



**Report of the 2024 A.R.T.S World Service Conference
on January 10, 11, 17 and 18, 2025**

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The Conference, Topics of Discussion and Open Forum were facilitated by Matt B.

Scribes were Dee R., Vickie D. and Allegra B.

Jay M. provided technical support.

A Special Note of Gratitude to Matt B., for over three years of dedicated service as the Conference Chair of the World Service Conference.

May the gifts of service continue to grow.

Day One: Friday January 10, 2025

Introductions

Groups/Regions Represented: A.R.T.S. Russia, A.R.T.S. Italia, 8 am Walk and Talk, Five-Alive Together, Surrender to Creativity, A.R.T.S. Recovery NYC, Culver City, Tuesday Steps 1-3, Monday Beginner's, Hearts of Fire, Dublin A.R.T.S., Monday 12 noon ET., Silver Spring A.R.T.S. Saturday Topic Literature, Monday Steps 1-3, 5-Alive for Writers, Galway A.R.T.S. *Also present:* All members of the Board of Trustees, and one non-delegate Participant

Review of Guidelines for Delegate and Participant Etiquette (Appendix I)

Review of Voting Guidelines and Use of the Chat Feature

Review of Quorum at the World Service Conference (Appendix II)

Review of the Agenda

MOTION 1 Final Motion (After Crafting): To amend the Community Problem-Solving Method to include:

Step 1: Facilitator asks for questions about the meaning of the motion; presenter answers or may ask others to help answer them. (4 minutes)

Step 2: Participants may also comment regarding the motion (up to 10 minutes. Participants are limited to 2 minutes each).

Step 3: Pros and Cons (4 each)

Step 4: Facilitator asks for questions and comments about the motion. Presenter answers or may ask others to help answer them. Participants may also comment regarding the motion. (8 minutes)

NOTE: Facilitator and Presenter have option to manage time

Vote Count: In favor 18, Opposed 3, Abstentions 3.

Motion Passes? YES

Minority Opinion: I can live with this, but it subverts the purpose of the CPSM. Crafting is when comments can really happen. That is the point of the method. This will slow us down and make things more cumbersome.

(NOTE: The amended Community-Problem Solving Method can be found in Appendix III, page 43)

MOTION 2 Final Motion (After Crafting): That the World Service Conference create a Policies and Procedures Committee for the World Service Conference.

Vote Count: In favor 23, Opposed 0, Abstentions 2.

Motion Passes? YES

Minority Opinion: Not applicable

MOTION 3 Final Motion (After Crafting): Establish a term limit of three consecutive World Service Conferences for the position of Conference Chairperson.

Vote Count: In favor 22, Opposed 0, Abstentions 1.

Motion Passes? YES

Minority Opinion: Not applicable

Day Two: Saturday January 11, 2025

MOTION 4 Final Motion (After Crafting): To accept the recommendation for “Procedures for Motions for the World Service Conference” as presented below.

Who may submit motions?

- Individual members (preferably with a group conscience)
- Meeting/group Delegates/GSRs
- Meetings/groups
- Board committees (including the Board of Trustees)
- Conference committees
- The Conference Planning Meeting

How motions may be presented for submission (to be considered for inclusion in the Delegate Conference Packet):

- Motions may be submitted by any individual member (preferably with a group conscience)
- Members, delegates and committees may also submit motions at committee meetings and Conference Planning Meetings to be considered for inclusion in the Delegate Conference Packet.
- All motions proposed for the Conference shall be submitted to the World Service Office through a form available on the A.R.T.S. website.

- There will be a deadline set by the Conference Service and Support Committee so that the motion may be formulated with Background and Reasoning for the Delegate Conference Packet.
- Proposed motions will be considered by the Conference Service and Support Committee for inclusion in upcoming and/or future conferences. Proposed motions may be referred to the appropriate committee. If the committee needs further clarification, they will communicate with the proposer. If a motion is rejected, the proposer has the right to know the reasoning behind the rejection by the Conference Service and Support Committee.

During the Conference:

- As debate and discussion unfolds at the Conference, all voting members are free to vote their conscience.

After the Conference:

- GSRs/Delegates will inform their Group/Meetings about group conscience decisions made at the Conference.
- Following the Conference, a formal, comprehensive report will be created by the World Service Office in cooperation with the Conference Service and Support Committee. This report will contain all Committee reports, motions as passed and any other relevant information. This report is sent to all delegates and is posted on the website.

Vote Count: In favor 17, Opposed 5, Abstentions 2.

Motion Passes? YES

Minority Opinion: There is a contradiction in the motion. First, the motion states that individual members may submit a motion “preferably with a group conscience” and then later it states that individual members may submit “after a group conscience in their meeting”.

(NOTE: The Board of Trustees ratified this motion on February 8, 2025, with the correction to state in both instances, “preferably with a group conscience,” as this was the intent of the Conference.)

MOTION 5 Final Motion (After crafting): Motion to recommend to the World Service Conference updates to the Traits as presented.

Introduction: Before recovery and seeking a solution in A.R.T.S. Anonymous, these were some of the common traits many of us experience or experienced.

1. We grew up in an atmosphere of invalidation which resulted in ambivalence about our artistic expression.
2. In any given 24-hour period we found ways, consciously or unconsciously, to avoid doing that

which gave us the most joy – expressing our creativity.

3. We withdrew from our art by investing ourselves in lifestyles, relationships and work activities incompatible with our artistic purpose. Our creative energy was often diverted into destructive compulsions.

4. We made needless sacrifices for our art and yet were afraid to make the necessary sacrifices. We were unable to balance the significant areas of our lives – Physical, Financial, Social, Love, Family, Spiritual and Creative.

5. Self-defeating thoughts and societal myths turned in our heads: It's too late – I'm too old – I'm not ready – I am not enough – Art is not practical – Artists are neurotic – You'll starve. We accepted these as true when, in fact, they were not.

6. We felt intimidated by other artists' success. Jealousy, envy, fear, self-pity, perfectionism, resentment and other character defects blocked our creative expression.

7. We stood repeatedly at the edge of a beginning; unable to move forward, avoiding our art, and unable to commit to pursuing or developing our creativity as a means of earning a living. The concept of supporting ourselves through our art seemed overwhelming.

8. We thought of our art as divorced from reality, denying ourselves the right to follow our dreams. We forgot that artists are entitled to their right work and deserve the happiness and success that right work brings.

9. We denied our responsibility to fully develop and realize our talent. We did not feel worthy of the success we achieved or desired. We felt like a fraud.

10. Being multi-talented, we had difficulty discerning our true artistic vision, making a commitment to it and establishing the priorities to fulfill it.

11. We had difficulty following through on projects and frequently sabotaged our efforts. We wanted to work at our art but didn't know how. We became impatient with the process, forgetting that the results come in God's time, not ours. Our time was unmanageable.

12. We were afraid of our creative energy and mistrusted our artistic instincts. Lacking spiritual awareness, we did not see ourselves as channels for the infinite creative process. We did not realize our art is a gift to be shared.

Vote Count: In favor 14, Opposed 7, Abstentions 2.

Motion Passes? YES

Minority Opinion: The word in the introduction should be changed from "before seeking" to "in seeking".

Day Three: Friday January 17, 2025

MOTION 6 Final Motion (After Crafting): Motion to update the Talents to include the words, 'In Recovery' at the beginning of each Talent.

Vote Count: In favor 18, Opposed 5, Abstentions 3.

Motion Passes? YES

Minority Opinion: I'm glad we could do this with a democratic process. I've been here since 1987, and I see this as dumbing down the talents. People against it had strong feelings. I would think there are some who would have the same response. An introductory paragraph would have accomplished what saying it each time would have.

MOTION 7 Final Motion (After Crafting): Motion to update the Talents as presented below.

1. In recovery, we are growing in an atmosphere of affirmation and conviction that our artistic expression is essential to our existence and is part of our unique contribution to the world.
2. In recovery, we realize that each new day is an opportunity to express our creativity and have an artistic experience. We know our inspired creative process gives us the joy we deeply desire.
3. In recovery, we invest ourselves in lifestyles, relationships, and work activities that nurture our creativity.
4. In recovery, we immerse ourselves in our art, accepting and enjoying our creativity, finding ways to manage our temptations and diversions. Being true to our inner selves, we strive to maintain a balance in all areas of our lives; nurturing significant relationships to stay professionally involved, socially fulfilled, and lovingly engaged with family and friends.
5. In recovery, we are freed from the self-defeating societal beliefs that play in our heads. We realize that we, as individuals, have something wonderful to contribute and that with the help of our Higher Power we have what it takes to express our art.
6. In recovery, we rejoice in the success of other artists, keeping the focus on our own God-given gifts. We take heart that we too will find fulfillment through our own creativity.
7. In recovery, feeling safe in a newfound courage, we desire to become visible. We put our trust in a higher power and release our art out into the world.
8. As our art becomes more and more real to us, we enthusiastically follow our dreams. We accept that we are entitled to our right work and deserve the happiness and success that right work brings.
9. In recovery, we commit to our art. We open our hearts and minds to all of the wonderful possibilities that our Higher Power has in store for us, including the ability to earn a living by means of our creativity.

10. In recovery, being multi-talented, we explore each of our abilities, taking joy in the fluidity with which we move from one to the other. Each of our abilities is a facet of our true artistic expression and each contributes to the whole. We accept full responsibility for developing and honouring our gifts.

11. In recovery, we are aware that the process is a learning experience. We know that the outcome is in the hands of a Higher Power and may well prove more fruitful than our immediate goal. We take time each day to be thankful that the results come in God's time, not ours. We bless each day that we are given to pursue our art.

12. In recovery, we turn our lives and our art over to our Higher Power, recognizing that without the aid of that Mystic Force, we are lost. Trusting our intuition and artistic instincts, we know that we are channels for the Infinite Creative Process. We offer our art as a gift to be shared.

Vote Count: In favor 20, Opposed 1, Abstentions 2.

Motion Passes? YES

Minority Opinion: Appreciate that while there is much progress in the wording of the Talents today. It is still my opinion that the words "in recovery" in the front of each of the Talents has dumbed down each of the Talents.

Board Election:

Motion to elect Dasha B. to the Board of Trustees.

Brought by Allegra B., seconded by Jay M. 19 in favour, 1 abstention.

2024 3rd Virtual World Service Conference of A.R.T.S. Anonymous

Treasurer's Report

Revised 1-14-2025

All of 2023 and 2024

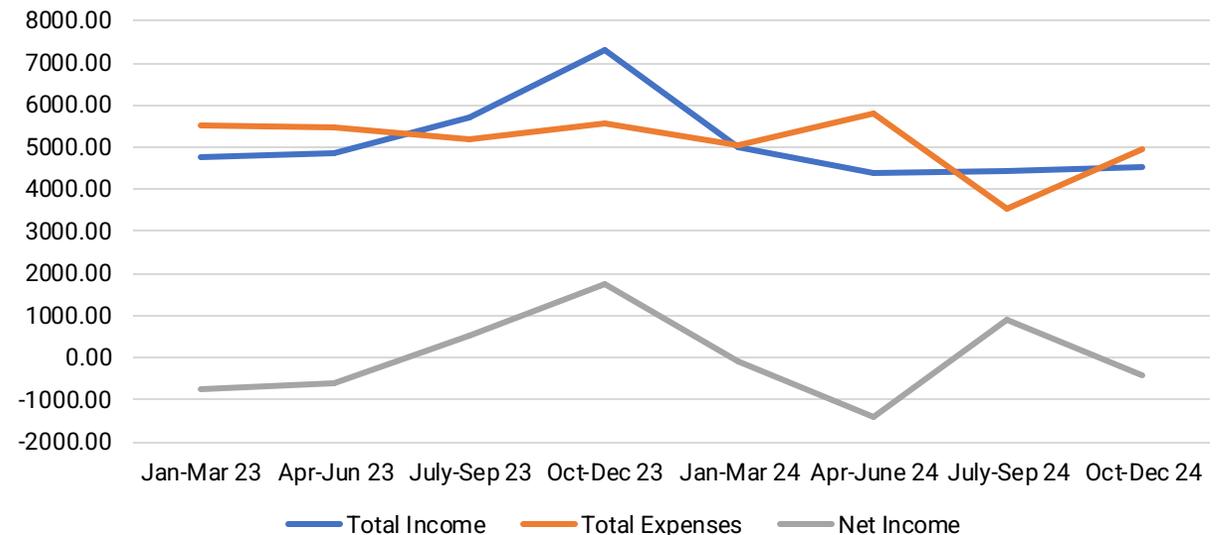
by Fiscal Quarter

Income and Expenses

Category	Jan-Mar 23	Apr-Jun 23	July-Sep 23	Oct-Dec 23	Jan-Mar 24	Apr-June 24	July-Sep 24	Oct-Dec 24
Total Income	4765.41	4864.13	5717.98	7292.87	4980.19	4399.44	4437.27	4518.15
Total Expenses	5496.93	5477.88	5201.44	5566.69	5059.87	5805.58	3533.04	4959.26
Net Income	-731.52	-613.75	516.54	1726.18	-79.68	-1406.14	904.23	-441.11

- The gray line is the difference between income and expenses, called "net".
- 2023 ended with a net gain of \$897.45 for the year. 2024 ended with a net loss of \$ -522.70 for the year.
- Both income and expenses over the past 24 months have remained fairly steady.
- The net at the end of 2024 is a little bit higher than the beginning of 2023.

