

A.R.T.S. Anonymous Inc.
Conference Reports

1994

THE A.R.T.S. ANONYMOUS TRUSTEE MEETING

At the '94 Conference/Convention

Ocean Grove, New Jersey

5/18/94 -Wednesday - 7:30PM

PRESENT: Abigail B, Bob F, Jane L, Jill F, John T, Marilyn H, Phyllis O.

Marilyn was chosen as the first Chair of the Trustee meeting by lot.

I. Trustee Responsibilities and Job Descriptions

A. How many Trustees do we want or need, where do they come from, how do we get them, and what should be their qualifications?

- how many is a financial question

- the smallest Board possible because the Board needs to pay or contribute for Trustees to go to the Conference/Convention

- if it is too small, the problem becomes one of overwhelming the Trustees

- four regions were suggested and, therefore, four Regional Trustees to avoid burnout

- the idea of using one new A.R.T.S. person in the state as a reference point for the state, and

then the fear of overwhelming that person

Motion 1

Abigail proposed a motion that there be four Regional Trustees who would do the work of the A.R.T.S. Anonymous World Service Board in the United States for the next year.

Bob seconded the motion.

This was passed unanimously.

B. Policy Trustee

- the Policy Trustee takes policy from correspondence, from motions, needs to examine the public information policy which causes concern, needs to look at the literature policy, and the bylaws imply a need for policy to guide the A.R.T.S. organization

- Jane will see what needs to be done with regard to policy, will write up her ideas and pass this around. Jane intends to clean up as much in policy as possible within the next year.

Motion 2

Abigail proposed a motion that Jane move from being Northeast Regional Trustee to being our Policy Trustee.

Phyllis seconded the motion.

Vote: for opposed

5 1

The vote carries.

Phyllis suggested having a Trustee in charge of coordinating the Big Book publication.

- Jill and others are on the Big Book Committee

- the Big Book and the Literature Committee Chairperson could be the same person

- A.R.T.S. cannot afford a separate Trustee position for the person in charge of coordinating the Big Book publication

Further discussion will be tabled until Sunday.

Motion 3

Jane proposed a motion that any A.R.T.S. member may attend the Board meeting as an observer for tonight only.

Phyllis seconded the motion.

- the Third Concept of A.A. is that any A.A. member can attend any meeting, can be asked not to vote, and not to participate.

The vote carries.

C. International Trustee

Motion 4

Jill proposed a motion that we have an International Trustee on the A.R.T.S. Anonymous World Service Board. Jane seconded the motion.

The vote carries.

The question was raised whether any other Trustees are to be added to the Board. This will be tabled until Sunday.

The qualifications required for nominees to Trustee positions will be brought up as a policy issue during the year. Marian, an outside person, is willing to be Treasurer, and may be interested in being a Trustee.

A decision was made to table discussion on the number of Trustees on the World Service Board until Sunday. There was a general consensus to table all uncovered items under Section I until Sunday.

Phyllis was chosen the next Chairperson by lot.

II. What will be the structure of the World Service Board meeting during the coming year?

A. How often do we want the Board to meet?

-must have a quorum to meet:

a) all together (b) conference call (c) before the Conference and after the Convention

-there is \$539.00 in the basic A.R.T.S. account

-the problem with one meeting a year at the Conference/Convention is a lack of structure and focus which interferes with the Trustees getting the job done

-conference calls are good, but cannot be afforded now

-need money for more Board meetings

-one meeting a year leaves time to seriously consider issues

-distribute quarterly reports to all members

-smaller conference calls, via an infra structure, before the big conference call which would be a Board meeting

-meet every 6 months; can get a quorum from those Regional members able to get to a NYC

Board meeting

-coordinate Trustee Quarterly Reports with financial quarterly reports with set dates

-recommendation for 2 major Board meetings a year, possibly one outside NY

Motion 5

Abigail proposed a motion that unless we have a quorum at our Board Meeting, there will be no audio tapes made.

This was seconded by Jane.

Vote: for opposed
 4 2

B. Trustee Reports

How often? How will they be circulated? Do we need reminders? Who will send the reminders?

Discussion:

-go along with the fiscal year so reimbursement requests can be included at the same time

-reminders should come from WSO

-each Trustee should send a quarterly report to the other Trustees or the report can be sent to Policy and Jane can send the reports out to the Trustees with any notes she wants to attach regarding current or developing policies

Motion 6

Abigail proposed a motion that we have quarterly reports and that each Trustee file a quarterly report to all the other Board members.

John seconded the motion.

Vote: for opposed
Unanimous

Need dates:

First quarter ends	9/30	Report due	9/30
Second quarter ends	12/31	Report due	12/31
Third quarter ends	3/31	Report due	3/31
Fourth quarter ends	6/30	Report due	6/30

Need reminders: post cards are ok as reminders.

Bob volunteers to let everyone know to get in reports on a quarterly basis.

III. Treasury

How do we allocate money from the Conference between Regions and the Board? We voted last year to give 10% of General Operating funds to the Regions. What does this mean in terms of money in the account now? Do we continue this? What are appropriate money raising techniques? Do we pay Abigail for General Office work? How much?

A. Discussion:

- allocate money between Regions and the Board; the Board ran out of money this year
- 30 follow up calls would eat up a yearly Regional budget
- prioritize the responsibilities of the Trustees and tell the Trustees how much they can be reimbursed for
- regional retreats, A.R.T.S. shares, are a way to raise money for the Trustees
- Conference '93:
 - Regions were given \$1400.00
 - General Operating was given \$290.00
 - \$184.00 was left to seed the next Convention
- How do we need to allocate the money? Fund all the Trustees, including NYC. All the Trustees must be reimbursed for postage, copies, etc.
- it took \$944.48 to run one Region last year
- WSO is like another Region
- one group generated \$500.00 from 2 regional gatherings for Trustee expenses
- equitable distribution from the Conference to the Regions

B. Appropriate Money Raising Techniques

- the International Trustee cannot sponsor retreats to raise money; could subscriptions to a newsletter be a way to raise money?
- charge one dollar extra on "How to Start Your Own A.R.T.S. Meeting"
- sell a blank journal book for \$6.00
- invent things to sell
- need guidelines for selling things under the A.R.T.S. Anonymous name
- a system is needed to clear things rapidly for sales
- inventing sales goes against an historical sense of participation in Twelve Step programs
- bringing in outside literature to other Twelve Step fellowships causes meetings to fold, but A.R.T.S. is different in that it is based on creativity

C. Can We Give Abigail Money?

- want to but don't know how to
- there is \$593 in the A.R.T.S. bank account
- we need more money to pay the current WS office worker
- transfer the World Service Office to one of the Regions
- before giving Abigail money, pay the office worker because this gives Abigail relief from feeling a slave to A.R.T.S.
- how to generate money? For example, blank books cost \$4, sell for \$10 to groups, groups can sell them for \$12. For example, the first rough draft of the Big Book costs \$4 and can be sold for \$25.

- build up meetings to generate money for World Service
- need for caution in the area of fund raising
- "...Creative Uncovery", ...\$,75 for binding, \$4 for 100 pages photo copied and bound

IV. Current Literature Policy

The current policy is in the Basic Pamphlet, "...we use A.R.T.S. literature, we use A.A. and other Twelve Step program literature; we use inspirational material from many sources."

Discussion:

- current literature process takes a while but is ok
- opposed to The Artist's Way becoming part of A.R.T.S. literature
- positive experiences when outside inspirational material is shared at a meeting
- need to keep meetings focused on the Twelve Steps
- desire to remove "...we use inspirational material from many sources..." from the basic pamphlet
- strong opposition to the above
- need for clarification of the literature policy as stated in the basic pamphlet
- need to keep it simple
- need to protect new comers
- need to remember this is a Twelve Step program, with a need for old timers who are able to relate outside inspirational material to the Twelve Steps. And there may not be old timers in many of the newer meetings
- other inspirational materials can be used in action groups and outside the regular meetings
- the availability of other Twelve Step program literature should be included while A.R.T.S. takes the time to build up its own C.A.L.
- it is important for A.R.T.S. to remain neutral
- terminology from The Artist's Way is in current usage in A.R.T.S. meetings
- we have been asked by God to take the Twelve Step to the artist
- meetings are autonomous
- we do not name drop
- we have the guidelines
- take this issue to the Conference; how important is this literature policy to the members
- this policy is not unchangeable
- a 2/3 majority vote for any Conference motion is necessary
- ask the Conference if they want the Board to consider changing the literature policy as stated in the basic pamphlet
- what exactly is name dropping?
- name dropping as a trigger
- the issues are serious and there is a need for further thinking
- define cross talk
- the intention is vital
- expand the tools
- during the meeting some members advertise their latest ventures
- name dropping of artists is a different issue with artists
- it is a question of feeling safe in the meeting in a non-shaming atmosphere, with boundaries that members feel ok with

V. World Service Board Organization

A. Chairperson

- Desmond not there
- Function of Chair
- the Board's interaction with Chairs in the past
- impact of Board differences on members
- an outside Chair can be more neutral
- the Board is saying we trust an alcoholic more than we trust an artist
- by using an outside Twelve Step person, Board meetings and A.R.T.S. become safer
- differences can be tolerated

Motion 7

Jill proposed a motion that Desmond T. become a Trustee of the World Service Board.

John seconded the motion.

The vote was unanimous.

