barbara explained the pie charts that she included in her report, hopeful that the charts will help Reps explain the budget to their intergroups.
 - A mistake was discovered with the pie chart: 34% out of the 51% Other category represents Convention Expenses. There should be 17% Other and 34% Convention Expenses.
- The budget will be adopted after the committees meet, in case modifications are requested.

RECORDING SECRETARY REPORT

Marcia reported:

- It is important to inform the Recording Secretary if new Intergroup Chairs are elected, and to provide her with the new contact information.
- A book is passed around to update all Representative's contact information.
- There are 2 candidates for Recording Secretary, and Marcia thanked the Assembly for her election 4 years ago.

COMMUNICATIONS SECRETARY REPORT:

Barb R. announced:

- There have been hacking issues on the server, which affected the Region III website. The Web Tech Committee will be recommending that the Region III change servers.
- Barb shared about her lack of expertise with new technology but that the committee is progressing forward.
- The Assembly speakers are being recorded and will be posted on the website. A donation button will be included alongside the recordings, and the committee will discuss whether costs will be required for a fundraising effort.
- Tom affirmed and applauded Barb's efforts and achievements.

TRUSTEE REPORT:

Vicki announced:

- Term limits now exist for WS Delegates (4-year terms, with an option to apply for a 2-year extension) in order to allow more people to participate
- To be a trustee, individuals must have attended two WS Conferences
- By this WSBC, all groups must have had bylaws reviewed and approved (within the past 2 years) by 30 days before the Conference (held at the end of March)
 - She requests that Intergroup bylaws are submitted to her by January 1, 2013
 - Vicki plans to contact intergroups who have not submitted their bylaws
- Announced *Recovery To Rock Our World* (OA World Service Convention in Cleveland, August 2013) and *Voices of America* (an internet radio show)
 - A *Voices of America* flier will emailed to intergroup reps
 - *Voiceamerica.com* will have a webpage 1 week prior to the podcast
- AA approved literature now only includes books and booklets, not pamphlets
- Encouraged members to explore electronic versions of the OA literature

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Andrea announced that a Region III Speakers List is available for members to sign up.

BREAK:

ELECTIONS:

To be elected, Steering Committees must receive a simple majority vote. Roni temporarily assumed the Chairperson position because Andrea is participating in the elections. The timekeeper was not present, so Lynn stepped up as the substitute.

- Each nominee is given 5 minutes to speak and 5 minutes for question.

Andrea (Chairperson nominee) addressed the Assembly:

- Andrea sent around “before” pictures. She has been in OA since August 1994, abstinent since 1997. Spoke about the role of service in her OA journey, which began early even though it took her 2.5 years to get abstinent. Andrea spoke of how she became an Intergroup Representative after only 1 month in OA, which kept her coming back and became a stepping stone to service that has continued to grow through the years.
- Roni asked why Andrea changed from being resistant to the new service position to being open-minded. Andrea explained that when she sought her HP’s guidance, which changed her perspective.
- Eric asked about her transition from Vice Chair to Chair, and Andrea shared that meetings with other Region Chairs has been a very positive experience. She feels like the Vice-Chair position is even more difficult than the Chair position, as it requires so much attention to detail.
- Tom and Mary asked about her intentions for the upcoming term. Andrea responded that she wants to emphasize and strengthen our committee work. She also wants to update, clarify, and streamline the bylaws.

Neva (Recording Secretary nominee) addressed the Assembly:

- Began OA in January 1994, gave up chocolate in March, and became abstinent in July with a 3-0-1 plan, which has since evolved. Shared about the loss of her husband the previous year and how her HP is carrying her through the grieving process as she stays committed to OA.
- Marcia asked about her computer skills, and Neva responded that she is familiar with Word, Excel and is continually improving, but acknowledges that the technology aspect will be a challenge.
- Roni affirmed her service as the Secretary for the 2008 Convention, which she didn’t want to do again. Neva responded that she agreed to serve as the Convention Secretary again because of her skill set.
- She would have to resign from her WS Delegate Intergroup service. If elected as Recording Secretary, she plans to invite a co-Secretary for the Convention. She explained that the Convention Secretary does not require as much time and effort as the Recording Secretary position. She plans to evaluate the two positions and her ability to serve in both as time progresses.