All of 2023 and 2024 Income, Expenses & Net Income-by Fiscal Qtr.

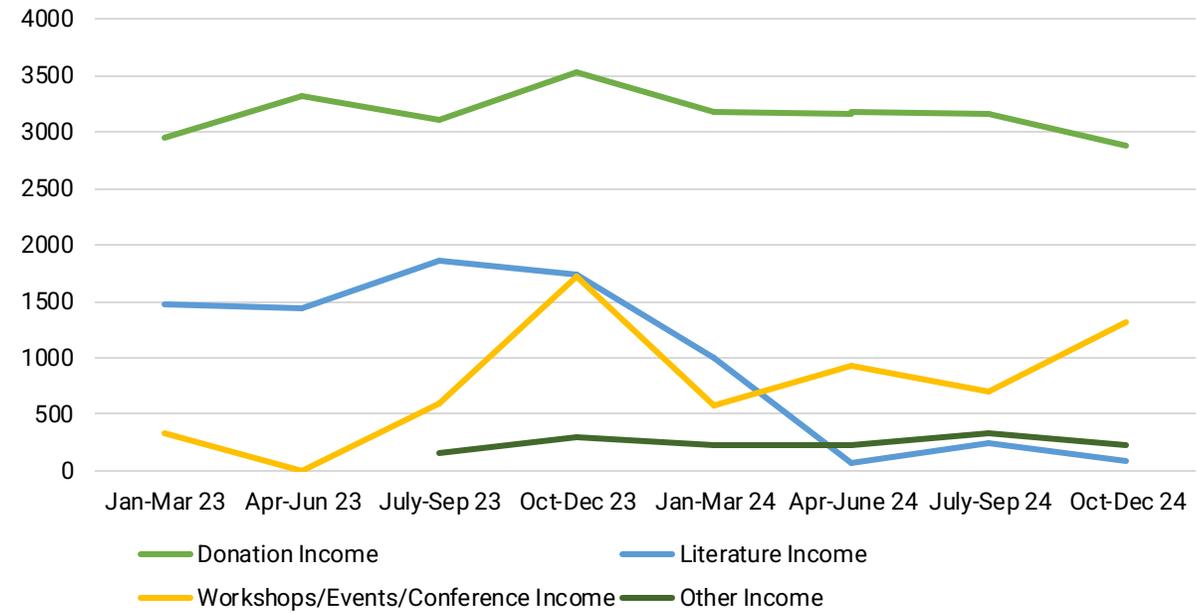


All of 2023 and 2024 by Fiscal Quarter Income by Category

Category	Jan-Mar 23	Apr-Jun 23	July-Sep 23	Oct-Dec 23	Jan-Mar 24	Apr-June 24	July-Sep 24	Oct-Dec 24
Donation Income	2952.92	3325.47	3116.36	3529.38	3184.72	3175.92	3158.62	2882.59
Literature Income	1477.27	1443.66	1859.32	1741.89	991.96	63.85	249.76	91.56
Workshops/Events/Conference Income	335.22	0.00	592.3	1721.6	578.51	934.67	696.00	1319.00
Other Income			150.00	300.00	225.00	225.00	332.89	225.00

- Donations remain the largest source of income, and average about \$1,000 a month. However, donations are trending slowly downward since the end of 2023.
- Income from Literature has gone down, due to the removal of non-Conference approved Literature. Some refunds were issued at the beginning of 2024.
- Workshops and events are becoming a reliable source of income
- "Other income" is from a desk share arrangement at the office.

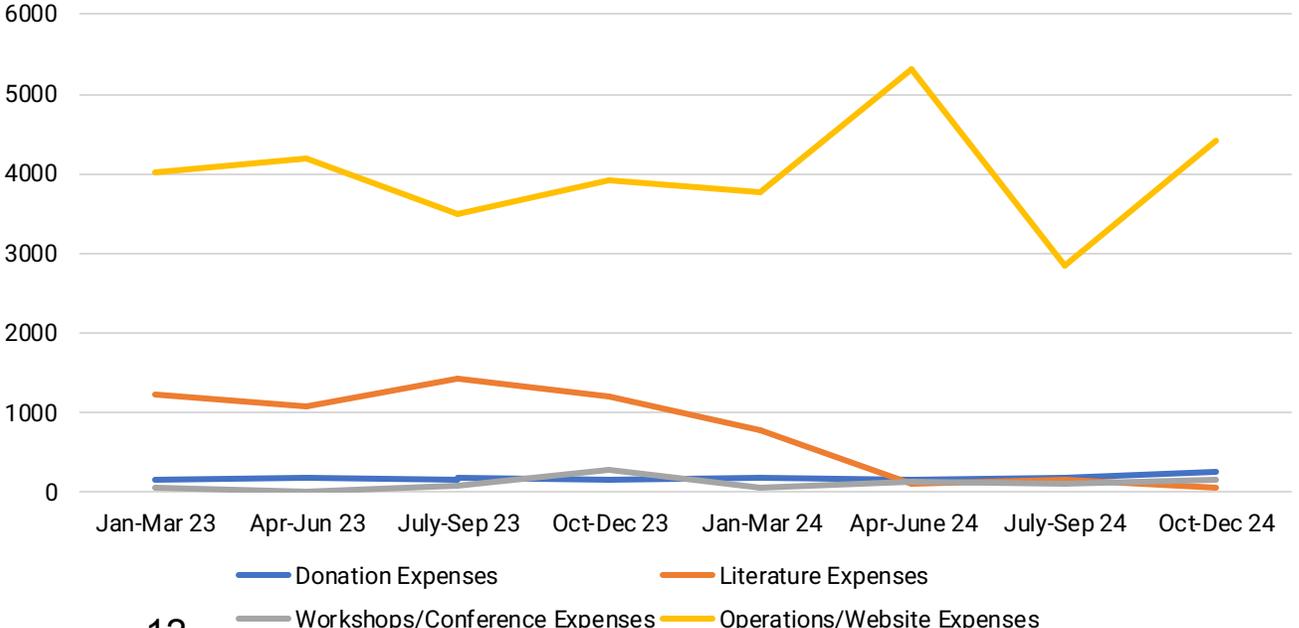
All of 2023 and 2024 Income by Category



All of 2023 and 2024 by Fiscal Quarter Expenses by Category

Category	Jan-Mar 23	Apr-Jun 23	July-Sep 23	Oct-Dec 23	Jan-Mar 24	Apr-June 24	July-Sep 24	Oct-Dec 24
Donation Expenses	184.65	194.73	184.66	166.93	189.03	149.23	175.05	266.24
Literature Expenses	1240.73	1089.66	1432.27	1209.47	794.31	108.34	161.90	58.37
Workshops/Conference Expenses	54.82	0	81.99	282.39	64.73	136.30	99.70	151.70
Operations/Website Expenses	4016.73	4193.49	3502.52	3907.9	3761.80	5311.71	2846.39	4417.95

All of 2023 and 2024 Expenses by Category



- Operations remains the highest expense category. Operations includes the website, financial management, legal fees, computer and software, post office box, insurance, office rent and communications.
- Monetary benefit for each A.R.T.S. meeting from Office Operations and the Website is estimated to be \$32.65 per month

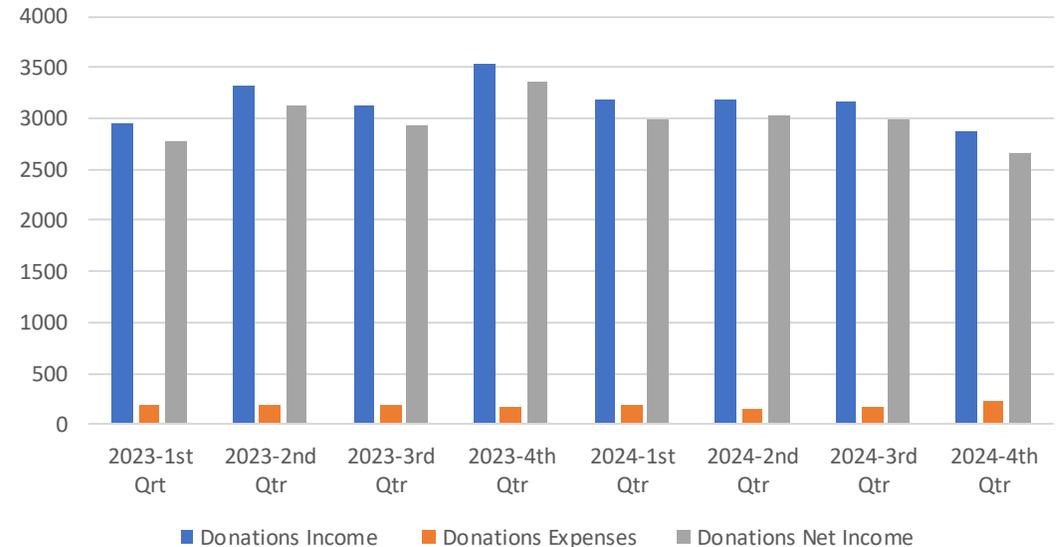
All of 2023 and 2024

Donation Income/Expenses & Net Income

Category	2023-1st Qtr	2023-2nd Qtr	2023-3rd Qtr	2023-4th Qtr	2024-1st Qtr	2024-2nd Qtr	2024-3rd Qtr	2024-4th Qtr	Total
Donations Income	2952.92	3325.47	3116.36	3529.38	3184.72	3175.92	3158.62	2882.59	25325.98
Donations Expenses	184.65	194.73	184.66	166.93	189.03	149.23	175.05	226.24	1470.52
Donations Net Income	2768.27	3130.74	2931.70	3362.45	2995.69	3026.69	2983.57	2656.35	23855.46

- Donation expenses are processing and transaction fees from credit cards and PayPal

By Quarter- 2023 & 2024
Donation Income, Expenses and Net

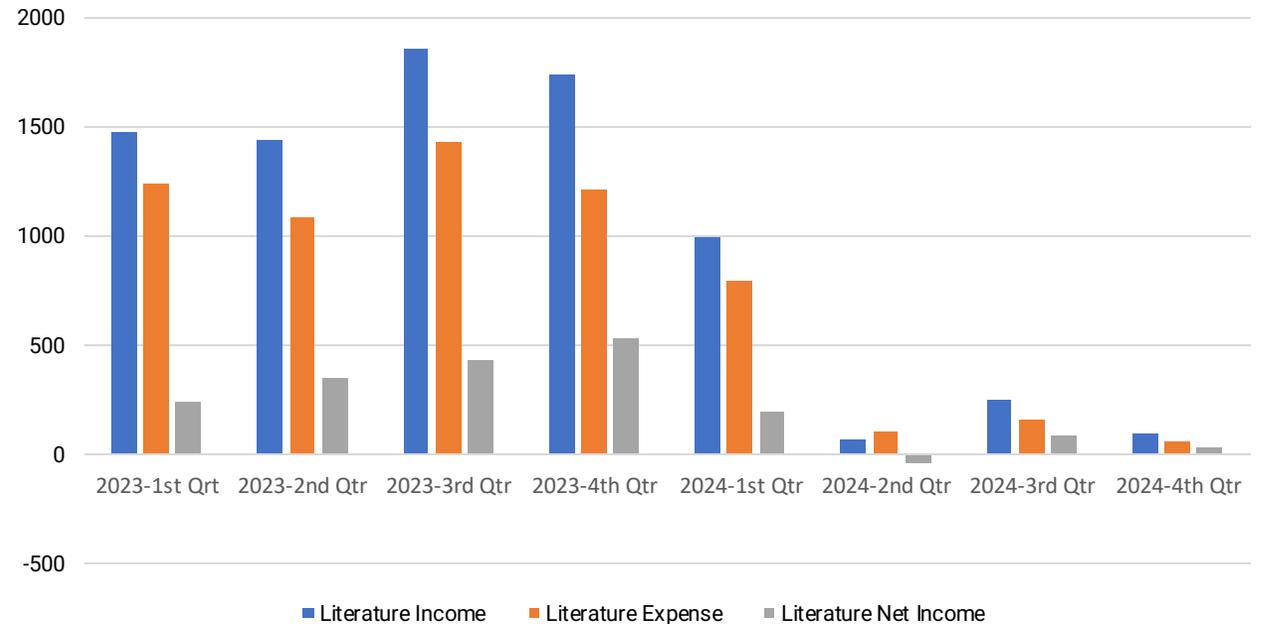


All of 2023 and 2024

Literature Income/Expenses & Net Income

Category	2023-1st Qtr	2023-2nd Qtr	2023-3rd Qtr	2023-4th Qtr	2024-1st Qtr	2024-2nd Qtr	2024-3rd Qtr	2024-4th Qtr	Total
Literature Income	1477.27	1443.66	1859.32	1741.89	991.96	63.85	249.76	91.56	\$7,919.27
Literature Expense	1240.73	1089.66	1432.27	1209.47	794.31	108.34	161.9	58.37	\$6,095.05
Literature Net Income	236.54	354	427.05	532.42	197.65	-44.49	87.86	33.19	\$1,824.22