B. The Vice-Chair Position

- the Vice-Chair position should rotate among Trustees and should be a one year position
- Abigail as Founder has power; it is important that the Chair be neutral and not get involved in decisions
- the Vice-Chair should have one year of Board experience

VI. Bylaws

To be argued with lawyers:

- All Trustees will also have to be a World Service Representative (Delegate) of a registered group.
- the Bylaws will not be approved at this Conference. They have to be taken back to the lawyers with the arguments made and then returned to next year's Conference to be approved.
- the Bylaws must be approved by the '95 Conference because the grace period will have expired
- add "as a voting representative" - "Alternates are permitted to attend the Conference as a voting representative only in the absence of the Delegate."
- IV, Section 1, paragraph 4; argue this with the lawyers: "Member Trustees shall be persons who are members of the fellowship of ..." Change to "members of an A.R.T.S. Anonymous group".
- IV, Section 2, a term of one year, not to serve on the Board for more than 9 years
- V, Section 2, "Officers of the Corporation should be elected for a 2 year term," change to a one year term
- V, Section 5, "The term of the Chairperson shall not be more than 6 successive one year terms."
- VIII, add: These bylaws may be amended by a 2/3 vote of the Delegates at any meeting that is duly called for the purpose of amending the bylaws.
- this is a Board constitution, not a Conference constitution

VII. Step Work and Step-Sponsorship

Definition of Step-Sponsor:

"We ask some one to be our Step-sponsor, some one who is working the Steps and who is willing to teach us how to use the Steps in our art."

"The sponsor is a fellow human being who is willing to share their experience, strength and hope on a one-to-one basis outside of meetings."

- the Steps are a suggested method of recovery
- a sponsor guides you in your recovery
- concern about combining Steps and sponsoring
- an improvization ultimately occurs between the Step-sponsor and the Step-sponsee
- "Step-sponsor" was voted on last year an an acceptable term
- need to put out material on sponsorship and move toward defining sponsorship
- fear of forcing Step-sponsorship on members
- need a pamphlet on Step-sponsorship and need a committee for this with the goal of developing Conference approved literature
- there is some literature available for copying on using Steps 1 & 2 in A.R.T.S.
- a Step Newsletter containing meditations on the ways various people do the Steps, are incorporating the Steps into their lives, beginning in September
- Came to Believe is people's experience with the Second Step
- request that any responses to the Step Newsletter be sent to WSB and then they would be forwarded to Marilyn

THE A.R.T.S. ANONYMOUS 1994 CONFERENCE MEETING

Ocean Grove, New Jersey

5/19/94 - Thursday - PM

PRESENT:

Trustees: Abigail B, Bob F, Jane L, Jill F, John T, Marilyn H, Phyllis O

World Service Representatives: Sue, Mike, Bruce, Lee, Arpi, Carol, Nick, Roc, Leonard, Mary

Note: A complete listing of those World Service Group Representatives present by the end of the Conference is located at the end of these minutes.

I. Introductions:

Jane, Trustee, chaired this section.

The Twelve Traditions and the Twelve Concepts of Service of A.R.T.S. Anonymous were read. The following people were present at the beginning of the Conference:

1. Jane - Former Northeast Regional Trustee, Incoming Policy Trustee
2. Sue - NYC Saturday, Love and Self-Esteem
3. Mike - NYC Saturday, The Artist and Codependency
4. Bruce - Nyack, NY
5. Lee - NYC Friday, West 69th. Street
6. John - Southeast Regional Trustee
7. Bob - World Service Recording Secretary
8. Arpi - Morristown, NJ
9. Jill - Regional Trustee
10. Phyllis - Regional Trustee, Western
11. Carol G - Boston
12. Nick - Warren, NJ
13. Marilyn - International Trustee
14. Roc - Maryland
15. Leonard - Southern California
16. Mary NYC Intergroup Chairperson
17. Abigail - Founder Trustee

II. NYC Trustee Reports

John T., Trustee, chaired this section.

A. Abigail reported on 9 aspects of NYC World Service Board work.

She stated that the Board had 12 Trustees as of 7/01/93. Now the Board has 2 NYC Trustees and 5 Regional Trustees. According to the lawyer, "...the quorum requirement for the Board...either 8 out of 14, ...or...6 out of 14 of the Trustees must be present either in person or by conference call." One third quorum is a minimum requirement.

With the downsizing of the Board of Trustees, A.R.T.S.' affairs are running more smoothly. The lawyers also encouraged having a small board, less than 14.

1. Incoming Correspondence: Trustee Nancy C. resigned in February. An Office Worker, Sue G., was hired in February; she takes care of Nancy C's former responsibilities. Sue works 4 hours each week.

2. Treasury: As of 7/01/93, A.R.T.S. began using a professional to prepare A.R.T.S.' financial reports to meet not-for-profit corporation guide lines. Marian, a financial manager, is interested in being a consultant to the Board and possibly in being Treasurer.

7/01/93 - Opened with	\$365.03	General Office
	647.27	Literature
	103.13	Muse
	<u>310.74</u>	Regions
	1,426.17	Total

3/31/94-End of 3rd. quarter	123.00	General Office
	1,087.00	Literature
	62.00	Muse

<u>354.00</u>	Regions
1,627.00	Total

This year a new phone system was installed costing \$800.00.
Professional financial reports cost \$50.00 monthly.
Sue G, Office Worker, is paid weekly.

Convention '93 :

\$1400 was put into the Regions giving each Regional Trustee a budget line of \$200.
\$290 was given to Central Office in 2/94.
\$180 was used to start the '94 Convention.

Convention '94 account now:

\$453.56

An estimated \$1500 will be left in the Convention account at the close of the Convention.

How does incoming money get to the Regions? This will be discussed Sunday; Marian will be helping us with this.

3. Hotline

A.R.T.S. now has 4 lines: one rented to NYC Intergroup, one for the WS hotline, one to list retreats, etc., around the country, and one for convention questions. Carol A. was picking up the hotline; now Sue G. picks up the regular hotline and Janelle C. covers the Convention lines.

4. Conference/Convention

Janelle C is the Conference/Convention Coordinator. Abigail and Janelle began working on the Convention during the fall of '93. Other volunteers assisted also.

Sue G was hired to work on the Convention bookkeeping, etc. Janelle and Abigail sent out mailings, obtained hotels, designated people to hotels, and set up chairpersons and topics for the meetings.

Trustee Bob supervised the technical aspects, from a sound grabber to making sure there's an electric piano available.

120 A.R.T.S. members signed up for the '94 Convention, an increase of 40% over the registration for the '93 Convention.

We are in the best shape yet to go into a Convention.

5. Archives

There is no longer an Archive Trustee.

Archival material is being kept in Abigail's home.

6. Registrar

There is no longer a Registrar Trustee.

This function has been absorbed by the Regional Trustees who keep track of A.R.T.S. meetings in their regions, provide Central Office with an updated meeting list, and encourage all meetings to register with World Service.

7. MUSE

There is no national A.R.T.S. newsletter. Many of the Regional Trustees have stayed in touch with their meetings through their own newsletters. Both NYC and LA have newsletters.

8. Public Information

There is no longer a Public Information Trustee. The Board handles these inquiries; they have been few in number.

9. Literature Distribution

All literature is in Abigail's home. Literature orders are filled on a weekly basis by the office worker, Sue G, and Abigail mails the packages.

Abigail completed the reports on the nine aspects of NYC World Service Board work.

B. Recording Secretary

Bob F reported that his duties as Recording Secretary have been cut back since the Board meetings are now quarterly instead of monthly. He found doing the minutes to be an evolving, creative task.

Bob had also assumed Literature Distribution until this was taken over by the office worker, Sue G.

The voice on the World Service hot line(s) is also Bob. He ordered literature and acted as a liason in obtaining the insurance for the Convention.

Bob stated he has investigated A.R.T.S. being listed on-line across the United States and internationally. He recommends quarterly Board meetings when this can be afforded; this would cost \$200 per quarter.

III. Regional Trustee Reports

Bob, Trustee, chaired this section.

A question was asked as to who will be the chairperson of the WS Board. The Board had voted to have a non-A.R.T.S. member Trustee as Chair. Desmond is the first non-A.R.T.S. member Trustee.

Motion 8

Abigail proposed a motion to have the meeting Representatives who fall into that Region give their reports with the Regional Trustees.

This was seconded by Marilyn.

Vote:	For	Opposed	Abstained
	17	2	1

The vote carries.

A. Northeast Region

Arpi - Morristown, NJ

-fortunate there is no rent

-some members are having problems with "too much God " in A.R.T.S., some with God as "He"

Any change in the Steps and /or the Traditions has to go through A.A.'s copyright.

Lee - NYC, Friday night

-the meeting is smaller than it had been

-they have an art share once a month

-the group is now more integrated into A.R.T.S.

Bruce - Nyack, NY

-a very small meeting

-the focus is on the traits and the tools

-the group gave him a question for the Conference: can prospective A.R.T.S. members come in for the arts share and do they have to pay?

Discussion:

-suggested donation

-a way to Twelve Step

-require a fee for registration

-cannot share, can watch and there is a suggested donation

-the intimacy gained through meetings can be lost if there's too large an influx of strangers

-can people walking down the street come in to the arts share?