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Sircy M. (Recording Secretary nominee) addressed the Assembly:

- Sircy shared about her “sugar comas” and her introduction to OA in 2006, which was followed by a short abstinence. She came back to OA 3 years ago and began abstinence again November 9. She has released 90 pounds and she spoke about how her HP has carried her through very challenging trials over her time of abstinence. She has a desire to serve in whatever capacity her HP leads her to serve.
- Andrea M. inquired about her computer skills, and Sircy responded that she has a history of programming, currently works in an accounting department (works in Word and Excel 40-50 hours per week), and also works in a dinner theatre company keeping track of thousands of reservations.
- Barbara inquired about what she expects to be her biggest challenge. Sircy answered that she struggles with perfectionism and low self-worth, and thus she thinks that it will be difficult to feel like she is doing an adequate job.
- Dorothy inquired how she anticipated balancing her work and the time commitment of the OA position. Sircy responded that her employers are very flexible with her schedule and acknowledges the importance of work-life balance. Sircy has already confirmed that the Region III meetings never conflict with her dinner theatre work requirements.

Roni closed the time for nominees’ speeches and explained that each voter should indicate for one person per office. Ballots were distributed, voters were instructed to vote, and ballots were collected. Roni returned the chair to Andrea.

Andrea announced that we are proceeding with committee reports, and that committees will meet for approximately 3 hours over lunch and fill out a report to share with the Assembly afterwards. Andrea introduced committees and their chairs:

COMM/TECH, Beth
BYLAWS, Phyllis
12-STEP WITHIN, Mary
WAYS, MEANS and FINANCE, Barbara
PIPO, Cindy
UNITY WITH DIVERSITY, Vicki

ANNOUNCEMENTS:

- Roni announced that the business center cannot print out boarding passes, but the Hospitality Room can provide that service.
- Committees, groups and individuals can submit modifications for the Region III bylaws, which are due 90 days before the next Assembly.

UNITY WITH DIVERSITY PRESENTATION:

Vicki and the University with Diversity committee introduced themselves and their diverse stories (Graciella, Eric, Dorothy, Rebecca, Laura, Neva, Sircy), and shared about the goal of the committee to promote inclusion and help dissolve members’ experience of “terminal uniqueness.”

ELECTION ANNOUNCEMENT:

Chair: 25 votes were cast, all 25 in favor of Andrea. The Vice-Chair declared Andrea the new Chairperson.

Recording Secretary: 24 votes were cast. Neva received 15 votes, Sircy received 9 votes. 1 illegal vote cast. The Vice-Chair declared Neva the new Recording Secretary.

The Parliamentarian explained what constitutes an illegal vote. Today one ballot marked both candidates for the Recording Secretary position.

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Committees gathered. Andrea called for Committee Chairs to return at 2:00 p.m. and all others to return at 2:15 p.m. The Assembly was suspended at 11:20 a.m.

Assembly reconvened the meeting at 2:16 p.m. with a call for reports.

COMMITTEE REPORTS:

WAYS, MEANS, AND FINANCE:

Eric reported that his group consisted of 3 members: himself, Barb and Lynn. The committee ordered 500 more magnets which can be purchased at 4 for \$5, and then sold for whatever amount the intergroup decides. There are 5-6 more Serenity at Sea visitors in the hospitality rooms. There have been \$72 worth of sales from this Convention's hospitality room. The existing audit process does not address Prudent Reserve or Paypal, and hopes to submit recommendations by December 31st so it can be addressed at the Spring 2013 Assembly. The committee will also be researching what type of fundraising will be necessary to support the 2015 cruise.

COMM/TECH:

Beth reported that her committee consisted of 4 members: herself, Tom, Barb V. and Sircy. Steering committee apps were put online, the orphan sites were fixed, and the donation button was fixed. The committee will archive past documents digitally to reduce paperwork, perhaps using a company called Shoebox. The committee also plans to post the speaker recordings on the Region III website. Beth asked members to send recordings to Barb so they can be posted with a donation button alongside. The committee has been charged in the handbook to produce a newsletter, which is no longer part of the committee's purpose, so that needs to be removed from the handbook. The server was hacked, so Tom and Barb V. will be purchasing a new hosting company this weekend. The website will thus be moved and will have a simpler interface.

UNITY WITH DIVERSITY:

The Unity with Diversity policy statement has not been updated since 1992. The current statement only addresses diversity with members' OA programs, without making mention of other types of diversity. The committee wants to update the statement because OA doesn't always reflect the types of people that we are trying to carry the message to who are outside the rooms. The committee wants to submit proposed modifications by December 10th so that they can be addressed at the Spring 2013 Region III Convention. The committee moved to present a motion at the next Convention to amend the Unity with Diversity policy statement with more inclusive language that mentions race, ethnicity, religion, sexual orientation, etc.