By Quarter- 2023 & 2024
Literature Income, Expenses and Net



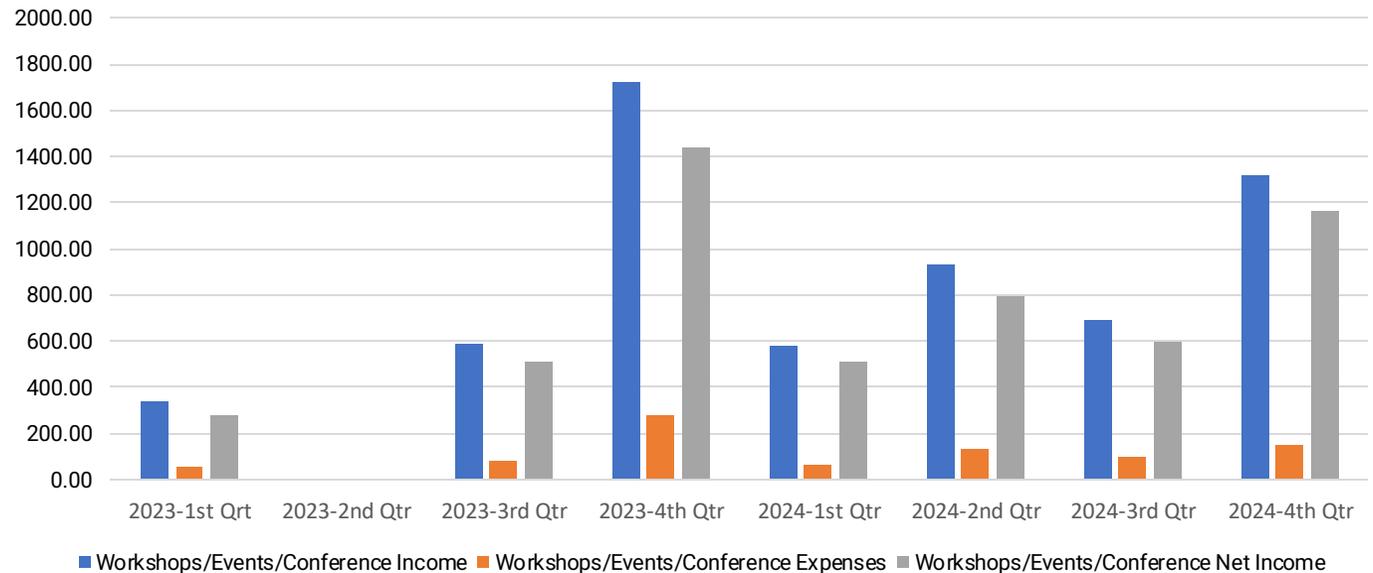
- Income from Literature has dropped substantially due to the removal of non-Conference approved Literature for sale in early 2024.

All of 2023 & 2024 – Workshops/Events/Conference Income/Expenses & Net Income

Category	2023-1st Qtr	2023-2nd Qtr	2023-3rd Qtr	2023-4th Qtr	2024-1st Qtr	2024-2nd Qtr	2024-3rd Qtr	2024-4th Qtr	Total
Workshops/Events/Conference Income	335.22	0.00	592.30	1721.60	578.51	934.67	696.00	1319.00	6177.30
Workshops/Events/Conference Expenses	54.82	0.00	81.99	282.39	64.73	136.30	99.70	151.70	871.63
Workshops/Events/Conference Net Income	280.40	0.00	510.31	1439.21	513.78	798.37	596.30	1167.30	5305.67

- Expenses for events and the workshops went down some with the switch from Eventbrite to Ticket Tailor.
- The last quarter of 2024 shows an uptick of income due to the 40th Birthday Celebration in November and World Service Conference in January 2025.
- Much of the income from the 2024 3rd Virtual World Service Conference will appear in January 2025.

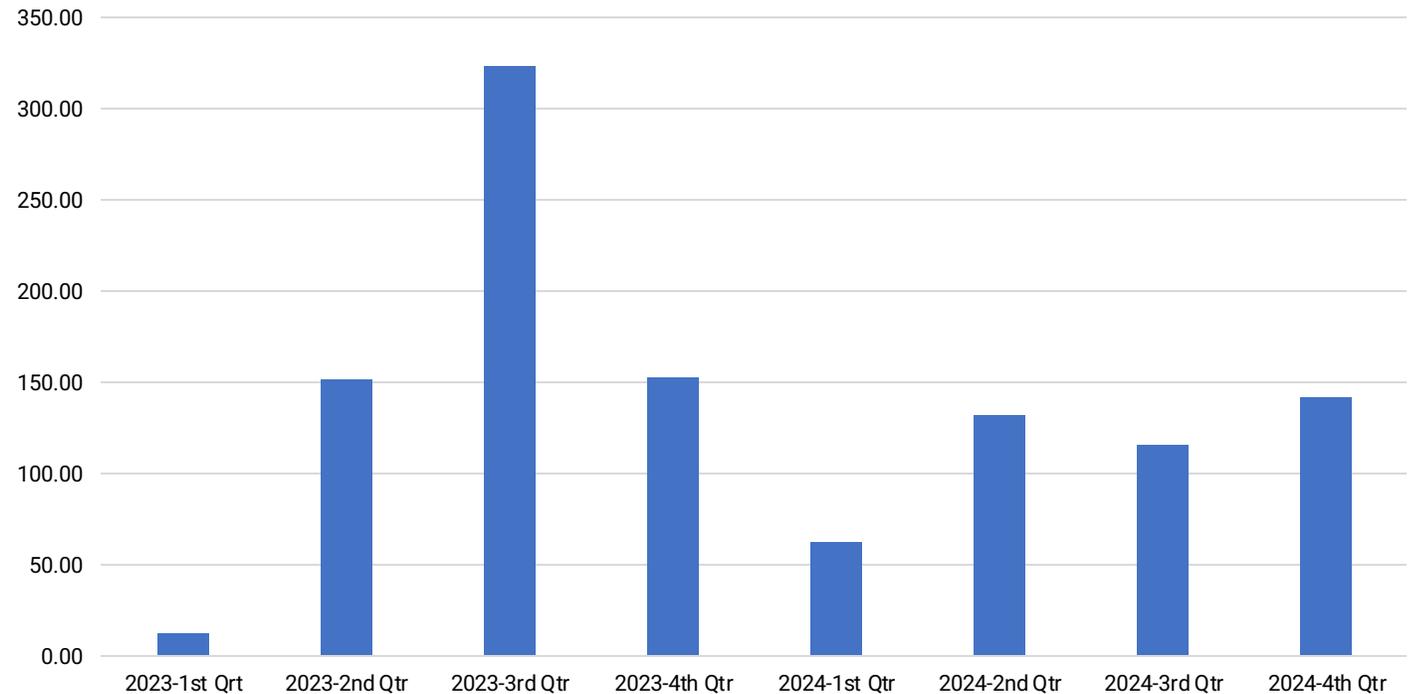
By Quarter- 2023 & 2024
All Events Income, Expenses and Net



All of 2023 & First, Second, Third Qtrs. Meeting Donations Income

Category	2023-1st Qtr	2023-2nd Qtr	2023-3rd Qtr	2023-4th Qtr	2024-1st Qtr	2024-2nd Qtr	2024-3rd Qtr	2024-4th Qtr	Total
INCOME	12.67	151.52	323.46	153.34	63.00	131.96	116.24	142.21	\$1,094.40

By Quarter- 2023 & 2024
Meeting Donation Income



- Meetings are encouraged to collect contributions to cover their own expenses, and to support World Services.
- Overall, meeting donations remain a small part of donation income.

Conclusions

- Income and expenses remain relatively steady, as does the bank balance. Although we are stable, the finances are not growing.
- A Board Treasurer or other Financial Officer would help us determine and work toward a prudent reserve and how to get us on better financial footing
- A.R.T.S. has been given notice that as of December 2025 it will no longer have the incredibly inexpensive office rental arrangement that we have enjoyed for years
- The website remains a concern for its ability to attract, for ease of use, and stability.
- There is a hope the meetings become self-supporting, including the value of what they receive in services from A.R.T.S. World Services.

Day Four: Saturday, January 18, 2025

Topic of Discussion: Participation and Health of Meetings

This Topic for Discussion was submitted by the Board of Trustees for the January 2025 World Service Conference. It was reviewed, amended and approved by the Motions and Topics Review Committee on October 12, 2024

Meetings and groups are the essential means by which the primary purpose of A.R.T.S. Anonymous is carried out - to carry its message to the artist who still suffers. What are meetings doing to carry out the "primary purpose"? This might be an opportunity for Delegates and Conference participants to share what works to attract and grow a healthy meeting, encourage participation, and make contributions to service and to the Fellowship.

The number of meetings has remained stagnant. Contributions are down. We think it's a good time for the meetings to talk openly about what works, what doesn't, what issues or concerns there might be that is keeping meetings from helping struggling artists, and the Fellowship from growing.

Are meetings and groups aware of the many ways to get the word of A.R.T.S. out to the world? For example, having an Outreach Committee.

Round Robin Sharing on the Topic

1) So, this is the idea of trying to find out how we can increase membership and so on and so forth. Well, here's one idea. Some of the time, there's a lot of meetings. But, because they're Zoom, that means that the primary people from the board could drop in on some of these meetings and be invited or invite themselves into meetings. Participation in and health of meetings. To just talk about our and participation and getting people involved in the... governance of it, I guess that'd be the word. That could be done because these meetings are zoomed, primarily, you know, that means you don't have to drive or fly or... Or take a bus or a train to get you to the place. And, you have a whole list of people. That are on our ARTS Anonymous website anyway. So, it'd be great to see some people drop in.

I'm looking at an old piece of literature that never got approved. It is about an action plan workshop. The proposal for arts action groups because it talks in the tools about having action groups but having action groups there could be... information on this. They could allow people to, for instance, in DA, you'll have a... what do you call it? Pressure relief. Pressure relief meeting. So, this could be a pressure relief meeting for people that are doing the ARTS Action Group. Also, I think the idea of the uh... making money should be allowed; in the way it seems like there's almost an emphasis on not selling stuff. I don't want to deal with that. I think we should help each other.

2) Contributions are down. Maybe this is getting too controversial, but I stopped my automatic deposit. Until I could understand what's going on with legal affairs. I don't want my money. Going toward lawyers, I'm turned off by a program that has to resort to that. And... I want to understand better what the executive committee uh you know I want to hear more about that. I don't like the idea of not having to go through all members for some actions that are taken That's all I can think of. Yep, okay, thanks. Thanks. All right. So, I might have my go.

3) Yeah, I just think that A.R.T.S. is great. I think it's a wonderful fellowship. I've never felt so seen and heard ever in my life, and that's a wonderful thing. When I went to an arts meeting, I never thought that I'd be able to experience this first face to face. I remember listening to a musician talk about struggling with their art. I don't play music, but I understand what they were talking about. And that was so interesting to me that we have this struggle in common. We've had conference planning meetings all through the year that people can come to and no one really no one came. We pretty much stopped them, because there was no participation. For me it was a bit heartbreaking. Hopefully, having more open forums like this one through the year might help. Members can have a voice. I really want arts to continue and to flourish and to grow because it's a wonderful fellowship. I got myself up at five o'clock in the morning four years to meet this fellowship. My dedication is here.

4) Yes, thank you. I'm grateful to be here. I really appreciate everybody's hard work. I appreciate the board's hard work. In the communities, nevertheless, I represent my meeting, and we prepared extensively for this conference, so I'm going to share those ideas. If we want to have... a healthy fellowship, it's about attraction rather than promotion, we lead by example. I hear a lot of complaints about how things are done in the authoritarian way. And, you know. I'm just going to use this conference as an example. There were some changes made to the procedure, and the third concept was quoted that people in service have the right to make decisions. But the third concept says that the decisions need to be made consulting with the group conscience as much as possible. But if we're changing the procedure for the Community Problem-Solving Method, and skip certain steps that might be contentious, all this is done without the consulting of conscience. That's an example of making a decision in an authoritarian way. I'm not trying to be critical or try to attack anybody personally, I'm just trying to point out that if we want to have a healthy, we need to follow the rules and have healthy rules. For example, my meeting was feeling really strongly that we should observe the other rules here. I think it's okay that we have this other Community Problem-Solving Method. But if we don't have the rules for the person that's leading and is not participating in discussion then we're looking at instances when the process can get authoritarian. Thank you.

5) Yeah. So interesting. I actually joined the board of trustees back in 2020 or 2021. So, I have experienced a before and after. One of the things I noticed very quickly in ARTS Anonymous as a whole, and everywhere, is that it didn't seem to matter if I was in a meeting or trying to lead a committee, I really sensed the lack of respect for the traditions. Somehow A.R.T.S., even though it purported to be a 12-step program of recovery, didn't feel the need to honor the traditions. And so, I know for me certainly, and some others, honoring the traditions is absolutely essential. Not just for the health of the program, but when meetings honor and practice the traditions. This is also true for the future of ARTS and in all levels of world service. To my mind there are ways that the board has had to scramble trying

to pull things together and attempt to make some things happen. We've been very much in a rebuilding phase. Yesterday, as a conference we passed a set of talents as the first time in 40 years. It seems that we now have a set of talents that the conference agrees to. I think that's tremendous progress. Same thing with the charter. Two years ago, this same process passed the A.R.T.S. first Conference Charter. We passed our first Concepts of Service as well. And to me those are foundational documents that I think are appropriate.