-the feeling of safety in sharing is threatened

-this is a fund raiser

-bonds formed during the Convention deserve respect

-A.R.T.S. meetings are open to prospective members

Motion 9

Abigail proposed a motion that the arts share at the Convention is open to :

1. prospective new A.R.T.S. members
2. to current paid members
3. to consultants
4. to Trustees
5. to existing A.R.T.S. members
6. to hotel personnel.

Lee seconded the motion.

Vote:	For	Opposed	Abstained
	14	1	4

The vote passes.

Motion 10

Abigail proposed a motion that we will put out a basket with a sign that says we are self-supporting through our own contributions; the suggested donation for the arts share for non-Convention registrants is \$3.00.

Mary B seconded the motion.

Vote: For - a majority

The vote carries.

-**Ronnie G** - Philadelphia:

-it was difficult to get to the meeting due to this past winter's snow

-Ronnie had been the only one doing service

- she's turning the meeting over to the newer members
- she'll send the money to World Service
- Springfield:
- 3 members in addition to the Group Representative are coming to the Convention
- the group is doing well
- Mike O** - NYC, Saturday, The Artist and Codependency
- has 12 to 15 at a meeting, sometimes up to 30
- he described the format
- codependency is frequently a focus of shares
- **Sue G** - NYC, Saturday, Love and Self-Esteem
- the group had been smaller, has been growing, and now has 12 to 14 at a meeting
- it has an intimate atmosphere
- Mary B** - NYC, Wednesday, Creative Process
- the group is now down to 3 or 4 members
- they are working to bring up the membership
- Nick** - Warren, NJ
- he passed out brochures from and about the Warren meeting
- the meeting is 4 1/2 years old
- they have 20 at a meeting
- maybe 30 of the membership will be at the Convention
- they have a Step meeting monthly and a varied format of meetings
- they developed an A.R.T.S. business meeting sheet
- they will be having an inexpensive retreat this fall
- they support the other New Jersey A.R.T.S. meetings

B. John T, Southeast Regional Trustee

- John attends the Silver Spring meeting
- this has been a year of growth for A.R.T.S.
- the 7/93 Retreat in Richmond, Virginia, was a resounding success
- 10 "How to Start You Own A.R.T.S. Meeting" handbooks were sent out
- 24 letters were sent to meeting Reps
- 40 Twelve Step follow up calls were made
- 28 A.R.T.S. regional packets were sent out
- it is very important to reach out to other artists through a Twelve Step program
- Victoria** -Silver Spring Representative
- the group has 12 to 20 a meeting
- it is very strong
- they use a varied format
- it is probably the biggest A.R.T.S. meeting in the DC area
- Roc** - Richmond, Virginia - Wednesday
- 5 to 12 at a meeting
- they have an eating meeting before the Creative Process meeting
- they use a varied format including a Step meeting
- the meeting is 3 years old
- a person from the Saturday meeting in Richmond (that meeting is 2 people strong) made the banners for the Conference/Convention, "Came to Believe", and "A.R.T.S. World Service Conference".

C. International

- Marilyn** is the International Trustee
- she is in contact with Canada: Vancouver, Ottawa, Calgary, and Toronto
- with Germany: Stuttgart, Bonn
- with the U.K.: London
- with France: Paris
- with Spain: Madrid
- with Mexico: Puerto Vallarta
- with Thailand: Pattaya
- the Vancouver meeting folded after many years of struggle and sent a donation
- in the U.K., London, there are 15 to 20 core members to an exciting meeting on Sunday morning
- in Calgary a meeting began last night

- Dominique is here from the Paris meeting. He brought inquiries about where the Step literature is for A.R.T.S. which ties it all together
- the meeting in Thailand folded
- we have received an inquiry from Tokyo
- she is hoping to get information regarding A.R.T.S. on the bulletin board where an A.A. meeting is held in Hong Kong

If you are traveling overseas, call Marilyn for information on A.R.T.S. meetings. But do so in time for her to respond graciously to your call, 601-434-8779.

- Dominique** - is the World Service Representative from the A.R.T.S. meeting in Paris, France
- the meeting was very strong, then it folded
- it went from an English speaking meeting to bilingual then to French
- it began again and folded
- they are planning to begin again
- they had started a French speaking meeting but had a problem with people doing service
- he came to the Conference to get information

D. Central Region

- Don W** - Minneapolis, Minn. - Thursday
- the meeting was 2 years old
- 3 to 12 were attending
- the meeting fizzled during the winter of '93 when the church it was held in had no heat
- the meeting started up again and fizzled during the winter of '94; this time there was heat
- there are intentions to start the meeting up again

The reports from the rest of the Central Region and from the Western Region are not on the tapes.

IV. Literature Report

Marilyn, Trustee, chaired this section.

A. Literature Development

Abigail reported that the multipage pamphlet "Starting Your Own A.R.T.S. Meeting" has been completed.

The following are being worked on:

- | | |
|----------------|-----------------|
| "How We Began" | "How It Works" |
| "Step One" | "Beginners Ask" |

The "MUSE" is not being published now. The Regional newsletters are the current avenue of communication.

B. The Development Procedure for Literature

Conference Approved Literature Process:

Ideas may come from anyone.

The Literature Committee approves or disapproves the idea.

The Conference gives or does not give the go ahead for conceptual development.

The Literature Committee determines how this approval from the Conference is implemented.

The fellowship may be solicited for contributions.

The initial draft is prepared by the Literature Committee.

C. Non-Conference Approved Literature

We have literature being used which is not Conference approved. Conference approval takes time. It is good to keep literature, which has not been approved, alive and in use.

An action group can use The Artists' Way; an action group is a private group.

The Basic Pamphlet says A.R.T.S. "...uses inspirational material from many sources."

D. Conference Approved Literature

Motion 11

Abigail proposed a motion that the World Service Board get a stamp titled "The Basic Pamphlet" and stamp all the basic pamphlets.

Jane seconded the motion.

Vote:	For	Opposed	Abstained
	18	0	3

The vote carries.

A.R.T.S. Big Book has been in the works for 3 years.

- there is literature coming into the Literature Committee but the Committee has been unable to process it.
- how can this bottleneck be broken? Can literature be farmed out for work and then return to the Committee?
- what can be done so the 7 pieces of literature and the Big Book can be presented for Conference approval next year?
- as soon as we get computer time we will have more literature ready.
- request for volunteers to work on the draft of the Big Book which we currently have. Marilyn volunteered to do this.
- cannot imagine having a Big Book ready for Conference approval next year
- Jill showed a copy of the original Big Book from A.A.
- Nick volunteered to submit writing to the Big Book, to review what has been submitted by others for the Big Book, and to write his comments in the margins.
- another fellowship put out a flyer about their draft edition, sold copies of the draft edition with plastic bindings, double spaced, with 2 blank pages at the end of each chapter for comments and feedback. They put them out and gathered them back in about a year and a half. They sold the draft edition for \$9 and made \$2000 which paid for the initial printing.

Motion 12

Abigail proposed a motion to put a rough document together, sell it for a price, and welcome comments which we will collect at some future date.

The motion was seconded.

Discussion:

- is there a deadline for members to get their submissions in by
- clarify that the money is for the process not to reimburse individual writers
- need for a stable committee to work on the Big Book
- can send out something to the entire fellowship asking for written submissions on the Steps
- in another fellowship, it was very important that the front of the work said "Draft Copy". The very first thing in this rough draft was the solicitation for response. Financial accountability can be taken care of by a statement that this is the cost of the book, these are the reasons why and these are the goals.

Motion 12 with a friendly amendment

Let's put a rough document together, sell it for a price and welcome comments, which we will collect at some later date, and hold the monies in a Big Book fund.

The motion had been seconded.

Vote:	For	Opposed	Abstained
	20	1	1

The vote carries.

Phyllis has 50 copies of a booklet of A.R.T.S. submissions. Discussion:

- that we label the 50 copies "Rough Draft" and make them available for purchase.
- the booklet costs \$4 to produce
- if it is sold for \$12 this can cover the cost of mailing and of the first printing

Motion 13

Abigail proposed a motion that we stamp 50 copies of "A.R.T.S. Anonymous, A Spiritual Program for Creative Uncovery" "Rough Draft" and make them available for purchase on our literature order form.

This was seconded by Marilyn.

Desmond explained that literature sales are the way A.A. funds its outreach, its Twelve Step work. The A.A. Big Book sells 1,000,000 copies a year.

The principle involved is that for the services provided by the fellowship, the fellowship is to provide funds. With this publication the out of pocket expenses are paid first; then the cost of distribution, ie. postage, and the cost to allow A.R.T.S. to carry on the work which the fellowship, through the Conference, is asking A.R.T.S. to carry on, that is, to distribute another draft after this first one.

Vote:	For	Opposed	Abstained
	19	4	1

The vote carries.

Discussion:

- no list of additional resources on creativity and spirituality
- no suggested reading list

-Trustees should read the booklet; both lists can be cut out

Motion 14

Jill proposed a motion that before we sell 50 copies of the first edition we remove pages III, IV, V, and VI: the suggested reading list and additional resources on creativity and spirituality.

This was seconded by Abigail.

Vote:	For	Opposed	Abstained
	18	1	4

The vote carries.

E. "The MUSE"

There is no "MUSE" now.

-this is ok for the next year

Step-Sponsor

A Step-sponsor is some one who is working the Steps in their A.R.T.S. recovery and is willing to help others who want to explore using the Steps. Choosing to go through the Steps with a Step-sponsor provides a way to deepen our involvement with the Steps.