Andrea called for cons, and no one responded. Dorothy presented a pro, explaining that Dallas' OA does not reflect the city's extensive Hispanic and African-American populations. Andrea called again for pros, cons, and questions. Eric inquired about the WS Unity with Diversity sub-committees and whether similar proposals have previously been presented/discussed, and it was answered that it has not. A vote was taken, and the motion passed. The committee was charged to handle the necessary paperwork.

The committee also plans to recruit more members.

12th-STEP WITHIN:

Mary reported that there are 6 members in the committee. The committee has been working to contact unaffiliated groups to reach out and inquire about their needs and requests. The Region III speakers list has been updated and applications are available to join the list. A survey was sent out asking intergroups what they are doing regarding 12th-Step Within, and received extensive feedback. The committee made minor revisions on the handbook. The committee will be continuing to contact intergroups for outreach and feedback, and the committee will change the speaker list from abstinence length of time to abstinence

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dates, which is a change required by World Service. The committee also desires to develop a “Stuck in Recovery” workshop.

P.I.P.O:

Cindy reported that the group has 6 members. The committee participated in the Obesity Conference had approximately 150 visitors to the booth and distributed 75 PIPO packets. San Antonio had 15 volunteers participate and 2 additional OAs also provided service. The committee plans to identify one or more events to participate in. The committee will begin sending monthly emails to help familiarize intergroups with PIPO resources. The committee encourages members to respond with feedback and suggestions. The committee will follow up with individuals who left their contact information at the Obesity Conference. The committee explained that most who stopped by the booth had not heard of OA, and that each health professional that stopped by has the potential to touch hundreds of lives.

BY-LAWS:

Phyllis reported that more participation is needed. The committee drafted 6 proposed amendments to be reviewed today and presented at the Spring 2013 Assembly. The committee plans to: move the Prudent Reserve statement from the Policy Manual to the Bylaws; move the Steering Committee duties to the Policy Manual; reformat the Bylaws and Policy Manual; add a table of contents to both the Bylaws and the Policy Manual; update the Region III motto in the Policy Manual; correct the majority language around the Trustee application. Eric inquired why the Prudent Reserve statement needs to be in the Bylaws, and Andrea answered that the Prudent Reserve is a principle (rather than just a policy) and thus fits best in the Bylaws.

The committee moved to correct the Policy Manual’s motto with “Region III is the Place to Be.” Andrea asked for cons, and Dorothy responded with a desire to return to the “Happy, Joyous and Free” motto. Andrea asked for another round of pros, cons, and questions. The motion failed to pass.

ANNOUNCEMENTS:

Andrea announced that the next conference call for the Steering Committee and Committee Chairs will be held Saturday, January 12 at 12:00 p.m. Mountain Standard Time (MST). An email will be sent out approximately 10 days beforehand with call-in instructions.

Andrea asked if representatives are willing to provide her with their top 3 committee choices before the Convention begins so that committee participation can be more evenly distributed. A vote was taken (14 to 5) and thus Region III will try this new method.

BREAK

AUDIT REPORT:

Mary reported that Eric, Phyllis, and Barbara V completed the audit the previous night. The present format will be changed. The group found everything to be in order, except for a few instances without receipts. The group found that many small transactions can make it difficult to track the expenses because each minor purchase appears on the statement. Andrea thanked the group for their generous service, which lasted well past midnight.

PROPOSED BUDGET

Barbara reported that there have been no changes submitted, except to alter the names of a few budget categories. The proposed budget is \$23,550. Barbara moved for the adoption of the Proposed Budget. There was no discussion and a unanimous vote to adopt the budget.

LIFELINE DRAWING:

Laura W. was awarded a Lifeline subscription.

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7th TRADITION REPORT:

Barbara reported that the 7th tradition envelope contained \$109.

FRIDAY WORKSHOP REPORT:

Roni reported that the group brainstormed about several issues: to include more intergroup events on the R3 website; to outline/explain the acronyms that we often use (WSO, WSBC, etc.); to communicate to our groups that service at a higher level is a blessing; to use texting and emailing to remind groups and members about intergroup meetings in hopes of boosting participation.

Andrea asked if anyone proposed further business, and no one responded. Andrea led the group in thanking Marcia for her extensive service and presented her with a journal.

ANNOUNCEMENTS:

Neva provided packets for the Tuscon, Arizona, Fall 2013 Convention on August 16-18, 2013.

The Phoenix rep announced that their annual retreat will be held Friday January 11-13th. It will be highly interactive and include several workshops. More information can be found at oaphoenix.org. She also announced that Phoenix sends out an OA e-cares email once a week, and encouraged representatives to check it out and perhaps create one for their own intergroups.