6) I was just thinking on a personal level. I feel that as a recovering artist means that I am visible. People see what I'm doing, that I'm practicing music, I'm writing, I'm singing in public and performing. Whereas I used to just stay home and watch other people on television performing. This is a major change for me. When people come up to me afterwards to congratulate me and say, I really loved your show, how do you do it? This is a good chance for me to say, well, I go to A.R.T.S. Anonymous. And this is personal. Personal advertising, if you will, and it reminds me that I now have the confidence participating with the outside world. I made friends with three or four other people. When I told them about A.R.T.S. Anonymous, they said, oh, wow, that sounds interesting. And I can follow up once with one of these people. I can just call them and ask how they're doing and say, okay, well we're having another meeting on Sunday and you're welcome to come. It's okay to repeat our message to other people and welcome them. And share the process, which is, hey, we go to this wonderful meeting, and we don't ever get criticized folks. That's important.

7) So, I kind of feel hypocritical because I haven't gone to nearly as many ARTS meetings this year as I would like. And I will blame health challenges. This doesn't mean that I don't use the principles and I'm very grateful for the Hearts of Fire meeting I attend when I can. One of the things that comes up over and over again in the Hearts of Fire meeting is a disturbance about the literature that was pulled. And I feel like this is having a significant effect on the fellowship, and I find it disturbing. I don't really understand it. I would love to see more explanation and resolution about this. I'm grateful for what has been put out there and I did read the information. I think that the pandemic personally expanded my horizons and got me to attend lots of meetings. And now that I'm back out in the world, I haven't been attending as many meetings. I think that expanding on our Zoom presence and finding ways to advertise this more, will help. What will also help is making more pieces of literature available or new literature alternatives available, because that is the question that keeps coming up in my meeting.

8) So, when I came into A.R.T.S. I had spent time with other 12-step programs. But this program heals my heart and so it inspires me every day. And as my heart heals, my sense of value for who I am and what I do increases. As that increases I'm free to do the artwork that I've always loved to do. Here I have a place to share what I have created with people who are interested. And so, the thing is... I need A.R.T.S. Anonymous to be healthy. And I need the meeting I attend to be healthy. I realize that health in a meeting needs the traditions to be read and practiced. I did well after working with a sponsor in another program through the 12-Steps. But with A.R.T.S. my study through the traditions went deeper. I am much older now, and emotionally more mature, but this time I saw the guidance, the structure and how and why things can work so beautifully together in a 12-Step Program. And this time my sponsor asked me to study, apply and practice the Concepts of Service as I had the Steps and Traditions. This work showed me more of how the guidance of this program can reflect the values we hold dear in a

democracy: the right to speak, to express, to create, to be seen and heard. I had never seen these ideas in action before until I experienced that first Zoom World Service Conference of A.R.T.S. Anonymous. It was quite wonderful to witness and participate with. The thing about democracy is that it's messy. It's difficult. It's tedious and a lot of trouble. And so, this creative work needs a solid foundational structure from which to grow and thrive. And it's worth it. Thanks so much.

9) Oh, thank you. Yeah, I'm very glad to be here. And I just wanted to say also that I... I'm concerned about the pulling of the physical literature. Unless I'm mistaken, I don't think that the fellowship was consulted about this. And I think that's completely undemocratic. That's my biggest concern. I also am not sure what the Motions and Topics Review Committee is. I think the fellowship needs to be informed on what that is. And what is an Outreach Committee? I don't know what that is, and I don't know whether we have those in meetings. Yeah, that's basically what I need to say. Thank you.

10) I can honestly say that another 12-step program called Al-Anon saved my life and this program, ARTS Anonymous, saved my career. I found my first meeting back in 1989, when an Al-Anon sponsor suggested that I take my employment challenges to a new program called ARTS Anonymous. ARTS Anonymous helped me for about a year and a half break through my writer's block. I was able to resume my career until I retired in 2018. I returned to ARTS Anonymous for support in writing a novel. I thought it would take me two years and it only took me three and a half years. And I'm very grateful for all the help that I received from everybody. I really think that the primary focus that I bring to the groups is tradition five. Each group has but one primary purpose to carry its message to the artist who still suffers. I think we do this for the most part by having healthy arts meetings. But the second part is carrying the message to the artists who are suffering outside of our groups. I don't think we're doing a good job of that. I think we espouse to attract rather than promote. Attraction to me means when I explain what arts has done for me, some people will be attracted to that and maybe they won't. But if I start saying what arts is going to do for you, that's promotion. And it's none of my business. I can't tell you what's good for you or for anybody else. But I think resources from the group, and the financial resources from the world service office can go into its own public outreach, social media, ads, telephone, whatever we want to do. But we need to make ourselves better known to more artists outside of Arts Anonymous.

11) I'm recalling when I started in Albany. And my sponsor made me become an intergroup rep. And I went to intergroup meetings, and I sat in the back of the room and thought, who do those people think they are all being bossy and making all these things. And guess what? We had 10 meetings in L.A., and I went to the A.R.T.S. group and I became... the intergroup chair. And understood how these things work. And it seems like most of what I'm listening to, is people questioning how who these Board members think they are? Why are they making these decisions? Yet, we have begged people to come to the conference planning meetings. We have done everything we can to get people to come. There's an ARTS member, Donna, who has beaten the bushes for people to come. And I'm so, you know, I started the Sherman Oaks meeting four or five years ago, just before the pandemic. I was secretary for a couple of years because nobody else wanted to do it. And then I quit. Because I was just like, okay, our principle is rotation of leadership. That meeting doesn't have a secretary, and it suffers for it. I don't think that's a good thing. So, the question I have, is what is it about, that people are not willing to make commitments to the program? It's given me so much. I have this whole apartment full of paintings, and I have more in

storage, because of arts. I'm really grateful to be here and for that all the people who have their complaints, and so please voice them. Thank you.

12) I am representing the 8 a.m. Walk and Talk meeting, which meets every day, as you probably know. We kind of operate as a unit at 8 a.m. Although, the Walk and talk is one meeting, it meets seven days a week. And in those meetings, I led the Monday morning meeting for about three years. Until one day someone said, "What about rotation of leadership?" And I was not doing it to hug the police, I was doing it because as far as I knew, nobody else wanted to, and I liked doing it. So, we had meetings and then we had more meetings and seven new leaders for those meetings. And now we're on our second rotation, which I think is exciting because people are getting interested in coming and lead the meeting. So, the rotation of service is working. We also having group conscience meetings. One person calls for a group conscience meeting, stuff comes up and we can take care of it. I feel like that's a healthy meeting. We average 14 people and a few times there were 19 around the holidays, the most stressful time of the year. It seems really good to me. I find I run into lots of people in my life who say, oh, I used to make art but blah, blah. And I'll say, well, I'm part of this program that's really helped me. And, you know, they'll say, wow, that sounds amazing. It's lucky we have an easy name, I just say go to artsanonymous.org and they can find it.

13) Yeah, hi. So, let's see, I've got a list. One thing I know I've brought up in the past is that I think we really need to spend some time getting on Wikipedia. We do we not we have a Wikipedia entry, last time I looked. And man, we are really missing out on something. Under the Wikipedia entry there is a list of 12-step programs, but we are not among that list. And further is regarding the internet. I don't think we have ever done anything about the search engine optimization so that people who might enter in, "artist support group" would even find us. So, I think these are very important things to do. Also, there are some things that people from my meeting have brought up. I think Eddie-Ed had mentioned the idea about using a model similar to one Debtors Anonymous uses called, "the pressure relief group." Another person from my meeting brought that up also. My time is about to run out, so I guess that's it.

14) I'm a grateful ARTS member. And wow, you know, I came for an hour, but I feel I need to stay; I have so many emotions. I'm relatively new you know, and when I came in I kind of like dived into the controversy. I want to say I'm very thankful for the board of trustees and whoever is doing all the service, because it's easy to fall off when you don't do the work. So, I appreciate that. And you know the literature has been brought up. It's very sad because I go to beginners meeting, and at every meeting, it is asked, where do I get the literature? And there is a void. It's not anybody's fault, you know, definitely not the people who are doing work right now. To establish the traditions, I've been in 12-step programs for 40 years. And so, it's hard to speak up sometimes at meetings that bring controversy to the forefront. And I have spoken up, but that interferes with my recovery. I'm relatively new. I've done a lot of service in my other recovery programs. And it can definitely overshadow what I need to do as an artist. Because it's such a tender and soft space in my heart. And so, you know I try to stay away from service right now. I don't know what the solutions are, while people, especially beginners are always, asking for literature, and step work. And I understand there is something at work in place for that. You know, as I said, I don't do service right now for a reason, but I will support, and I've supported arts with my contributions as a member because I believe in it.

15) Hi, I represent a newborn group in Italy. I agree with that there is a lack of application for the traditions. I started to seek to the higher power for this new group because of this problem. And we do have an art history in Italy, but I don't want to go there. I also want to underline that the lack of literature is a problem, and for the seventh tradition of each group. I had this opportunity asking to the higher power because someone has been so rude with me. So, I ask him, please help me. I found these people that had something from 2000. And helped me a lot with money. And maybe it could be easier for the newsletter to make it easy. Because, you know, I have made a lot of service since July, because I had opened all the meetings. We made miracles to have a Zoom A.R.T.S. Anonymous in Italy. We never had Zoom before. I'm really taking care of the traditions, and I really take it seriously for the moment. I'm not rotating because there is this idea in Italy that we are artists, so we do whatever we like. We are creative, so it's hard it's because people do not think that they could die because of the declarative avoidance. But it's not true. For me, it's the same as alcohol, or other addictions. And I'll wrap up, I have other stuff to say but okay. Thank you, I pass.

16) Number one on the table here is this literature business. Those are the facts as I see it. The author took her literature voluntarily. She now makes 100% of the profit rather than a royalty that she always got. And was listed on all of our treasury reports. As for retention for a meeting, which I think is important, the meeting really helps to send out a meeting link and format right before the meeting and earlier that day. Also, to collect an email list of all people that ever come to a meeting, get their email so you can contact them. Number two, have a service position for announcements. Someone who reports on the upcoming rural service dates and events. Repeatedly, repeatedly, repeatedly. Number three, have a WSO trustee job to visit a certain percentage of those same meetings. Like a trustee assigned to certain meetings that they attend. Maybe once a month or something. Number four, WSO have a special committee for outreach. They find out and use what works for committees and other 12-step groups because other 12-step groups have those kinds of committees. Number five. That members use another meeting they attend and put a link into the chat information on a different meeting. Number six, that the WSO has an in-reach committee. Seven, members mention arts something at another 12-step meeting that they go to, mention arts to members of other 12-step meetings. Number eight, encourage arts members in all meetings to attend other arts meetings. Number nine, encourage other arts members to visit WSO committees and see which ones they like and join a committee. Number 10, mention arts to other creative people who are not in arts yet. 11, a healthy arts meeting has at least five service positions that change leaders and rotation of service. Everyone would be willing to repeat the same thing hundreds of times and not expect any results whatsoever. The last one, develop a tool list in Arts Anonymous. Number one tool might be to contact three other arts members every day, including contacting your sponsor.

17) A couple of things I don't know the answers to. God, I know I can give my opinion. It appears that ARTS had moved to Zoom significantly. And it's been my experience in other 12-step programs that there's a less of a fellowship in Zoom, than when meetings are in person. I don't know that's the answer, but what I am trying to do here in Florida is start a new in-person meeting and see how that goes. There are a lot of arts in my area. I'm in Central Florida. I know of two other women in Florida who are also in a high arts area. I'm all about attraction rather than promotion. If you tell me what to do, I'm not going to

hear it. I don't want to hear it. I do feel that accountability is very important. I am grateful that I have an art sponsor that we speak to at least once a week and we see each other in our meetings. That's a big deal for me. I have to have the accountability, or I'm going to avoid all over the place. The last thing is, I understand why the literature was pulled. At the same time, it was the 12-step essays that gave me, the significant breakthroughs and I can't even explain what made that literature reach into my heart. That's really all I have. And I do have one question though, does anybody know when our contributions went down? If we know, we may have an idea of what was going on at the time to see why those contributions went down.

18) One of the things the genius says is she started a meeting. I think there's a lot of the meetings that do get started and we don't count that in the expansion of arts. We look at contributions. Do meetings as they get started, give in terms of finances? Is the loss we did in terms of program? I think literature is very important and it is slow. There's a reason why it's slow. And if you're telling me that the literature meeting, and that literature motions are related to the literature, you can understand why it's so slow. But the process is wonderful. And it produces really good literature. So, patience needs to be served. Let's look for the positive then, as someone else said, you can't expect results immediately, but you never know. And you can never tell from talking to people whether they will come to meetings. Or whether they will stay. You know how the fact is, it's all in God's hands. Thank you.

19) So, I probably don't really have that much to say at this point. You know, I really have appreciated what other people have spoken about. And I was thinking that having regular support groups for avoidance would be great. Like, having two people to consult with to come up with actions to take, and then be accountable to those people who support you. I think that is a great idea. Maybe it could even be a group of three who all support each other in that. What if somebody were to go onto Facebook and look for support group for people in the arts. Maybe we could have a closed Facebook group where there could be some way, that we could offer a resource. That would connect somebody to arts or, you know, I don't know, just like direct them to looking up ARTS Anonymous online, or something like that. I don't know if we could be on Instagram. But I do think that the fact that if you Google support groups for people in the arts, that we don't come up, is a problem. And I don't know, I kind of would like to maybe even be more active in helping to spread the message. I do have years of experience in public relations. So, I don't know, just putting that out. Thanks. That's all I need to say right now.