Discussion:

-Step-sponsor is somewhat of a contradiction because the sponsor helps the sponsee to know and work the Steps

-art-buddy is a peer relationship

-the Conference last year voted to use Step-sponsorship as a tool

-can have both art-buddies and Step-sponsors

-a sponsor is a fellow-human being who is willing to share their experience strength and hope on a one-to-one basis outside of meetings

-we have some one as our sponsor who is working the Steps and who is willing to teach us how to use the Steps in our art

V. Bylaws

Phyllis, Trustee, chaired this section.

Abigail reported that she has been working with Karen, a woman from O.A. whose passion is bylaws. This has been a big help.

A. There was agreement to change the Third Tradition written at the end of the bylaws to read the same as it is in the basic pamphlet:

"3. The only requirement for A.R.T.S. Anonymous membership is a desire to identify and express our creativity."

B. The phrase "...to recover from their common problem..." in Article I, Preamble, was discussed :

-vagueness leaves room for each to come in with his or her own unique problem with regard to their art

-the life and death issue of doing one's art is not well defined, especially for new members, in the A.R.T.S. literature or Traditions

-the traits give substantial fleshing out to the "...common problem..." in A.R.T.S.

Motion 15

Phyllis proposed a motion that we change the wording in Article II, Section 1 to match the wording in Tradition 3. A friendly amendment was added to use "their" instead of "our".

This was seconded by Mary B.

Article II, Section 1-Qualifications: Any person who has a desire to identify and express their creativity may become a member of A.R.T.S. Anonymous.

Vote:	For	Opposed	Abstained
	18	0	3

The vote carries.

Discussion:

-must define the "group" to know how delegates from the group are selected to vote at the Conference

-there is a problem with the lawyers wanting Trustees to be Delegates from a specific group; this gives that particular group too much power over the Trustee position. This needs to be worked out with the lawyers.

-traditionally a Trustee cannot have two positions, that is , cannot be a Group Representative (Delegate) and also a Trustee

Article II, Section 2, a: As a group they meet to practice the Twelve Steps and Twelve Traditions of A.R.T.S. Anonymous.

Discussion:

- we are a Twelve Step program
- the Twelve Steps are a suggested tool for recovery, for example, "As a group they have agreed to accept the use of the suggested Twelve Step program."
- the Twelve Steps and Traditions do not have to be a continuous conscious focus, but they "seep in"
- the recovery is in the Twelve Steps and Twelve Traditions
- the only requirement for membership is a desire to reach one's creative potential
- a motion was proposed to change the word "meet" to "agree"; a friendly amendment was accepted: "The group accepts the principles of the Twelve Steps and Twelve Traditions of A.R.T.S. Anonymous." This motion was defeated.

Jane suggested a bylaws committee to take the concerns expressed today and return with a suggested finished product at next year's Conference.

Article III - add a sentence to the end of Section 3: "Alternates are permitted to attend as a voting representative to the Conference only in the absence of the Delegate."

- each group may have one vote: one registered meeting, one voting Delegate at the Conference

Leonard read a letter from the L A, Southern California Intergroup:

- if every meeting should send a Delegate to the Conference: this becomes financially impossible for most groups, and is not fair geographically
- L A Intergroup urges reconsideration of the bylaw affecting this.

Discussion:

- plan to move the annual Conference from Region to Region each year
- could have one voting Delegate vote for as many groups as requested this representation
- every meeting wants to be heard
- can request a written vote from each registered meeting on important and immediate issues
- a person can represent 13 groups but should still have only one vote: one voice, one vote
- Al-Anon has districts which elect a Representative for the Region and each Region sends one person to the Conference with one vote
- each group votes by group conscience on major issues and this goes to the District and then the Regional Delegate; the Regional Delegate votes the combined group conscience and then must express any minority positions.
- must work with what we have now: 2 Intergroups, a Board of Trustees, and the various group meetings
- can in the future divide the Regions into smaller groups of states with one voting Conference Delegate
- it is important to file rational bylaws
- a request to vote now on the bylaws with the proviso that amendments to the bylaws can be made in the future
- there is a need to get the bylaws approved
- does not want to lose Southern California
- pick a date for the Conference in L A
- the issue is an equitable structure for voting and finances
- in Al-Anon the Conference pays for the Delegates to come; each Region contributes equally to the Conference fund
- it will take years to develop an infrastructure

Article V, Section 2, Election: "one year term" is to be used in place of "2"

Section 5, Chairperson: term, change to "...shall not be more than 6 successive one year terms."

Articles VI, VII, VIII, and IX, were read.

Article X: What does indemnify mean?

Indemnify means to verify that the person named is not guilty of any problems that may have resulted in legal suits.

Article XI: It was agreed to add a sentence at the end of Article XI:

These bylaws may be amended by a 2/3 vote of the Delegates at any meeting that is duly called for the purpose of amending the bylaws.

In addition to the bylaws, Addendum A, The Twelve Steps of A.R.T.S. Anonymous, was read. Step 9 should read "...make amends to (not with) such people..."

The Twelve Traditions, Addendum B, were read:

It was agreed that Tradition 3 should read: The only requirement for A.R.T.S. Anonymous membership is a desire to identify and express our creativity.

Note: Tradition 11 does not match the 11th. Tradition in the Basic Pamphlet: "...television and other public media..." has been added.

The Twelve Concepts of A.R.T.S. Anonymous, Addendum C, were read.

Discussion on the bylaws and addenda:

- the Twelve Concepts are different from the A.A. short version
- substantial unanimity is not grammatically correct; unanimity means everyone; you cannot grammatically put together "substantial" and "unanimity"
- a request for gender neutral pronouns in the Steps and clarification on whether A.A. would allow us to do this
- request to go to A.A. to get permission to make the language in the Steps gender neutral
- in the Third Step the last word can be changed to "God"; in the Eleventh Step the language can be changed to "...understood God..." and "...knowledge of God's will ..."; this will make those Steps gender neutral
- Al-Anon also has an abbreviated version of the Twelve Concepts of Service
- Article IV, Section 8, Quorum- add 2/3
"...the vote of a 2/3 majority..."
- Article III, Section 2, "...A.R.T.S. Anonymous meeting ..." is changed to "...A.R.T.S. Anonymous registered group..."
"...not less than 10 days but no more than 50 before the date of the meeting."

Sides 15 and 16 of the tapes were defective. The following points are taken from the Secretary's notes.

Article II, Section 2, a, change to: The group suggests the practice of the Twelve Steps and Twelve Traditions of A.R.T.S. Anonymous.

Article III, Section 1, b - Concern was expressed about this paragraph.

Article IV, Section 8, Quorum and Voting - Concern was expressed about this paragraph.

Article X - Indemnification: A request was made to put these concepts into layman's terms. Those voting to accept or reject the bylaws have a right to understand what they are deciding about.

The following motion is from Bob F's list of motions; it is not on those tapes that are able to be heard:

Motion 16

Abigail proposed a motion that Alternates are free to come to the Conference but not to participate.

This was seconded by Mary B.

Vote	For	Opposed	Abstained
	18	0	2

The vote carries.

The following is the only discussion available on sides 15 and 16 of the tapes due to the extreme static:

-2 people are a meeting

-it is important that I do the Steps and go to the meetings even if there is only one other person there

Motion 17

Marilyn proposed a motion to mandate the Board to seek information from A.A. on a process of changing the Steps and Traditions to gender neutral.

This was seconded by Nick.

Vote:	For	Opposed	Abstained
	19	4	1

The vote carries.

Introduced: Valerie, Group Representative

VI. World Service meeting topics, including how to help small meetings stay alive

Abigail, Trustee, chaired this section.

Introduced: Paula, Manchester, Ct.

David, NYC, Wednesday, Creative Process; the meeting is getting small

Arthur, Warren, NJ - Nick asked to remain at the meeting to participate in discussions but not to vote; Nick is the Alternate for the Warren meeting.

Motion 18

conference. The city that put on the current conference is obligated to help the city working on the next year's conference.

Recap:

In '95 we will return to Ocean Grove for the Conference/Convention.

L A desires to have the Conference/Convention in '96.

L A will work with the Board to see if this is feasible; if not, Colorado will be considered.

- it cost \$800 to bring the Trustees to Ocean Grove; this does not include traveling for 2 additional Trustees

- Don will ask permission of another program to send their procedures for conferences to A.R.T.S.

- a request was made for names and phone numbers of those willing to offer support for small meetings

B. Art Share

- how can we get everyone involved rather than just 60 people

- 7PM to 2AM at 5 minute increments

- 130 are coming to the Convention; 64 signed up for the art share

- start an hour earlier; share for 4 minutes rather than 5

- have displays of work rather than the 5 minute share for certain kinds of art

- concurrent art shares

- a need for insurance for work on display

- want to share so get name in quickly

- those who share are chosen by lot

- could secure an art share by sending an additional \$10 rather than paying the entire bill

- can send partial payments

- in previous years, participation in the art share was based on early registration; this year it was based on payment in full

- the things that need to be accomplished for the Conference/Convention cannot be done if everyone books during the last 2 weeks

- willing to begin the art share at 12 noon and go to midnight; the art share is personally more important than the meetings

- suggest the first 60 share and then anyone else who wants to share does so until everyone has shared

- hotel staff is not available after 2AM

- tighten up, for example, see Arpi ahead for music arrangements, and see Nick ahead for arrangements for slides

C. Theme for next year

Motion 19

Bob proposed a motion that at the end of this meeting we give everyone 30 seconds to say how they felt about the Conference.