Dorothy announced that Dallas has proposed to host the Spring 2014 Region III Assembly and Convention. The proposal passed with a unanimous vote. Dorothy will follow-up when the specific dates are set. Dorothy also announced a Dallas convention that will be held the last weekend in February. More information can be found at oadallas.org.

Laura announced that Houston will host a "Joy of Living" convention April 5-7, 2013. Hotel rooms will be \$89 per night and a shuttle service from the airport will be provided. Participants should fly to George Bush Intercontinental Airport, not Hobby.

Rebecca announced that Callie's father had a stroke, which is why she could not attend the Assembly. Galveston and Houston intergroups are hosting an annual convention October 12-14, 2012. More information is on the Houston website.

A big thank you was offered to the Assembly assistants Ellen, Matt and Maria. The green dots came forward to remove their dots. Andrea shared a heartfelt thank you to everyone for their service.

The Assembly concluded at 4:09 p.m. with *I Put My Hand in Yours*.

Tom Notes:

The Convention that accompanied the assembly was well attended but organizationally the registration was a little rougher than ours. The facility was nice although being in a casino was an interesting vibe. Lots of food, smoking allowed, scammy switch on smoking rooms but rooms were nice and it was nice to have plenty of food choices under one roof.

I thought the way they did speakers was interesting. 3 speakers sharing their story:

Part 1 at Grand Opening: How it was.

Part 2 at Banquet: What happened.

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Part 3 at Sunday A.M. closing session: How it is now.

Interesting and, I think, effective way to do this because it kept people coming back.

Part of Comm/Tech decision was to move website from Seanic host to, my recommendation, Bluehost. We did this on Saturday afternoon and I set up hosting account and wordpress installation and transferred files over. I'll be working with Barb R to move entire site over by end of week.

Maybe most useful part was Friday round table forum facilitated by Roni B. Exchanged useful ideas on how to better get message out. A couple of good suggestions:

1. provide members health pro packets prior to doctor visits that they can leave when visit docs.
2. Suggested (mine) that Steering Committee facilitate region wide discussions with peers to share ideas, brainstorm - for example, TSW chairs could meet quarterly by phone to discuss what's working with them and to share program success and ideas. Same with other chairs (PIPO, Communications, etc.). We could take a step further and set up forum or sharing area on website to support this communication.
3. To get volunteers for service have to personally recruit. Nobody responds to announcements. Have to ask. Should look for people at meetings, IG and through sponsors. Also, good to have a formal mentoring, training process in place to reduce fear and uncertainty about capability to perform. OA.org has tons of resource on how to serve, how to recruit for service, etc.
4. Sponsorship workshops, service workshops, new rep overview sheet for new region reps, explain acronyms they'll encounter at WSO and Assembly. 10 Reasons to Serve as a recruitment piece (we could even do recordings in our area about why we serve - that'd be cool!)
5. Discussion was had about getting more people to attend IG. Several groups hold IG in conjunction with largest meeting. Suggestion that weekend, daytime was better because people don't like to drive at night. I wonder if we'd have better attendance if we moved our meeting from Tuesday night to Saturday morning - maybe after Grace meeting?
6. Idea is to swarm the newcomer at every level: new to OA, new to meeting, new to IG...
7. Strong meeting checklist should be used annually or biannually.
8. We should establish an IG calendar with set events listed and publish the calendar online and with our meeting publications.

Graciella from TX was generous to provide us Spanish language meeting formats and announcements for the website which we can use to encourage/support the formation of Spanish language meetings.

Georgie's Report

Good morning.

As far as the informal minutes go for R3 Assembly, there are just a few editing things that I won't go into. Anne did a marvelous job on the minutes!

What I mainly got out of the Assembly was:

- Lifeline subscriptions are increasing and it is close to breaking even.
- There is funding available to each Intergroup for a member of the steering committee to locally present a workshop on Service, Traditions and Concepts every 3 years. (I need to read the R3 Bylaws to find out if we can have this workshop on W/S even though CCI is having one Oct. 13, 2012).
- R3 is \$3,000 in the black for 2012.

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- “Voices of America” available Oct. 3, 2012
- Andrea remains the R3 Chair
- R3 approved a motion to present at WSBC which will amend the Unity with Diversity policy statement (not been updated since 1992), to read “race, ethnicity, religion, sexual orientation,” etc.
- The next Assembly will be in Houston, TX April 5-7, 2013.

The above is what I intend to bring back to Grand Junction and the Western Slope. I’m trying to get GJ to hold workshops, etc. on this side. I still have to make visits to Glenwood Springs and Eagle.

R3 Assembly was a very useful meeting for me to attend. I am getting to understand the OA hierarchy. There were no “egos” that I could see; a group of hard-working, dedicated people.