20) Thank you all. I really appreciate what I've heard. I joined ARTS Anonymous in 1986-87 down in the Claremont colleges in Southern California. There we go. We had a very small group, and it was wonderful. Each one of us was charged to write about one of the steps. And I wish I had that literature today. On the anniversary of my first year of sobriety, I was in an arts meeting, not an AA meeting, because it meant so much to me. I was so excited about the literature we had back then. Since then, the Five Alive came up, which was not happening back then. I moved to a pretty rural area and attempted to start an arts meeting. But the population wouldn't support it. I'm ashamed and astounded to say that for 30 years I have attempted to find arts and couldn't find it. Now, you know, certainly a lot of that has to be on my skills with computer. But still, 30 years I looked and then finally I found the arts meeting in the Sherman Oaks group, surrender to creativity, just a couple of years ago. And so, I'm a relatively a

newcomer again. And very much looking forward to making myself joyfully applying what I know is here. And what I can feel is here. I don't know anything about an arts buddy. I feel very lonely with this. But it's not for lack of the support that I get. But that's just where I'm at. And it's been great to be a delegate and watch how everybody works. Thank you.

Topic of Discussion: Staggered/Rotating Board Terms and Service

Topic submitted by an A.R.T.S. member. This Topic of Discussion was on the agenda for the 2023 World Service Conference, but was not addressed as the Conference ran out of time.

- The importance for the rotation of service, specifically pertaining to the Board of Trustees.
- Actions each board of trustees performs; how well do we know what members of the Board do?
- Possible structure or structures for filling board trustee vacancies.
- Members' desire to serve and how we as the Board and the A.R.T.S fellowship itself can best accommodate and encourage this desire.

Statement submitted by a Board member:

When members come into service positions, and then go on to other positions, an opportunity opens for someone else to fill the space. In A.R.T.S., as in other Twelve-Step programs, this is known as “rotation of service.” When practiced, space opens for others to engage in ways that may further their own recovery.

The wisdom of Tradition 7 guides a balance that supports individual recovery yet encourages the group to be mindful of its ability to be self-supporting through its own contributions. The Traditions guide those in service to refrain the ego from the tendency to rule or control situations. Instead, the Traditions guide a calm approach when participating with serving a meeting or group. Those who serve may be accountable to the principles and inspired to apply them to all aspects of life, including engagement with their creativity. It is possible that service is the sacrifice made as an investment to safeguard recovery.

Service on fellowship committees and service boards can result in learning new skills for effective group communication. Such communication serves all levels of A.R.T.S. Anonymous and across the Fellowship. Learning better interactions has impacts beyond A.R.T.S. to make a difference in the lives of other communities, and in all our relationships.

Contributing service can cultivate a sense of purpose and self-confidence. From this, our creative inspirations may increase, resulting in a new sense of joy. When circumstances change, requiring a service position to be filled (or rotated), the opportunity offers new members the chance to serve. They get the benefit of receiving the service experience, strength, and hope from the more experienced members on committees or service boards. What has been learned by the former can then be passed on to the newcomer, a hallmark of all 12-Step programs. The continued support for the newcomer to learn, grow and lead is provided. Shared and rotating responsibilities sustain the well-being of those willing to participate and support the desire for A.R.T.S. anonymous to thrive and grow.

Round Robin Sharing on the Topic

1) A member of this meeting for a long time, and I've enjoyed it. And I just want to say that perhaps because this is a Zoom meeting. For as many places as they are. For instance... any member of the board could show up at these other meetings and ask the secretary if they could just have like two minutes to talk about what a great job and how much fun they're having done the job they're doing. And that they

could be doing the job too. Maybe that would be an idea. To me, it would make kind of sense because, first of all would actually make people talk about, oh, the board is doing this without me my endpoint. Well, you'd have a chance to talk to a member of the board in your actual meeting and find out what that office looks like and then the idea of rotation of services... well, gee, maybe I could do that. There might be some people who would step up. Anyway, thank you.

2) Oh, yes. Okay, well, building on the idea of members of the board. Letting people know how wonderful and exciting it is by writing a short writing or maybe putting on the web website. How exciting it is and wonderful it is to be a board member. What brought to you the thing you liked best? And the contribution as a board member and personalizing it. With a real person... That, to me, always brings home... oh, there's a person that's saying this, I can believe it, one person to another. It's a really good way of, to me, ...of bringing it home without bringing it home, and being visible. Of course, I have no idea what you guys do behind closed doors. I know we have a lot of fun in our committee, and people don't know how much fun our meeting is. So, there could be a way that we could publicize it. And let people know. And it'd be attraction. It'd be attraction. So there, that's my thought. But that's...

3) If people end their term and they're there and then they're done; that's it. Like what was put in the chat. We grow tight. I sort of quit the board, as people know, in December, but it wasn't for the love of it. It wasn't because I didn't love it. It was because it was, I felt it was my time to leave. And I really encourage anyone to, you know, if you feel like you've got the skills to work in a group... then please join the board. You have meetings once a month. ...you commit to what you want to commit to doing you know. But I also was conference chair as well. So, I had kind of two jobs you know, that sometimes conflicted because I would defend the conference. ... the conference's voice because... it's not about what the board, it's not about what the board wants for the conference. The conference decides what it wants for itself... But I mean there wasn't any a lot of that anyway. I won't get into that, but... you know, apathy worries me. It concerns me a lot. Someone else will do it, I'm too busy. I'm too this, you know, whatever, and people are busy,.. but yeah it stops with us.

4) Well, thank you for the chance to speak. Thanks for being here. And I do thank the board for your work at getting this organized, the conference. I've been in ARTS just three years now, and I feel like I'm just starting to learn a little bit about how it works. I just had one question that was when the concepts of service were read Concept 12 was about one person having unchecked authority over somebody else. And I found that very odd because I want to know how is that put into practice? Who calls the shot. That's all I want to say. Thanks.

5) Yes, thank you. Well, regarding surveys at the fellowship level you know I would like to first say that I really appreciate all the work that has been done. I've seen a lot of improvement, and you know we're in the kind of progress, not perfection environment. But there's also this idea that if we want to stay in the progress, not perfection environment, we need to keep on progressing. On a personal level this fellowship is filled with so many personalities. Strong personalities huge egos including mine, right. Service here. God, you know, with every single mistake and somebody's gonna come at you like a ton of bricks even those people that are nodding and smiling right now. They are not exempt from bringing tons of bricks, you know, am I right? Well, I feel encouraged after this conference, seeing this process

you know, having survived it, I can do it again properly. Great. Regarding the changes, well, some changes were necessary there used to be things in the ARTS that were prevalent you know... So, thank you so much. We just voted that we have to have balance, so that's compliant. Thank you so much.

6) Hi, everyone. Thank you so much. Sorry I couldn't participate in the last discussion because I was driving... So, I just appreciate you all. On this topic, I'm going to also wrap in what I would have said on the last topic at the same time. That one of the main factors influencing people doing service at higher levels always goes back to group meeting health and whether service is talked about in the meetings. And so, there's a thing, take or leave, that my other program has done called a group inventory. And it can be proposed to meetings. It's an informal process. There might be major programs like AA that might have an official conference-approved pamphlet on it, but they might not. If you just google group inventory. Just like on a daily basis, I do an inventory as part of my steps to see if I'm slipping back into my disease. It's a list of questions that are no right or wrong. Like, does this group adhere to the traditions? Do we have a rotation of leadership? And you can decide how long your group is going to do it. I've been in groups that do it every other year and we spend like 10 minutes at the end of every meeting discussing questions with no right or wrong answers. So, I just wanted to put that concept out. It's called a group inventory. And it's possible if we do that in our groups, we're mentoring people into the idea that the program belongs to them. I also wanted to reiterate that it's my understanding that there's a big division in the program and I'm excited to heal it. I know we can. I love people that don't agree with me on this. It's my understanding that the author of the literature requested it get taken down. And there was an email sent about it, that very day or the next day. And so, it would be really scary for me if I heard that it was taken down by some bad mean scary, salt, you know, that the Board did it. I was on a meeting the next day after that person had requested it get taken down, and they were saying it happened to them. And so, I just wanted to throw that out. I hope it's a little less scary to hear that. Thanks.

7) Yeah, I think this discussion is great. It's bringing out a lot of things. There are a couple of us who are working on a Service and Traditions workshop. We have included a group inventory in there... anything anybody can do to contribute... Rotation of service on the board. I know that my personal commitment to ARTS Anonymous is for another seven years. I plan to serve three three-year terms in a row and then I'm done. And because I've just made that commitment. For me, this is my higher purpose. Yes, I have the purpose to make art, but I also need a purpose that's even bigger. I always need a purpose that's bigger than me. Something that can really make a difference for a lot of people. That's why I serve and do what I do. And boy, does it really teach me about what it takes to put those talents into practice. You know, I can do my art and serve on the Board of Trustees. My higher power put me here and my higher power definitely put me in this seat, there's no question about it. There were some people who had a lot of influence along the way. This work is one of the scariest, most challenging things I've ever done. And yet the growth that I have had, and the confidence, and the excitement that I can bring into the studio as a result, has been, well there just hasn't been anything like it. I don't know what else to say except that, you know, at some point I'm going to be gone. Or, you know, ideally, I'll just be running the office... because I think I would do a pretty good job. But anyway, that's it for me. Thanks.

8) Um... I'm having a little difficulty right now sharing and I want to say that... I read something earlier about things not being punitive. And I'm in this gathering and I'm here giving service today. And I am giving of my time and my energy, and I made a suggestion in the chat. I have no problem being told no, but I felt that the way in which it was done was punitive and very jarring. I'm still feeling emotional about it. So, I want to preface everything with that. I am so incredibly grateful for everyone who is giving service on the board. And it is not something that I would feel comfortable doing. I'm very happy to give service on committees, and as a delegate or a group representative or chairing a meeting. But right now, given health situations and my own recovery, it is not something that I would choose to do. That said, I appreciate that can be there for somebody who is effective. And working well and accomplishing things that there can be re-election of three consecutive terms. I would also like to say, that if there are some issues with somebody, that there are ways to gently request if there's somebody that is not working for whatever reason. And I'm not saying there's anyone currently on the board that this applies to. I just would love to see some kind of safeguard in that, having experience in other programs, some issues with that.

9) Thank you...A couple of things. First of all, I've been in and out of ARTS for 30 years or so. And not only that, but I think... the bylaws allow for up to 21 board members. And it's always been a problem. When we were five times bigger than we are now. It's always a problem. Finding people to serve on the board. But I think that the question is kind of tied to the first issue, which is population. You know, we're a small group, so that means we have a small number of people to pick from. And I also have this other theory that you guys can tell me if you think this is crazy. I feel like that we don't have many in-person meetings anymore. We don't see people doing service. We don't see the chair. We don't see a business chair. We don't see a treasurer. I just feel that's like a step away from feeling or understanding what doing service is about. And again, this also ties in with the idea of how do we make ourselves more known to one another and to the world in general? So, I'm just thinking out loud that these issues are all tied together. And by the way, if anybody can use me, I have made contributions to Wikipedia. So, if that facet or that ability is of any use, I'd be happy to participate. But just in general, it would be great to summarize, if we had a larger population and visibly see people doing service where you could even have a conversation with the guy. Well, what's it like being treasurer? Ah, it's great, man. Anyway, so that's it. Thank you very much.

10) Hi... I really feel it starts at the meeting level. When we can take on a service position at a meeting we gain that experience. And then, at the rotation of the service position allows an opening up for someone else, maybe a newcomer. And I think confidence and experience kind of happens, and it can work its way up. I think I heard someone talk about the benefits of doing service, that we need to share about that more. I think that's true. For me doing service ... for me raises the level of my recovery up because it confronts my character defects. Which is why people may avoid 12-step programs, and maybe why people avoid service. Confronting my character defects gives me an opportunity to face them and apply the program to work through them. The other thing about rotation of service for meetings is it keeps the meeting vital and alive. New personalities can sometimes challenge the routine. Each person does leadership differently and so it keeps things alive, challenging and interesting. I can bring up new problems to solve and it keeps the meeting thriving and alive. I think that people are so

good at raising all kinds of concerns and issues, and we want to hear them. It brings to our attention ideas on how to solve them. But you know what? I'd love to see people step up and help us to meet these concerns, and to meet these issues. There are so many good ideas, but ideas don't go anywhere with just the board trying to fill it. So, I hope people can get excited about cultivating some of those solutions. Thank you.

11) Yeah, thank you. I just want to find out how Board officials are elected. For different reasons, I can't move my mouse very well, so I can't research that on the computer. If there's anyone who at some point can explain how board members are elected. And is it open to the whole ARTS community to vote for them? But I also want to say that it sounds like there's a discrepancy about the literature having disappeared. The printed literature and the story that I've heard is not in accordance with what I'm hearing at this meeting, although some people might have heard the same story that I'm hearing. So, I just wanted to broach that. Yeah, thank you so much. I'm glad to be here.

12) Hi, everyone... I'm thinking back to the early days when I came on the board unofficially at the end of 2021 in December. The entire previous board resigned *en masse*. Many of those people had been there for 20 years. They were never elected, that any of us knew about. Anyway, they resigned. We were starting with a very grim financial future. The program was losing, I can't remember exactly maybe six, seven, \$800 a month we were losing. We were looking at the possibility of bankruptcy and the fellowship stepped up...The fellowship had been supported by a foundation grant, but as Board members we are we committed to the traditions. This meant we were not to accept money from outside the fellowship. That was tough and those initial board meetings were grim. But it happened. It happened. And the fellowship stepped up. We all believe in serving the fellowship well. We all believe in the traditions; however, we do have different perspectives on them. I'm really close to these people. I'm really close to the others who serve the board. We all have our personalities, but it's like we are here for each other, and I get so much love from being on the board. So, thank you very much for letting me share.