Nick seconded this.

Vote	For	Opposed	Abstained
	15	3	0

The vote carries.

Continued discussion on art share:

- have an art share 3 nights rather than 1 night

- 30 slots go to the first 30 who are registered, and the second 30 are chosen by lots

- contain the art share so it does not take over the weekend

D. Convention Committee

Abigail Janelle and Sue worked on the Convention Committee. Janelle worked as the coordinator and did a wonder job; Abigail expressed hope Janelle will do this service again next year.

Continued discussion on art share:

- next year continue the art share, if necessary, on Sunday after the closing

C. Theme for next year, continued:

- use the slogans, all of them

- 10 year anniversary

- cannot keep it unless you give it away

- where do we go from here

- send additional ideas to the Conference/Convention Committee

E. Wrap Up:

- extremely smooth and sane

- more advance notice

- exhausted, completely overwhelmed
- healing
- coming to believe in a higher power
- got what I came here for
- 60 second stretches every so often
- saw the creative process being nourished
- family
- more relaxed
- grateful to see old friends and new
- enjoyed the dialogue
- enjoy our growth and other's growth
- it is important to carry the message
- enthused
- first time as a delegate
- in awe
- much gratitude
- feel the growing pains
- enjoyed watching people draw
- saw the Concepts in action; it was beautiful
- grateful that people came from Paris, France, and Los Angeles
- grateful for those who worked on preparing the Conference/Convention
- touching me
- the Traditions took tangible form here
- an instrument of the healing power of A.A.
- privilege, tenderness, falling in love

A challenge from Desmond: spirituality vs. religion

Use this idea as background when you work on making the Steps and Traditions gender neutral.

Abigail gave one fish and one loaf in starting A.R.T.S. She now sees the members breaking the loaf and handing it to another, and breaking the loaf and handing it to another, and breaking the loaf and handing it to another.

*Submitted by Sue G.,
Secretary
7/*

**1994 A.R.T.S. Anonymous Trustees and Group Representatives present at the Conference
in Ocean Grove, New Jersey**

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A.R.T.S. ANONYMOUS

Artists Recovering through the Twelve Steps



A.R.T.S. Anonymous
1994 Conference Agenda

Thursday, May 19, 12-10 p.m.

12-1:30 p.m. Lunch at the Sampler cafeteria, with A.R.T.S. meeting over lunch

1:30-1:45 p.m. Reminder of Group Conscience Principles
- Read 12 Traditions
- Read 12 Concepts

1:45-3 p.m. New York City Headquarters Report
- Treasury
- Archives
- Hotline
- Mail
- Literature Distribution
- Recording Secretary
- Policy

3-4:30 p.m. Regional Trustess Reports

4:30-5 p.m. Break

5-6:30 p.m. Literature Report
- Development procedure
- Muse
- 12-Step Book

6:30-8 p.m. Dinner

8-10 p.m. Desmond Towey and William Croke,
A.A. Service Structure

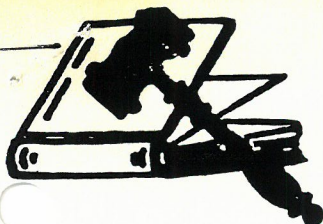
Friday, May 20, 9:30-5 p.m.

9:30-12:30 Bylaws

12:30-2 p.m. Lunch

2-3:30 p.m. World Service Meeting topics, including how to help small meetings stay alive

3:30-5 p.m. Next year's conference and convention & wrap-up



GUIDE TO PARLIAMENTARY MOTIONS

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This GUIDE TO PARLIAMENTARY MOTIONS gives the purpose and general rules for all of the most used motions. Options and exceptions not included in this basic guide are shown in detail in the PARLIAMENTARY DIGEST Copyright A 536085, an easy-to-read instant reference chart of all motions: Write to the American Institute of Parliamentarians, Suite 206, Liberty Building, Des Moines, IA 50309. \$1.50 each

KEY TO LETTERS: I - If necessary, the motion may interrupt a speaker. F - May interrupt one who has the floor but not started to speak. S - Second required. D - Debatable. A - May be amended. M - Majority vote required. 2/3 - 2/3 vote. R - May be reconsidered. Page numbers are given at the end for fast reference to Robert's Rules of Order Newly Revised.

RANKING MOTIONS: When one of the motions on this page is pending, one of lower rank is not in order, e.g., amend ranks below recess.

FIX THE TIME TO WHICH TO ADJOURN: Set a place and time to continue the present meeting. (S A M R 207)

ADJOURN: Close the meeting immediately. (S M 199)

RECESS: Take a recess now. State time of recess. (S A M 196)

RAISE A QUESTION OF PRIVILEGE: Call attention to something affecting rights, comfort, safety. (I S Chair decides the question 191)

CALL FOR ORDERS OF THE DAY: Demand that the agenda or program be followed. (I More than 1/3 of votes must be in favor to sustain the demand 186)

LAY ON THE TABLE: To defer business temporarily (S M 177). Business may be brought back through the motion to Take From The Table - see overleaf.

PREVIOUS QUESTION: To close debate and vote immediately on the pending motion (S 2/3 R 166). Calling "question" is not making this motion.

LIMIT OR EXTEND DEBATE: State length of time desired. (S A 2/3 R 161)

POSTPONE TO A DEFINITE TIME: Business may be postponed but not past next session in regular club meetings, not past adjournment in conventions. (S D A M R 150) To make a special order requires a 2/3 vote. (153)

COMMIT: Refer to a committee. Specify instructions to committee, time when report is to be made, and to whom. (S D A M R 140)

AMEND: An amendment must be germane - relate to the purpose or intent of the motion. An amendment to an amendment must be germane to that amendment and relate to the wording of that amendment. (S D A M R 108)

POSTPONE INDEFINITELY: To kill a motion for this session (S D M Note: Only an affirmative vote on this motion may be reconsidered 105)

MAIN MOTIONS AND RESOLUTIONS: Introduce a subject, and may be made only when there is no business on the floor. (S D A M R 82)

VILEGED

SUBSIDIARY

NON RANKING MOTIONS Use as the need arises

QUESTIONS: Questions may be asked of the presiding officer (chair). Use POINT OF INFORMATION or POINT OF PARLIAMENTARY INQUIRY and when urgent either may interrupt a speaker, including the chair. (I No vote required 245)

POINT OF ORDER: To call attention to a violation of a law or rule. The Chair rules on the point. (I Is debatable if the point is on a debatable motion 212)

APPEAL FROM DECISION OF THE CHAIR: To question a ruling by the chair and have the matter decided by vote of the members. (I S M R 218)

DIVISION OF ASSEMBLY: A demand that a close result on a voice or hand vote be taken again by standing vote. (F No vote taken on this demand 237)

DIVISION OF A MOTION: A Motion containing more than one subject, and which is divisible, may be divided for separate consideration and vote. (I S A M 230)

SUSPEND THE RULES: Temporarily change a rule. May not be used to suspend constitution or bylaws. (S 2/3 222)

SELECT A METHOD OF VOTING: To request a specific method of voting on motion: Count, ballot, roll call, etc. (S A M R 240) Note: General or silent consent is a legal method of agreeing to what is being done. If no member objects, there is unanimous consent. May be used for routine business, also where members are obviously in agreement. Any member may call for a regular vote to be used instead of General Consent. (44)

WITHDRAW A MOTION: A motion may be withdrawn by its maker before it has been stated by the chair. After being stated, consent of the members is required for withdrawal. Consent of seconder is not required. (I M R 246)

MODIFY A MOTION: A form of amendment acceptable to the members which may be approved by general consent or without debate by majority vote. (I M R 246)

OTHER REQUESTS: These may be made as necessary. (I A M R 251)

MOTIONS THAT BRING BUSINESS BACK: The following motions have special rules and generally should only be made when no other business is on the floor:

RESCIND an adopted motion. (S D A 2/3 Only negative vote may be reconsidered 256)

AMEND an adopted motion. (S D A 2/3 Only negative vote may be reconsidered)

TAKE FROM THE TABLE: (S M 252) See Lay on the Table overleaf.

RECONSIDER THE VOTE: Bring back business which has been acted upon during the session, in order 1) to prevent enactment of the first vote until after a second vote is taken; 2) to reverse the vote; 3) to make changes in the motion. Member moving to reconsider must have voted on the prevailing side. (S Debatable if applied to a debatable motion M 265)

RATIFY: Approve action taken without full authority (S D A M R 103)

Responsibilities of Chair

1. Call the meeting to order and determines if we have a quorum.
2. Announce when the meeting is closed.
3. Call on members to speak on the issues, alternating pro and con (as we decided last year).
4. Limit total discussion time based on time available.
5. Cut off discussion when trustees start repeating arguments.
6. Ask for a motion to be made and seconded if discussion seems aimless.
7. Keep discussion on or topic under consideration
8. Call for the vote when discussion is complete if someone else has not done it.
9. Ask secretary to read the motion before vote.
10. Count votes and announce motion passes or does not pass.
11. Clarifies or summarizes discussion if appropriate or asks someone else to do so.
12. Does not comment on issues under discussion and does not vote except to break a tie. (In the past, we have decided that a 2/3 vote is necessary for a motion to pass.)

ANNUAL A.R.T.S. ADMINISTRATION STATUS REPORT 1993-94:

A.R.T.S.'s new fiscal year begins every July 1, following right on the heels of our annual Business Conference in May. Monies earned from the Business Conference and Convention provide the budget for the coming year.

We began this fiscal year with 12 Trustees: **Phyllis**, Northwest Regional Trustee; **Varda**, Southwestern Trustee; **Bruce**, Midwest Trustee; **John**, Southeast Trustee; **Jane**, Northeast Trustee; **Marilyn**, International Trustee; **Tom**, Literature Distribution Trustee, **Nancy**, Incoming Correspondence Trustee NYC; **Bob**, Recording Secretary Trustee; **Leslie**, Managing Editor Muse Trustee; **Alicia**, Chair and Treasurer Trustee NYC; and myself, **Abigail**, as Trustee Emeritus. And then we shrank.

Tom resigned and Bob added Literature Distribution to his assignments. Varda resigned and we asked Jill F. to become the acting Southwest Trustee. Leslie came to the end of her three year term and resigned. No one has as yet replaced her. After six months of service, Bruce resigned. We reorganized. We gave Phyllis all of the states West of Colorado, and we gave Jill all of the midwest states from Texas to the Dakotas. Next our Chair, Alicia, decided in February that four years of service as a World Service Board Trustee was enough. She resigned.

We no longer had a quorum of Trustees in NYC with which to hold our quarterly Board meetings. Five of our Trustees had resigned and only one was replaced. Of the now remaining eight Trustees, five lived too far away to attend our quarterly meetings. Our bylaws called for 14 trustees, and we now had eight. Trustee Jane L. asked me to have our lawyer advise us on the way the law reads on quorums and he wrote:

"The quorum requirement for the Board (in Article V, Section 8 of the current draft) does not mean that all members of the Board must be present in order to conduct business. Depending on which variation you choose, either a majority (eight out of the fourteen trustees) or two-fifths (six out of the fourteen trustees) of the trustees must be present, either in person or by conference call. New York law sets a one-third quorum as a minimum requirement." John M. Grimes, Law Clerk, White & Case, February 1, 1994

At this point Trustee Nancy resigned, leaving us with seven Trustees, only two of which were in NYC. Consequently, the Board decided to suspend our April Board meeting and to manage our affairs through letters, reports, and close phone contact with each other until all the Trustees could gather in May. We decided to hold our next Board meeting in Ocean Grove just before the Conference.

As a Board, we could still vote on all matters requiring consensus on affect how we run our business. Should something come up affecting our bylaws, we would then have a conference call to comply with the law.

Strangely, with all this down-sizing, A.R.T.S. administrative affairs have been running more smoothly. At one point last year when I was talking with our lawyers about our Board of fourteen Trustees, they urged me to consider having a much smaller Board. Although, I said that wasn't possible, it looks to me like God made that possible for us. Smaller is better; we have become much more efficient.

Remaining on the Board were Phyllis, Jill, John, Marilyn, Jane, Bob, and myself, Abigail.

The following paragraphs deal with specific Board functions and how they are being managed now.

INCOMING CORRESPONDENCE: Formerly, Trustee Nancy picked up the mail weekly and brought it to my house where we would sort it together. We forwarded all Twelve Step inquiries to the appropriate Regional Trustee. We filled out a bank deposit slip for all donation, Muse, and literature money, and I, as Treasurer/bookkeeper, logged all these transactions onto accounting sheets. Nancy and I would then go to the copy shop to make up the necessary batches of Muses to fulfill orders. (We only sell the Muse in batches of five and for each order to have the set copied up at the copy shop.) We also forwarded to Trustee Bob a copy of all the literature orders. All of this took about an hour every week.

However, in February Trustee Nancy resigned, and the processing of our literature orders was consolidated with our weekly administrative work. The literature was transferred to my home from Trustee Bob's home. We hired a part-time worker, Sue G. (who just happened to be the ex-Chair of A.R.T.S. Intergroup of NYC.) Now Sue works four hours every week. She picks up our mail from our PO Box, buys stamps, comes back to our "office" to sort it, and forward it to the appropriate trustee; she then fulfills the literature orders and prepares the packages for mailing. She is learning how to do our bookkeeping; and she picks up our hotline calls and forwards them to the appropriate trustee to follow up on.

This is giving me a little more space in my life which I appreciate. I manage the flow of the work, oversee that the bookkeeping is correct, sign the checks, help out when there is more work than can be done by one person weekly in four hours, and I take all our packages to the post office to be mailed. The new arrangement is working very well.

TREASURY: Our new fiscal began last July 1, our Chair Alicia agreed with me that it was time we had A.R.T.S. financial affairs professionally prepared. We went to my tax man who took all our spreadsheet numbers and put them on computer to generate quarterly financial reports for the Board.

Recently, our Consultant Desmond Towey, asked a financial manager if she would oversee our financial affairs. Her name is Marianne and she is due here to meet me tomorrow morning. We are hoping she will become another consultant to our Board -- if not our Treasurer. (By law, our treasurer does not have to be a Trustee; they can be an officer of the Board serving as Treasurer. More about this next year.)

HOTLINE: For many years A.R.T.S. had an outside message bank take our phone calls. The problem was we had no way of knowing when our message bank filled up. Frequently it would fill up and days would go by when no one could leave a message. This year the Board decided to invest in our own phone line, have a business listing in the NYC phone book, and to purchase a four track answering machine. The Board took three of the four lines and rented the fourth line to NYC Intergroup so they could list all the NYC meetings, time and date. On our lines we recorded only two messages, one for the Board in general, and one for the conference; and one line is still blank. For most of the year Carol A. picked up our hotline, but when we hired Sue, Carol was glad to give Sue this job too.

Now at any time day or night I glance at our answering machine and know exactly how many messages are being held on each line. The new phone system is working beautifully.

1994 CONVENTION/CONFERENCE: This year a newcomer to A.R.T.S. but not to program said to me "I need a service job to maintain my commitment to A.R.T.S." Well, it took about one second for me to make Janelle our 1994 Convention/Conference Coordinator. Turned out to be a

wise choice. Together we got out several mailings last Fall announcing the 1994 Convention/Conference. Janelle picks up regularly the Conference hotline. Sponsees of Janelle's who were also new to A.R.T.S. stepped up to help too. One showed up at least six times to manage the logging in of registrants into hotels and to track their payment schedule. Another went with Janelle and me to Ocean Grove to shop for more hotels. As of this writing 120 people are coming to this year's Convention/Conference. Last year we had about 86 people and we were spread over three hotels. This year we will be staying in five hotels. And, throughout this past month, the convention committee hired Sue to also help preparations and with the bookkeeping. Janelle and I worked out our convention meeting schedule and she is now lining up all our speakers. Trustee Bob is our tech man in charge of Convention/Conference sound equipment and this year we are buying a "sound grabber" because he believes it will help us to record our business Conference better. All in all, we are in the best shape ever going into a Convention/Conference -- except that one of our hotels burned to the ground last Saturday (!) and the Red Cross took half our scheduled rooms in our other hotel to house those who were dispossessed by the hotel that burned. I have spent this past weekend reshuffling our registrants into different hotels. Everything is going to be fine -- the ruins might look a little gruesome, but that's life.

LITERATURE DEVELOPMENT: We had grand plans for literature this year. Our first project was to finish the multi-page pamphlet "Starting Your Own Meeting." This was completed by the end of the summer. After that all the other multipage pamphlets went on hold, until I will have time to get back to work on them. Carol A. of the Literature Development Committee, has edited final copy on "How We Began". Trustee Phyllis has edited "Beginner's Ask" and it too waits now only to be computer designed. The pamphlet "How It Works" ~~which~~ is a reprint of two published articles about A.R.T.S. that were written by two A.R.T.S. members (International Trustee Marylin and Ex Trustee Jan). And last, Trustee Jill sent me her edited version of "Step One" which looks pretty good. I have not had a moment in many months to go the computer shop. They all wait for me, the bargain computer designer, to have time for them.

One of the jobs that Sue and I did when all our literature was moved to our "office" was to hand stamp them all with our new phone number in red. Recently we had to reprint four pieces of existing literature, but before we could do that we had to change our phone number on all the masters. Also all the masters had to be changed to read "conference approved in 1993."

ARCHIVES: We used to have a Trustee who was called our Archivist. This is no longer necessary with our current Board being so small. I put everything into clearly labeled red rope files and stored them away on second hand metal shelves that were given to me by the shelf supplier of AA. One grand day when we can afford a professional archivist, that person can organize our papers better. With only four Board meetings this year, and maybe less in the future, we don't need a trustee to be an archivist.

REGISTRAR: We used to have a trustee who was our Registrar, but that function has now been absorbed by the Regional Trustees who track the A.R.T.S. meeting in their region, provide us with an up to date mailing list, and see to it that all meetings register with the Board so that we can mail direct to them when we need to. So now when meeting registration forms come in, I put them into a binder. We no longer need a registrar and our mailing list is in very good shape

TWELVE STEP WORK: All our Twelve Step work is covered by the Regional Trustees and from what I can tell, we never had a better more committed group to helping the artist who still suffers. Each Trustee has a real pride and thrill in every new inquiry which turns into a new meeting.