13) I like hearing all the thoughts and feelings of the members today on these key topics. For me with the board rotation, I think it is really important to have a three-part membership panel. For example, if we could have a minimum of three board members and have those terms three years each, and stagger them into three panels of three each, you know we might have three new people at one time, but we'd always have six with some levels of experience. I think it would be a big advantage. You have nine members of the board. And for the members to come on and off three at a time. So that we've always got some continuity there, but we would have some new people coming in, making their mark and learning from the people who have had a little bit more experience with it. I think it is challenging. I hope that people will take a look at the requirements. And at some of the benefits. For anyone who has nonprofit experience, the indemnification insurance that the board offers I think it's very important, no individual becomes personally responsible for any of the financial problems of the board. We have insurance to protect individual board members against that kind of liability. So, in case that was a concern to anybody, I want you to know that has been taken care of. I also think it is a big advantage to have people a variety of different backgrounds serving the board. Those of us who are on the board

interview and have discussions with candidates who have submit an application. So, I hope you'll seriously consider applying for a position on the board. Thank you.

14) Thanks, everybody. Boy, this is the hardest topic I can even imagine. And part of why it's been very hard for me to get to these conferences is everything in me fights against the Robert's Rules. I want it to be my turn. I want to go now. I want to say something when I want to say it. But I also am coming to recognize that anarchy is tough in ARTS meetings. I'm so grateful to all of you who abide by those rules and have gotten so much work done. I'm blown away by all the stuff we got done yesterday, and being able to vote because you had done all the work before. I don't feel like I have anything to add. I just I'm blown away. Maybe I'd be a good board member because I'm clueless. Thanks so much.

15) Excellent. Okay. I just quickly want to say that as a Conference Chair, the support I got from... really helped, because I honestly did not know I was doing at the beginning. And my back went out. But it all got better from there once I relaxed.

16) Hi, so this is a terrible topic. God, this topic sucks. You know we're artists. I mean we're anarchists. The idea of having a sense of responsibility to other people or anything like is ridiculous. We just want to have our time being artists expressing ourselves and painting and singing and playing our instruments and showing off to everybody and all our wonderful talents. Being responsible for other people? No, no, that's not what artists do. And it sucks. Sucks. And here you are like sort of forcing everybody to speak like for two minutes about this subject. And you know, that doubly sucks. But we want a functioning ARTS program. We walk into an ARTS meeting or found it on zoom or whatever. Meetings do have and 12-step programs have some structure, and it takes some leadership. I hope people step up and do it. One suggestion we talked about doing is a group inventory. Meetings can talk about doing service, and how important that is. And before you cut me off, I just want to say that it's not a bad idea not to give me any extra time, so thank you.

17) Thank you. Thank you also for this laughing. I just want to underline that it's late here I'm just having a harsh day, passing through a lot of emotional pain. So, it's not easy for me to be here. I want to stay on the topic. Maybe it could be useful some workshop to understand how it works. It's not easy to read all the policies... in another languages. Maybe in my art school, I don't know, I think nobody can understand English. Maybe some workshop would be useful to understand how it works. And in another fellowship, I find it very useful to hear speakers at meetings or speaker recordings. This could be useful for attraction. Also to share experience about service. We need both. I just want to underline that I do believe in rotating service. But I have just a small group that is just a small a little plant, I want to just grow before we rotate service. And for me it would be a dream to make an Italian intergroup. So, I hope that someone that is English native tongue it's better to start now. I see that ARTS is starting and new steps. Thank you, I pass.

18) On the subject of literature, I wanted to add on something I didn't do last time. I already said the facts, took the literature. Yes. It's an outside enterprise now. It's against the traditions to be sold within A.R.T.S. Anonymous. It's a fact. And the literature itself is full of the words A.R.T.S. Anonymous. which is not legal. Which would explain why... A.R.T.S. Anonymous might need legal help. Okay, I don't know that, but I'm guessing. Number one, on the subject here, maybe... there are a certain percentage of

people in any fellowship that have an interest in levels of service above the meeting. It may be a very small percent in any group. If our fellowship is really small, that small group of people that wants to do service above the meeting level becomes even smaller. So, my solution, one solution certainly is to increase the size of the fellowship. And meetings, which was our last topic... this is personal. I was taught to do a service for a specific time and then leave, even if no one takes over... I've often taken a service position because I was sure that no one else was going to take it. And that they would even accept me, who knew nothing. Which sometimes is a real advantage. And then, also sometimes I broke that rule, and I did stay longer.... And number three... I prefer meetings where different people lead the meetings rather than just the same person, which might be referred to as like "____'s meeting". When I see that, it's a real red flag that control and ego is in charge. Number four, my experience in service positions in meetings. Number one. It's almost impossible to get anyone to do any service at all. Number two, to find someone to do it. It's hard to replace them. So, what happens is, you know, if I'm in a meeting and somebody says, well, you know, I might do that. How long is the service and we say, I don't know. Then they say, yeah, it's forever, right?

19) The subject was brought up having people who've been on the board share, go to meetings and share about their experience. I know for that when we had those long Sharathons, we would record people's qualifications. Sometimes we replayed them when segments didn't have one who stepped up to speak at a meeting. And I thought, you know, and I know in other programs have these recorded shares that you can access online. I was thinking maybe we could have little testimonials from people on the board talking about how they have benefited from serving A.R.T.S. People could be able to access those on the website. So that's kind of what I needed to say. I just thought that could be really motivating to others.

20) You know, I came just for a little bit, but I decided to stay because of you folks. I think what you're doing is so important. I experience that it's hard for me to get to my art, but it's very easy for me to do service. I jump in where I see the need is. It's kind of a reverse for me. One of the reasons I became a delegate is because I was in a meeting, and I felt there was something wrong. You know what is happening. So, I got involved and consequently that didn't work for the little artist in me. There is a controversy that is going on and on and on. There is no one to blame, but oh, boy, when you come in as a beginner into a meeting, you don't know any better. Right? And so, whatever you see... you trust the person and their experience. So how do you speak up? What do you do, when the meeting doesn't have a structure, doesn't have traditions, but you love the person that runs it. What are you going to do you know so as a beginner? And I know I backed out because I got disgusted with the whole thing. And you know what, a lot of new people might be experiencing that also and have hard time speaking up. So, you know, the solution is... I don't know. You know, maybe somebody who is somebody, who you know on board, or wherever can visit meetings to see how they run, so that somebody with authority, or at least experience can step in, and not put beginners in the position of confrontations. That's it.

Open Forum

1) I think I have enjoyed ... the Facilitator... having two hats to wear, but I never see you wearing those two hats. But I hear you about you wearing those two hats all the time. So, I'm kind of curious about that. But anyway, we had a big discussion yesterday, and it turns out that I... probably... would say a strong ego because I couldn't see the other point of putting... "In recovery" in front of all the talents was equivalent to putting in front of the all the traits... I'm a big failure. And then you say what the trait is. I get to say it. Because I get to say it. So anyway, I have an idea. You could have... maybe a certain time of month or something where you're ready to get board members. You have a vote of... All the members in a particular... group... Everybody could go silently vote for the top three that they think should be applying to become a board member. And they have a vote on that. And then you find out, oh, wait a minute. What? You know, like a draft. I think we need a draft. I was in the army. I was going to get drafted, and that's why I went in for three years instead of two because I didn't want to go to Vietnam. So maybe if you think about this as being Vietnam and you don't want to go, you'll go on for an extra three years. Anyway, that's my idea... I just want to say my wife and I did a show the other night. It was so much fun. And that's always a good thing to do. Get out of your damn comfort zone and I look about... there's so many things you've got to qualify for. That's why you don't get a lot of members. And the board. Too hard.

2) Once I get out there, you know, I just... practice. It helps to practice every day. It keeps it alive. For sure. So, I want to say that I have so much to be grateful for in this meeting. I applaud all the people who made this (forum) happen. I know it's a lot of details to get into place you have refined all the tools of the internet to get us here... The positive things are ARTS... introduced me to a loving higher power. That's expressed through my group conscience, and I always feel that love, it's almost like a pink or... rosy cloud that settles down and it's like warm snowflakes and I feel accepted and welcome. Most of the time, 98% of the time. Sometimes new members scare me, but I still have my protections. Thanks... for the history of the new membership of the new board members because I remember feeling left out. I felt like we were in 2020, we were just a satellite and nobody that wasn't in New York wasn't in the in-group. So, this was so welcome to be invited to ... these... conferences and to be able to speak and to be invited to speak and to be listened to. It's such a healing thing for me because I was raised that children ... and kids don't get to speak. And then nobody talks to each other. And so, this is so wonderful and healing. And that's why I keep coming back even though I don't like to get up early and get ready for the meeting on Sunday....Committees. Okay, the only thing about this meeting is that I didn't like that sometimes I felt that people were trying to change the original writing, which I cherish, just for the sake of making a change. And to me, it really irritated me. And I think, oh my gosh, I'm not in charge. And I have to accept the group conscience. Not like it. Accept it.

3) The literature. I really hang on the old literature because that's all I know. And meetings, I've been in ARTS for three years. But I've only gone to two meetings, basically. So, one of my New Year's resolutions perhaps is to try to visit a little more variety of A.R.T.S meetings... I just want to say I'm very grateful for A.R.T.S and the recovery I'm experiencing... I'm not in a mental hospital today because I have a mood

disorder and when I found A.R.T.S, I had just gotten out. And I was really frustrated with what was going on with my piano. I studied piano for nine years. And I wasn't doing anything with it. And now I do my five-alives but I do sometimes six or sometimes seven minutes and I have an art buddy, and she does more than that, so I don't know what to say about all that. I'm a member. It's important to me. I wanted to leave a couple of times because of what I perceived of as a clash of personalities. And I was in another 12-step that had a definite clash of two personalities and at least I was used to it, but it was kind of hard to deal with. Thank you for listening.

4) Member here... with the literature. I just want to sort of clear something up that, you know that that I don't think any of us wanted the literature to go... like the original literature. You know, it was removed by the founder. She would not meet with us to talk about it. And we wanted to meet with her and talk about it. She would not meet with us. And then so things fell apart. And I'm saying this because I reached out and I was trying to get us together. But it just wasn't happening, and it broke my heart. And I want A.R.T.S to come together. You know, we're writing new literature together... and the old literature, our founder's literature was extremely valuable, you know, absolutely. That's what I grew up on in ARTS and, you know, I've been in ARTS for 10 years or more... But now we're writing it together. ...I think that I've got to face reality and that this is what we're dealing with now and so it's about moving forward together, I feel. But also... there's another point I want to make.... I don't think safety in meetings is being addressed that much. I know we've got the traditions, but by Australian law, all non-profit fellowships have to have safety guidelines by law. And it's not the case in the States... I think safety guidelines for meetings... we heard complaints about misogynist stuff and yeah, look, it's just that meetings have got to be safe. And I think if the fellowship comes forward to put stuff together... Each meeting is autonomous. No one has got to do anything, but to have that resource, to have those safety guidelines for how to deal with bullying or any kind of thing that's going on to really threaten the First Tradition, which is unity. And the Fifth Tradition, of course, which is the newcomer who's going to come back with that.

5) I feel like I want to respond to everybody and everything. And it's so, you know, that's just so me. I, you know, I have an action group. It started maybe, wow, about five years ago with A.R.T.S members, other visual artists in New York City. And we get together once a month. We show each other our work. They ask questions of each other. Only answer what the artist is asking of you for guidance and feedback. And that has helped me make art. And so, whoever has that pamphlet, please send it in. (Action Groups). Look, it is a really slow process. Absolutely. Everything we do takes time and it takes effort, and it takes a concerted effort. And, you know, it's frustrating when... people want to help and they want to do service, but they can't seem to even quite show up or stay consistent and so that's okay. That's where people are. I know that I'm here for my own recovery, and I am getting better. I get to recover. I don't have to stay stuck in old patterns, old behaviors, old beliefs. I think that's what the Talents are for. That's what the steps are for. The steps are the program of recovery as outlined originally in the big book of A.R.T.S Anonymous. And so, it is a WE program. I do it with all of you. I don't do it based on a personality. I don't do it based on the love and regard I have and the respect I have for another person. That matters, but it has its place because it has its place. I do a lot of service, but you know, they say there's no such thing as real altruism, because I do it for my own benefit. And over and

over and over again, by doing service, I keep coming back to the principles of the program. It's principles over personalities. And so, I get challenged all the time. There are even people on the board sometimes I feel like I'm being bullied or targeted or whatever, you know, and I just keep coming back to, okay, what is the principle I need to apply here? What is the action I need to take that's based on my value, the value of the other person and what's being discussed. And rather than have it be about me... I try to avoid the word but there's some kind of ego involved. And I had situations in ARTS Anonymous where I have been told that I'm wrong about who I am and what I am. Like literally told. And it's as if the other person didn't hear who I really am. But I have to be okay with that; that that's where they're at. And it happens at all levels of service and in meetings. And anyway, that's enough for me. Thanks.