MUSE: I recruited an A.R.T.S. member this winter to become the new Managing Editor on the World Muse. However, it did not work out. Right now we do not have a national newsletter but many of the Regional Trustees have stayed in touch with their meetings through their own

regional newsletters which are very fine. And both NYC and LA have one page metro newsletters that they put out. So we are communicating with each other.

PUBLIC INFORMATION: We used to have a Trustee who did this work too, but their services were called on so infrequently that the Board can manage the media's inquiries very well. I wrote a letter to the editors of "Omni" to correct a few points of misinformation and I gave a 15 minute interview to a writer from "Details". A journalism student from Columbia University came by for an interview as a class assignment that never made it to Columbia's forty paper syndication network that we know of. That's it for the year, folks.

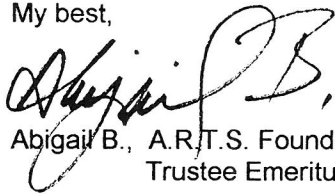
BYLAWS/POLICY: This year I had a few meetings with our lawyers regarding revising our bylaw document which is hopelessly convoluted and conflicted. Together we produced a decent document. Then an A.R.T.S. member put me in contact with a terrific woman from Overeaters Anonymous who is passionate for bylaws. Her name is Karen Samuel-Ames. She has served for four years on the OA Conference Bylaws Committee, was Chair of that committee for two years, and is now Chair of her OA Region. She has hands on experience with Twelve Step Program bylaws and she is looking forward to guiding us. Wow! She and I met a number of times and then she produced the document we will be reviewing at this Conference.

Her recommendation is that we keep our bylaws very simple at this stage and put most of our decisions into policy, which is easier to change as we grow than making legal revisions to our bylaws. We do need a Policy Trustee because we have nine years of motions which have not been compiled. We have taken policy positions on public information, literature development, world service meeting representatives, etc. and that information is not in any folder or binder for easy reference. So we rely on our Founder's memory for our entire history. Not such a good idea.

CONSULTANTS: This year, Desmond Towey, a former Trustee of the A.A. Grapevine, has been available to us for his experience, strength and hope. He has been a wonderful stabilizing force on our sometimes fractious Board. And next year, Karen Samuel-Ames from OA will also be available to us as a consultant. Slowly, we are acquiring the experienced counsel that we need in order to grow in Good Orderly Direction.

There I think that covers it. Its been a bumpy year but a good year. We accomplished alot. A.R.T.S. has definitely matured. I am grateful that God continues to show an amazing Grace for A.R.T.S. and for all of us.

My best,



Abigail B., A.R.T.S. Founder
Trustee Emeritus A.R.T.S. World Service Board

BY-LAWS OF A.R.T.S. ANONYMOUS, INC.

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**Article I
Preamble**

A.R.T.S. Anonymous is a fellowship of artists who share their experience, strength and hope with each other that they may recover from their common problem and help others to surrender to their creativity.

The only requirement for membership is a desire to fulfill our creative potential. There are no dues or fees for A.R.T.S. membership; we are self-supporting through our own contributions. A.R.T.S. is not allied with any sect, denomination, politics, organization or institution; does not wish to engage in any controversy; neither endorses nor opposes any causes. Our primary purpose is to express our creative gifts and help others to achieve artistic freedom.

**Article II
Members and Groups**

Section 1. Qualifications Any person who has a desire to fulfill his or her creative potential may become a member of A.R.T.S. Anonymous.

Section 2. Definition These points shall define an A.R.T.S. Anonymous group:

- a. As a group they meet to practice the Twelve Steps and Twelve Traditions of A.R.T.S. Anonymous.
- b. All who have the desire to express their creativity are welcome in the group.
- c. No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
- d. As a group they have no affiliation other than A.R.T.S. Anonymous.

Section 3. Composition A group may be formed by two (2) or more member of A.R.T.S. Anonymous meeting together as set forth in Article II, section 2.

Section 4. Registration Each group shall be duly registered with the World Service Office of A.R.T.S. by submitting information regarding the location and time of meeting.

**Article III
World Service Business Conference**

Section 1. Annual Meeting of Delegates The Corporation shall sponsor an annual meeting of the Delegates of the

members, which may be known as the World Service Business Conference. The World Service Business Conference shall serve as the collective group conscience of the Fellowship of A.R.T.S. Anonymous as a whole. The Delegates to the World Service Business Conference shall be as follows:

- a) Voting delegates shall consist of the following persons:
 - (1) Delegates from each registered group.
 - (2) Class-A Trustee(s)
 - (3) Class-B Trustee(s).
- b) Delegates having voice but no vote shall consist of Officers of the Corporation or any parent or subsidiary of the Corporation who are not also Trustees and the Executive Director of the World Service Office (if any).

Section 2. Notice of Meeting Written notice of the place, date and hour of the World Service Business Conference shall be given to each registered A.R.T.S. Anonymous meeting by mailing the notice by first class mail, postage prepaid, or by personal delivery, not less than sixty days before the date of the meeting.

Section 3. WSBC Delegates Each registered A.R.T.S. Anonymous meeting is eligible to name a delegate and alternate to the World Service Business Conference.

Upon notification of the World Service Business Conference, each meeting shall submit the name, address and telephone number of their elected WSBC representative no less than 45 days prior to the World Service Business Conference.

Article IV Board of Trustees

Section 1. Powers and Number The Board of Trustees shall have general power to manage the affairs and property of A.R.T.S. Anonymous in accordance with the purposes and limitations set forth in the Certificate of Incorporation. The number of Directors constituting the entire Board shall be no less than three (3) nor more than fourteen (14). The number may be increased or decreased within this range by a majority of the entire Board of Directors, providing that no decrease may shorten the term of any incumbent director. As a condition of election as a Director each person shall, before qualifying to serve as a Director, execute an

appropriate instrument addressed to the Board of A.R.T.S. Anonymous, stating that he or she agrees to comply with and be bound by all the terms, provisions and addendum of these Bylaws.

Trustees are divided into two categories; Class A Trustees, herein after referred to as Non-Member Trustees, and Class B Trustees, herein after referred to as Member Trustees.

Non-Member Trustees shall be persons who are not A.R.T.S. Anonymous attendees and who have expressed a profound faith in the recovery program upon which A.R.T.S. Anonymous is founded.

Member Trustees shall be persons who are members of the Fellowship of A.R.T.S. Anonymous, selected for their understanding and adherence to the Twelve Steps, Traditions and Concepts of A.R.T.S. Anonymous.

The Board of Trustees, subject to the laws of the State of New York, are expected to exercise the powers vested in them by law in a manner constant with the faith that permeates and guides A.R.T.S. Anonymous, inspired by the Twelve Steps of A.R.T.S. Anonymous, in accordance with the Twelve Traditions of A.R.T.S. Anonymous and in keeping with the Twelve Concepts of A.R.T.S. Anonymous.

Section 2. Election and Term of Office Each Trustee shall be elected for a term of three (3) years at the World Service Business Conference by a majority of all Delegates, and each Trustee shall continue in office until his or her successor shall have been elected and qualified, or until his or her death, resignation or removal, but in no event may a Trustee serve on the Board for more than three (3) terms or nine (9) years.

Proposed Trustees of A.R.T.S. Anonymous shall be nominated by a Nominating Committee designated by the Board and submitted for consideration to the Delegates at the World Service Business Conference.

Section 3. Removal Any Trustee may be removed, for cause, by a vote of two-thirds of the entire Board, at any special meeting of the Board called for that purpose. A Trustee who misses three consecutive meetings shall be automatically removed, but may be reinstated by a vote of a majority of the entire Board for good cause shown.

Section 4. Resignation Any Trustee may resign from office

at any time by delivering a resignation in writing to the Board, the President, or the Secretary and the acceptance of the resignation, unless it requests acknowledgment, shall not be necessary to make the resignation effective.

Section 5. Vacancies and Newly Created Trustee positions

Any newly created trustee position arising at any time and from any cause may be filled at any meeting of the Board of Trustees by a majority of the Trustees then in office, regardless of their number, and a Trustee so elected shall serve until the next World Service Business Conference.

Any vacancy on the Board arising at any time and from any cause may be filled at any meeting of the Board of Trustees by a majority of the Trustees then in office, regardless of their number, and a Trustee so elected shall serve until the end of the three (3) year term of the Trustee replaced.

Section 6. Place and Time of Meetings The Board shall meet up to four times a year, but no less than once a year, immediately following the World Service Business Conference. The time and place for holding regular meetings shall be fixed by the Board. A special meeting may be called at any time by the President or other officer or by written demand of any four Trustees at any time and place specified by them.

Section 7. Notice of Meetings Notice of the time and place of each regular, special or annual meeting of the Board, and, to the extent possible, a written agenda stating all matters upon which action is proposed to be taken, shall be mailed to each Trustee, postage prepaid, addressed to him or her at his or her residence or usual place of business (or at such other address as he or she may have designated in a written request filed with the Secretary), at least ten (10) days before the day on which the meeting is to be held; provided, however, that notice of special meetings to discuss matters requiring prompt action may be sent to him or her at such address by telephone, no less than forty-eight (48) hours before the time at which such meeting is to be held. Notice of a meeting need not be given to any Trustee who submits a signed written waiver of notice whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to him or her.