6) Well, I want to say that I really have noticed... I've been in A.R.T.S, I think, since 1987. And with the new leadership over the past few years and the restructuring of the board and the way things are done. Overall, I have felt so much safer. I have felt more able to contribute and participate both in service and in recovery. And I am extremely, extremely grateful for that. I appreciate and love the number of Zoom meetings that are out there. And that I can time travel and attend a meeting in Australia or Culver City or wherever it is via zoom and even though I haven't been to as many meetings as I would like this year. I know they're there for me. And I do keep in touch with some of my ARTS buddies and the program lives in me on a daily basis, even though I'm not doing a 90 and 90 or even going to weekly meetings. And yeah, it feels like... I mean, I have a sadness about the loss of the literature that I had used previously. But it feels like a... much more safe and lighter culture and the level of creativity that I've experienced myself and that I've seen in other people in recent years has been phenomenal. And I trust being part of this conference that this is only going to get better and continue. That's pretty much all I got. Thanks.

8) Okay, I have a few additional thoughts on literature, but I'm not going to share them here. I put my email address in the chat. And instead, I'm going to say this. *(Member 8 then proceeds to use their time to sing a song)*

9) Well... It's been almost 40 years. 50 years ago, 40. In 1985, when I first went to an A.R.T.S meeting and I was also one of the first trustees. And... so, I've experienced the ups and downs of A.R.T.S. And it's definitely... had its ups and downs... And I must have acknowledged that at the very beginning. One of my roles was I was based in Los Angeles. I was an active liaison between... the A.R.T.S Board in New York group and Los Angeles Intergroup. And I remember clearly that members of the intergroup were just very anxious to get things done. So, they went out and did them. And other places as well. And wrote some of the foundational literature. Is created it outside the process that was controlled by the board of Trustees. Including things like the *Anorexia of Avoidance* and other... pamphlets. So maybe the lesson is, if you're dissatisfied with the pace in which literature is being created, create your own. They might be good. It might be very good. Thank you.

10) You know, one of the things I gained from the 12-step program is how to take personal responsibility for my life. Which I am a really responsible person, but it was so backwards and confused. And I'm still learning about that. And so, the thing that really held me most accountable was money. And I think

Debtors Anonymous is really applying the Seventh Tradition, you know, that took me by the ankles, and I got myself straightened out when it came to money. And so, I always cherish the way the 12-step program managed money in my 12-step meetings some when I first started. They just asked me for a dollar. I got gold in return over and over and over again. And, you know, for years. And I did service here and there, but I was so messed up. I couldn't give much in service. I gave my dollar. I served where I could. It took years. To recover strength and ... we talk about the finances in this program. Again, I believe it starts with meetings. I really do. I think it's great that people want to donate their extra money that they have to the program we need it. We always make use of it. But I really think it starts at the meetings. And I understand it's not easy. There are obstacles. You know, the two meetings I go to, we were committed to it. So, you know, we found ways to get our own zoom room. And we found ways to be self-sustaining, you know. And I understand service is another way. Of supporting, but money is too and so... we found a way to meet our seventh tradition in our meetings. And I hope to see that happening more and more in ARTS Anonymous. It gives you such a strength of independence. And also practice in managing money and making decisions about money at our business meetings, we are doing that. ... and making sure we pay for things to send our delegates to the conference and all of those things... And so, for me, it's part of that democracy and it's part of my own growth in this program. It's really raised me. There is so much my parents didn't tell me, didn't teach me. ...this program has been an education, a personal education that's worth gold. Thank you.

11) I just want to say a few things. I will... I'm just really concerned about the literature situation. I think for a lot of us, an actual pamphlet was so important to have in our hands, to put in our backpacks, our purses. To carry with us, to open up when we're on the train or on a bus or wherever we are. We got a lot out of it and I'm very sorry that we don't have those anymore. And I don't understand the reason why, but I think a lot of members have said that they support them coming, the pamphlets coming back to us. I also want to say... My life has changed unbelievably since joining this program. I used to be an isolationist. I was a loner, and I have friends now who I so relate to and are so supportive of my art and I'm supportive of theirs. And this program has opened up... the world to me. It's opened up my heart. I just want to say that whatever service anyone gives, whether they're a meeting leader, I think that's so important to keep the meetings going. A facilitator, whatever we're calling them these days. And showing up at meetings is also doing service because you're there not just for yourself but for others. Thank you. I'm just very glad to be here.

12) Hi, everyone. I told you the reason, like that first year we were like so in angst about finances and the prospects ahead and we did an analysis of the literature and found out that we were losing money on the pamphlets. And we couldn't afford to lose money. At that time, we just couldn't we could we were looking for every nickel and dime. Maybe that it sounds to me like maybe we need to revisit that decision. At the same time, we were losing money, we were getting complaints from the fellowship that the pamphlets were too expensive. And so, I mean, it was like basically, that's how we stopped having printed pamphlets. Because we had to ship them out. We had to take office person's time to get them printed and packaged and all that stuff go to the post office. We were paying Chinu our wonderful (person in the) office who does that. So that's how that happened, but it's pretty obvious it needs to be revisited and so maybe the conference could get together people can get together who care about it

and come up with some proposals. How much would we have to charge? Who's going to do the printing? Who's going to package it and go to the post office? All that stuff. Keep track of all the orders. That would be great if the conference could come up with a committee to have a proposal. I wanted to share that I made a commitment. I have a weekly art buddy that I talk to, and I made a commitment to her that I would do art, and I was thinking I would do it during the meeting but that was not a good idea. So, I want to share the Conference Charter... I'm just going to tell you what's there. These are the bylaws of the conference essentially. Number one, why we're here... the World Service Conference is the group conscience of the fellowship There's rules about who can be a delegate... what delegates do at the conference. Anyway, go ahead and take a look at that. Because that tells you one of the things that came up. Board members can be removed by the conference. It's in the charter. So, you can get rid of us anytime.

13) So, in regard to literature. My step group started while we still had access to the ARTS literature, all the step books and everything. They had bought the first book or so. And luckily, we've been on the fourth step for about a year and a half. So, it hasn't been... crucial, but... they're going to be done with the fourth step at some point. And I feel a little... In a way, I feel nervous that they're not each going to have their cute little blue book to look at, but I also am committed more to their recovery than I am to not be using the blue books that I have. I'm just saying that's how I'm going to lead my ... step group participants because... it's crucial to me that they stay on track and that they're able to benefit from what I experienced in the ARTS program. And I really, really, really hope we get some books written... preferably before I have to resort to those. And I also have this loyalty and maybe sentimentality to those books like I love. I remember some of the discussions that came up as we read certain things in my step group... the one I came through the steps in, not the one I'm leading.... Do I love this group. ... I think Al-Anon and therapy saved my life and A.R.T.S. saved my heart and saved the essence of me... I was surviving in Al-Anon. I am thriving here. Yeah, I feel committed to helping however I can. Anyway, I guess that's it. Thank you for being here and listening.

14) Hi, everybody. Really enjoying the discussion. And all the things that people are sharing. And for a second, I'd like to kind of get down to the nitty gritty. For me, the nitty gritty is that there is safety in numbers. When you have a lot of people involved you can get a lot of stories. You can get a lot of \$1 bills from people in meetings. You can get all kinds of ideas and thoughts and feelings. But the more people that are involved and sincerely involved, not just in name only, the more potential we carry with us as an organization. And... the new poster design that... I would like to ask to download a full color copy of these posters and insert contact information. For your local Zoom address. Or if you have a face-to-face meeting, exactly where the meeting occurs. And start distributing these things on bulletin boards... at laundromats and grocery stores and church lobbies and school bulletin boards. And anywhere that creative people are likely to spot something that is attractive we might attract a lot more members to our organization. And especially these meeting places where a number of different 12-step programs rent a room every week for their meeting. Because as most of us know. This is usually not our primary program of recovery. Usually we've come from other 12-step programs and a wide variety of them. And I think this is really prime territory for us to offer opportunities for other recovering people to rediscover their creative dreams and desires and talents and join us in a collective effort who carry the message to

even more people out there. Please download a copy. Give contact information and find lots of places to post these so that other struggling artists can run across our message. Thank you very much for listening.

15) I very much agree with ___ that we need some more numbers. And I'll be honest, I'm... kind of disappointed that right now there are 20 people participating, or whom a half dozen is on the board so it's only a few of us who aren't on the board who are here now. I'm concerned. We talked about setting up the policies and procedures committee for to the board, but I'm not sure who we have who's going to really work on that. You know ___ you've been serving two hats because it's really... only... board members who've been really that interested in putting in that much time and emotional time to do the work that you've done as the conference chair. And so, I'm concerned about that for next year... a healthy... conference will have would have... much more separation between the board and the conference. I also want to... say how happy I am really that that things have changed in the last three years. I had no interest in doing service. Until there were these changes. And I can say that this fellowship had a huge problem. ... I joked about it and kind of regret that I spent my entire share just being a comedian in the last share about minimal rotation of service and all that but... we've got to get more people and more people who are willing to do service and I'm not sure how we go about it... I think some of my thoughts go to being able to use the internet and social media, things of that nature. I also want to say that regret that... we don't have an in-person meeting in New York. That makes no sense. Makes no sense. And I think... somebody talked about... meetings developing in-person meetings... Develop a cohesion where people want to do service and want to really be together and be there for each other. Not just for themselves. I think that that's a little bit of a problem with Zoom.

16) Thank you. I just want to say that I'm grateful for having this opportunity to have this experience. I am recovering in the four programs, and this is my first conference and yeah, some said too about literature. I had the opportunity in May to present... present A.R.T.S anonymous in front of 120 people in Milan and I made some homemade posters, and they would like to put posters everywhere. But when people came, the first question is, what about literature and I don't know what to say. So, for me, joining ARTS Anonymous has been a miracle thanks to my friend in another fellowship and it's about identity healing. So, I know that I am a crazy person healing because it's really helped me a lot. And service, I have done a lot of service but... every time I just go emotional when I see someone that say, oh, no, I'm not an artist. I just like to draw (attention) to that... I also see that I join a lot of international meetings. And I see how our culture is different. So, we need two minutes just to say hello and do a check-in. We talk a lot. And I want to say that we have this great opportunity to still have the physical place in which ARTS Anonymous started. But the question is, as it costs a lot of money maybe we have to use it for more physical meetings. But also, to think about if it's not more useful to just put money into the website, not physical stuff if we are all on Zoom now. So, thank you for letting me share. And I just want to say and wrap up that the newsletter (article) about using (ARTS name) really scares me and just I made a... (decision that) I don't want to have a problem with law and justice, so thank you. I pass.

17) Just some statements after listening to everyone. So, AA had its growing pains too. And they not only survived, but they flourish today. So, you know, this is a new program that's going to have its growing pains. These are just my comments. I loved hearing that we were once on the verge of

bankruptcy and now we're not. That shows progress. Not friction, but progress. We're still here. I feel like this is my opinion that's important. As a newcomer, I've only been here just over a year, and I did attend a lot of meetings. Some of them I did feel bullied. The ones I'm in now, I don't. That said. We all have our perceptions. What may have been bullying to one person or even to me at that time may not be bullying now. You know earlier when stating I would like to start an in-person meeting in this area, it was pointed out to me that I may have said my own meeting. ...that does show that I still have an ego and I'm human. Just pointing that out. For ___ Wearing two hats, desperate times take desperate measures. And to wear two hats that's commendable in my opinion, especially in those two positions because you have to deal with people's personalities and opinions and the way they want things. And keep everything safe. And I had mentioned once before... that (at) my first meeting assembly in another program as a G.S.R. it was like a bar fight without the alcohol. I was stunned. So, I'm really impressed that, you know, we have been pretty calm, which I think is great. For me personally I feel like there's 20 something of us here. We're here. It's a start. Its progress. And I'm very grateful to be here. Okay. And I have much love for everyone, and I come off as this strong, deep-voiced, powerful person, but the truth is inside it's like, Oh No! So much love to everyone. And I'm grateful to be here. Thanks.

18) There's a number of things I could talk about. Some are uncomfortable, so I'll skip those. I came into ARTS Anonymous twice. And I have a background for 44 years and other 12-step programs. So, I knew kind of what they were like. And I was involved in upper-level service in one particular. And I guess what I wanted to share... how uncomfortable it is for me to go to a meeting that I have not been to before. It's really hard. And I don't do it almost ever. But sometimes I do, and I always benefit. And I find that if I keep going to that meeting and then I get to know the people, then it's a lot easier. And I only do Zoom. But then once I stopped going to that meeting for a week or two weeks or a month or something. Then it's almost as hard to go back to that meeting again. I don't know why. I don't understand it. But it is. So, it's a risk. I guess I'm surprised, as some of you that know me just know me as a big mouth I don't know, a person that's comfortable with all of this. I got involved... in world service in this particular program because I was doing a Zoom-a-thon in another program. I offered it to the person in charge of A.R.T.S at the time. She said, sure, we can make, well, she doesn't say this, but sort of like we can make money. And so, she said, well, you're a trustee. And at the time, I thought, well, that's kind of odd. That somebody would just say you're a trustee. I didn't even know what that was. So, I showed up at two of those trustee meetings. And at the time, somebody... I respected a lot said, I'm not giving a cent to this program until I see where the money is going... I realized there was never a treasury report. Another red flag... And so, I checked into it and sure enough... Like I said, I went to that trustee meeting. I went to two of them, a difficult two. And I found trustees that had been in place for, I don't know... 20, 35 years, whatever it was. And so, at the time I was looking for the rules, or something, that the meeting and this whole thing was set upon. And I said, I heard in the meeting that somebody had the committee for policies and procedures. I said to myself, whoa, there's my answer. So, I raised my hand, and I said, I'd like the manual. I'd like to see the policies and procedures. That person looked at me like a deer in the headlights. He had no idea what I was even talking about. We now have policies and procedures on the way. Thank you.