Section 8. Quorum and Voting At all meetings of the Board a majority of the entire Board shall constitute a quorum for the transaction of business. Except as otherwise provided by law or these Bylaws, any meeting of the Board of Trustees at

which a quorum is present, the vote of a majority of the Trustees present at the time of the vote shall constitute an act of the Board. Participation of one or more Trustees by conference telephone allowing all persons entitled to participate in the meeting to hear each other at the same time shall constitute presence in person at a meeting.

Section 9. Action by the Board Any action required or permitted to be taken by the Board or by any committee thereof may be taken without a meeting if all members of the Board or the committee consent in writing to the adoption of a resolution authorizing the action. The resolution and the written consents shall be filed with the minutes of the proceedings of the Board or committee.

Section 10. Interest in Property, Dissolution No member of the Board shall at any time have any right, title or interest in the funds or property of the Corporation. Should at any time in the future the Corporation be dissolved, the Board shall distribute the funds and property of the Corporation for severance compensation to employees and to such other purposes as the Board in its exclusive judgment shall determine are calculated to help men and women attain and maintain a balanced life.

Article V Officers, Employees and Agents

Section 1. Officers The officers of the Corporation shall be a Chairperson, a Vice Chairperson, a Secretary and Treasurer. The Chairperson shall be a member of the Board. The other officers may, but need not, be members of the Board of Trustees. One person may hold more than one office in the Corporation except that no one person may hold the offices of Chairperson and Secretary. No instrument required to be signed by more than one officer may be signed by one person in more than one capacity.

Section 2. Election, Term of Office and Removal The officers of the Corporation shall be elected for a two (2) year term by the Trustees at the meeting of the Board immediately after the World Service Business Conference, and each shall continue in office until his or her successor shall have been elected and qualified, or until his or her death, resignation or removal. Any officer of the Corporation may be removed, with cause, by a vote of two-thirds of the entire Board.

Section 3. Other Agents and Employees The Board may from time to time appoint such agents and employees as it shall deem necessary, each of whom shall hold office at the pleasure of the Board and shall have such authority, perform such duties and receive such reasonable compensation, if any, as the Board may from time to time determine.

Section 4. Vacancies Any vacancy in any office may be filled by the Board. Any officer so elected shall hold office until the completion of his or her term and the election and qualification of his or her successor.

Section 5. Chairperson: Power and Duties The Chairperson shall preside at all meetings of the Board and shall generally supervise the affairs of the Corporation. He or she shall keep the Board fully informed. He or she has the power to sign alone, unless the Board shall specifically require an additional signature, in the name of the Corporation all contracts authorized either generally or specifically by the Board. The Chairperson shall also have such other powers and perform such other duties as the Board may from time to time prescribe. The term of the Chairperson shall not be more than three (3) successive two year terms.

Section 6. Vice Chairperson: Powers and Duties A Vice Chairperson shall have such powers and perform such duties as the Board may from time to time prescribe. In the absence or inability of the Chairperson to act, the Vice Chairperson shall perform all the duties and may exercise any of the powers of the Chairperson until the end of the Chairperson's term.

Section 7. Secretary: Powers and Duties The Secretary shall keep the minutes of all meetings of the Board in books to be kept for that purpose; serve or cause to be served all notices of the Corporation; and perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the Board.

Section 8. Treasurer: Power and Duties The Treasurer shall keep or cause to be kept complete and accurate accounts of receipts and disbursements of the Corporation, and shall deposit in the name of the Corporation all moneys and other valuable effects of the Corporation in the name and to the credit of the Corporation in such banks or depositories as the Board may designate. Whenever required by the Board, he or she shall at all reasonable times exhibit the books and accounts to any officer or director of the Corporation, and shall perform all duties incident to the office of Treasurer,

and such other duties as shall from time to time be assigned to him or her by the Board. Annually, at a meeting of the Board, the Treasurer shall present a report showing in appropriate detail: (1) the assets and liabilities of the Corporation as of a twelve (12) month fiscal period terminating not more than six (6) months prior to the meeting; (2) the principal changes in assets and liabilities during that fiscal period; (3) the revenues or receipts of the Corporation, both unrestricted and restricted to particular purposes, for that fiscal period; and (4) the expenses or disbursements of the Corporation, for both general and restricted purposes, during said fiscal period. The report shall be filed with the minutes of the meeting of the Board at which such presentation is made. The report to the Board may consist of a verified or certified copy of any report by the Corporation to the Internal Revenue Service or the Attorney General of the State of New York which includes the information hereinabove specified. The Treasurer shall, if required by the Board, give such security for the faithful performance of his or her duties as the Board may require.

Article VI Board of Advisors

Section 1. Powers The Board of Trustees may appoint from time to time any number of persons as advisors of the Corporation to act either singly or as a committee or committees. Each advisor shall hold office at the pleasure of the Board, and shall have only the authority or obligations as the Board may from time to time determine.

Section 2. No Compensation No advisor of the Corporation shall receive directly or indirectly, any salary or compensation for any service rendered to the Corporation except that the Board may authorize reimbursement of expenditures reasonably incurred on behalf of activities for the benefit of the Corporation.

Article VII Finances

Section 1. Checks, Notes and Contracts The Board is authorized to select the banks or depositories it deems proper for the funds of the Corporation. The Board shall determine who shall be authorized from time to time on the Corporation's behalf to sign checks, drafts or other orders for the payment of money, acceptance, notes or other

evidences or indebtedness, to enter into contracts or to execute and deliver other documents and instruments.

Article VIII Office and Books

Section 1. Office The office of the Corporation shall be located at 133 West 71st Street, Penthouse 1, New York, New York 10023. The office may be relocated to such place as is determined by the Board.

Section 2. Books There shall be kept at the office of the Corporation correct books of account of the activities and transactions of the Corporation, including a minute book, which shall contain a copy of the Certificate of Incorporation, a copy of these Bylaws, and all minutes of meetings of the members and the Board.

Article IX Fiscal Year

The fiscal year of the Corporation shall be determined by the Board.

Article X Indemnification

The Corporation may, but is not obligated, to the fullest extent now or hereafter permitted by law, indemnify any person made, or threatened to be made, a party to any action or proceeding by reason of the fact that he, his testator or intestate was a director, officer, employee or agent of the Corporation, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorneys' fees.

Article XI Amendments

These Bylaws may be amended at any meeting of the Board by a vote of three-fourths of the entire Board. However, in keeping with the spirit and principles of A.R.T.S. Anonymous, the Board is expected, although not legally required, to submit any amendment or amendments of the Certificate of Incorporation or these Bylaws to each registered meeting

Delegate, either by mail or at the annual meeting of the World Service Conference, as the Board may determine. If a majority of such Delegates disapproves of such amendment or amendments, the Board of Trustees is expected to refrain from proceeding therewith.

Addendum A
The Twelve Steps of A.R.T.S. Anonymous

The Twelve Steps suggested for recovery in the fellowship of A.R.T.S. are as follows:

1. We admitted we were powerless over our creativity--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 God to remove 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 with such people wherever 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 the result of these Steps, we tried to carry this message to artists and to practice these principles in all our affairs.

Addendum B
Twelve Traditions of A.R.T.S. Anonymous

The Twelve Traditions of A.R.T.S. Anonymous are:

1. Our common welfare should come first: personal recovery depends on A.R.T.S. 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 A.R.T.S. Anonymous membership is a desire to express one's creativity.
4. Each group should be autonomous except in matters affecting other groups or A.R.T.S. Anonymous as a whole.
5. Each group has but one primary purpose--to carry its message to the artist who still suffers.
6. An A.R.T.S. Anonymous group ought never endorse, finance or lend the A.R.T.S. Anonymous name to any related facility or outside enterprise, lest problems of money, property or prestige divert us from our primary purpose.
7. Every A.R.T.S. Anonymous group ought to be fully self-supporting, declining outside contributions.
8. A.R.T.S. Anonymous should remain forever nonprofessional, but our service centers may employ special workers.
9. A.R.T.S. Anonymous, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve.
10. A.R.T.S. Anonymous has no opinion on outside issues; hence the A.R.T.S. Anonymous 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, television and other public media.
12. Anonymity is the spiritual foundation of all these

Traditions, ever reminding us to place principles before personalities.

Addendum C
Twelve Concepts of A.R.T.S. Anonymous

The World Service Board shall be guided by the spirit of the Twelve Concepts of A.R.T.S. Anonymous which, in their short form are as follows:

1. Final responsibility and ultimate authority for A.R.T.S. Anonymous World Services shall always reside in the collective conscience of our whole Fellowship.
2. The World Service Business Conference of A.R.T.S. Anonymous has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.
3. To ensure effective leadership, we should endow each element of A.R.T.S. Anonymous--the Conference, the World Service Board and its service corporations, staffs, committees and executives--with traditional "Right of Decision."
4. At all responsible levels, we ought to maintain a traditional "Right of Participation," allowing a voting representation in reasonable proportion to the responsibility that each must discharge.
5. Throughout our structure, a traditional "Right of Appeal" ought to prevail, so that minority opinion will be heard and personal grievances receive careful consideration.
6. The Conference recognizes that the chief initiative and active responsibility in most world service matters should be exercised by the trustee members of the Conference acting as the World Service Board.
7. The Charter and Bylaws of the World Service Board are legal instruments, empowering the Trustees to manage and conduct world service affairs. The Conference Charter is not a legal document; it relies upon tradition and the A.R.T.S. Anonymous purse for final effectiveness.
8. The trustees are the principal planners and administrators of overall policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through

their ability to elect all the directors of these entities.

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

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

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

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