19) ...first of all... Very, very grateful to be here, to have been watching listening, participating to the Conference. I'm a member of another association for 52 years and will never have access to this experience of participating in a Conference. But I am seeing... and heard from the members who participated... I heard the story of the beginning of the association which is called Alcoholics Anonymous. And I certainly can say that I recognise the beginning of a great association in A.R.T.S Anonymous. And what I've seen and heard of the changes right now are what I would call growing up or getting adult because it will be a lot of members participating into creating literature. Just that is a good sign. a healthy sign. And I'm not saying that the literature that was created by the founder is bad, on the contrary it is very good, but it has to be done by members. And I see that, and I rejoice and I'm very confident that the association will grow still more; talking about a Treasurer, talking about policy, talking about safety, how can we get safety into a meeting. What we need to innumerate the things we need to do to make a meeting safe. So ... then I thought to myself maybe I should write this ___ that (can) circulate in another association... because there were some problems about safety. So, you guys will see me deal with it. I need to participate and enjoy the miracles that will happen. Thank you for being there. I'm very grateful to everybody.

20) I'm still a creative person and I'm very grateful to be here and I'm grateful that... somebody says... numbers, numbers... the safety in numbers, there is benefits of being (bigger). ...it's so interesting. This just reminds me of my family. You know, we never talked about anything. You know, mother and father made decisions, mostly father, and then mother always pitted us against the father... and so it took me many, many recoveries.... I'm so grateful that this meeting, this conference is really helping me to sort it all out because you know I feel one thing, I see another thing and then there's loyalty and emotions and all that stuff, but you know you folks are great. And one of the reasons I have a hard time in life is because I can lead and give. But I have really hard time working with people. And I think that's my higher power you know brought me into A.R.T.S to be able to mature and to learn.... ARTS meetings take a lot of patience out of me. I feel very impatient. A lot of character defects come up... that I didn't know I had. I find myself judgmental, intolerant... all these beauties... that I never had thought I had... but it's so good because I'm realizing that... I thought... I try to connect to A.R.T.S over the past 10 years, every time I come in there is something that drove me... and so who knows, maybe that's what it was. And... I wanted literature and stuff. But... today I feel, you know what, It's not that important. It's holding on to old stuff and that's what I feel... I also communicated to... a person that I feel there is this tension between new generation and old generation. And in old generations instead of, I don't mean none of people here are old generation... instead of (old) generation helping and assisting new generation to go forward, it's fighting it, it's fighting it... and it just causes so much poison, you know, and yuck. Anyway, but I'm so grateful. That I feel so part of, and it's not easy for me to feel that. Hearing everybody having their own individual opinions and questions and contributions I think it's just wonderful. So, you know, I'm really inspired. Service is not difficult for me, but I'm inspired to look a little deeper... as an artist but look at this much bigger. And I appreciate every single one of them and especially those that have been around and sharing so honestly. Thank you.

APPENDIX I: Guidelines for Delegate and Participant Etiquette

The following motion was crafted and passed by the participants of the October 15, 2022 Pre-Conference Meeting: To approve the Guidelines for Delegate and Participant Etiquette for all Conferences

GUIDELINES FOR DELEGATE AND PARTICIPANT ETIQUETTE FOR ALL CONFERENCES

Thank you so much. Thank you for representing your groups and the A.R.T.S fellowship. We welcome you to the World Service Conference 2022 and we look forward to your participation.

Delegates can best prepare themselves if they are registered before the conference begins.

To ensure the integrity of the voting process all sessions will be recorded. All participants who agree will be able to participate and maintain the Zoom connection. Registered delegates who are on camera for roll call and discussions can vote on each motion. It is good practice that Delegates be present for the entire debate on a motion.

Please try not to repeat questions or comments made by other Delegates or Participants. If this happens the Facilitator will let you know.

Please be mindful that some behaviors work as a trigger to distract some members from participating effectively, such as: inappropriately dressed, smoking, drinking alcohol, or eating on camera. Please remember we can best prepare Delegates who register before the conference begins.

Participants (Non-Delegates): Anyone who buys a ticket to participate in the Conference and is not an elected Delegate can contribute. Non-delegate participants can ask questions. Participants who are not delegates can also help with motion crafting, including offering Pros and Cons. This last point is very important; participants who are not Delegates cannot vote on motions.

Thank you so much for representing the A.R.T.S fellowship at the World Service Conference!

APPENDIX II: Guidelines for Delegate and Participant Etiquette

<u>Voting Type</u>	<u>Required Numbers</u>	<u>Comments</u>
Quorum	Twice the number of non-trustee delegates as trustee delegates.	Passed in 2022 by the Conference
Motions	Simple majority (50%+)	Passed in 2023 by the Conference
Binding Motions	2/3 majority	Binding on Board of Trustees, unless illegal or fiscally irresponsible
Changes to Steps, Traditions, Concepts of Service and Article 10 of Conference Charter	¾ of A.R.T.S. groups by written consent (some exceptions for the Conference Charter applies)	Changes to Steps, Traditions and Concepts of Service, plus Article 10 of the Conference Charter requires ¾ of groups. Changes to Articles 1-9 of the Charter can be made by a simple majority at the Conference.
Literature Approval	2/3 Majority	From 1995 Conference approved Literature Development Process, Retained by the Conference in the updated 2023 Literature Development/Approval Process
Reorganization of Board of Trustees	¾ vote of all Conference Delegates	May add or remove Trustees

APPENDIX III: Community Problem-Solving Method

As amended by the 2024 World Service Conference in January 2025

Bringing a Motion to Vote (“Community Problem-Solving Method”)	
NOTE: Facilitator and Presenter have option to manage time	
2 minutes	Presenter puts a preliminary motion on the floor, and gives the reasoning in favor of the motion, including why this particular solution is recommended by a committee or the Board
4 minutes	Facilitator asks for questions about the meaning of the motion; presenter answers or may ask others to help answer them.
10 minutes	Participants may also comment regarding the motion. Participants are limited to 2 minutes each.
8 -12 min.	Four Pros and Four Cons are offered from the floor, in alternating format. Facilitator asks that points already made not be offered again.
8 minutes	Facilitator asks for questions and comments about the motion. Presenter answers or may ask others to help answer them. Participants may also comment regarding the motion.
6 minutes	Crafting. Participants on the floor may suggest changes to the original motion, and the Presenter decides whether or not to take them, one by one, as offered.
1 minute	The amended motion is read back to everyone Facilitator calls for a “time out” in silence for all to reflect before a final vote
1 minute	Serenity Prayer Facilitator calls for the final vote.
1 minute	One additional speaker on the minority opinion
Vote Count:	
In favor:	
Opposed:	

Abstentions:	
Motion Passes?	
Minority Opinion:	

APPENDIX IV: Reports of the Board of Trustees and Committees

The Board of Trustees Report to the 2024 3rd Virtual World Service Conference on January 2025

We appreciate the confidence the Fellowship has placed in us. The primary responsibilities of the Board of Trustees are to comply with legal requirements for our nonprofit status, and to maintain the fiscal viability of A.R.T.S. The Board remains committed to exercising its responsibilities and makes decisions within the principles of the A.R.T.S. Anonymous fellowship as laid out in the Twelve Steps, the Twelve Traditions, and the Twelve Concepts of Service of A.R.T.S. Anonymous.

Board positions have continued with Allegra B. as Chair, Pat Q. as Vice-Chair and Cindyann W. as Secretary. Dasha B. joined the Board in February 2024. We still have no Board Treasurer or other officer to oversee fiscal responsibilities. The Board meets regularly on the second Saturday of each month. The World Service Office is ably and well-staffed by our faithful Office Manager Chinu.

Matt B. resigned from the Board of Trustees in December 2024. We thank him for his strong and honorable service to A.R.T.S. Anonymous.

Major Board Actions:

- The Board has acquired pro bono legal services from attorneys with White and Case, located in New York City.
- An Author Release agreement was finalized and OK'd by a copyright attorney. The purpose is to gain the permission from members who make written contributions to A.R.T.S. Members retain the rights to their stories, including experience, strength and hope with recovery in A.R.T.S. while allowing A.R.T.S. to use their work to carry the message and sustain the program.
- Trademark applications for "A.R.T.S. Anonymous" and "Artists Recovering through the Twelve Steps" have been filed with the assistance of pro bono legal counsel and are awaiting approval from the U.S. Trademark Office.
- Copyrights are being registered for Conference-approved pamphlets with the Library of Congress. This provides A.R.T.S. with additional legal protection over its material.
- Non-conference approved literature is no longer available to be sold by A.R.T.S. The Fellowship was informed by email, including the backstory for the decision, in March 2024.
- A committee to survey the talents and skills of the members for outreach and other efforts was formed. It developed a possible survey that will undergo review by the Board.
- Updates to the Traits and Talents submitted by the Literature Committee have been reviewed by the Board and will be considered at the 2024 3rd Virtual World Service Conference in January 2025.

Major World Services Actions:

- Continued to make improvements to the website. These include a service and event calendar, PDFs converted to posts, and more use of columns on pages to help aid users in their searches. (An attempt within the office to update the website to a current version of WordPress ended in failure as the website went down for about 9 days).
- A policy was created and passed to address the use of office resources to ensure compliance with the Traditions for supporting A.R.T.S. events and activities
- The membership was engaged in writing about the A.R.T.S. Steps through a newsletter writing project.
- Monthly email updates are regularly sent to the Delegates and Meeting contacts about events, workshops, service opportunities and the Conference.
- Holding a monthly Step Study Workshop. Material and feedback from these workshops are being used by the Literature Committee to help in developing possible Step material. The workshops are also contributing to A.R.T.S. finances.
- A Structure, Service and Traditions workshop was developed in 2024 and will be presented sometime after the January World Service Conference in 2025. The purpose is to help members become aware of the Traditions and how they support recovery, and the service contributions needed for A.R.T.S. to be self-supporting.
- A group of members is actively planning and executing quarterly “Sharathon” events – a platform for members to share their art and creativity. The Sharathon also contributes to A.R.T.S. finances.
- A 40th Anniversary birthday celebration was planned by Abigail B., our Founder and held on November 3, 2024. Over 50 members attended.
- The Executive Committee has oversight of the day-to-day operations of the World Service Office, including emergency situations. Office operations in 2024 included (but are not limited to): tracking and reporting income, expenses and cost analyses; bookkeeping; communications for the Conference and Workshops; producing and sending out the monthly newsletter; posting and updating information on the website; updating the meeting list and information; converting Conference-approved literature to Kindle for electronic purchase; filing copyright applications; converting PDFs to web page postings; upgraded the newsletter graphics.

Next Steps: The Board underwent a “prioritization” project to better focus on the nearly 20 items on a list of unfinished business. All the items are relevant to increasing the membership, improving A.R.T.S. financial health, and organizing the functioning of the Board and World Services. These include the following (*this is not a complete list*):

- Attracting a Board Treasurer or a Financial Officer to oversee and advise on financial matters to the Board.
- Support for the health of meetings and participation in them, including service.
- Policy for A.R.T.S. Anonymous to publish, distribute and sell Conference-approved literature
- Strategic Planning

- New Literature
- A survey of Talents and Skills of the membership
- A policy for an Executive Committee
- Licensing the Translation of Literature
- Website Upgrade
- Website Testimonials
- Policy for Translation of the website in other languages
- Proposed letter to seek endorsement of A.R.T.S. from the medical community
- Process for a complaint about Board member behavior

We invite A.R.T.S. members to participate in all levels of service: individual outreach to fellow members; service to meetings such as holding office; contributing financially to the A.R.T.S. Anonymous Treasury including a prudent reserve; as a Delegate to the World Service Conference and applying for service on the A.R.T.S. Board of Trustees.

Conference Service and Support Committee Report to the 2024 World Service Conference

Hello all, Matt B here, Artist, Puppeteer as it turns out and Author writing this Report for the last time as Conference Chair. I'm so grateful to the fellowship of A.R.T.S for the honour and privilege (and fun) of being your Conference Chair for the last few years!

It's been an interesting year for our committee. We had a well-earned rest at the beginning of the year after the World Service Conference unexpectedly spilling into January this year.

We started the service year of supporting the Conference by holding the Agenda Setting and Conference Planning Meetings for the upcoming Conference in January 2025. Our first proper Committee meeting was in April, where we changed our name from Conference Planning Committee to the Conference Service and Support Committee. Our Conference meetings to plan the Conference together as a fellowship through the year decided to change its name from Pre-Conference to Conference Planning, we followed suit so not to confuse.

We had a change of Secretary for our Committee-Cindyann stepped down as our secretary, which she has faithfully done since our Inception-Thanks so much Cindyann for your Service!

Paul took on the position in April, being our secretary ever since. Thanks Paul!

Conference Service and Support have met a few times and will do post this report, early in December and January to finish organising supporting next year's Conference, including organising Scribes, Security and behind the scenes Tech Support.

Thanks again Everyone. Yours in Service Matt B Conference Chair.

Conference Policies and Procedures Report for the 2024 3rd Virtual World Service Conference to be held on January 10 &11, 17 & 18, 2025

The Conference Policies and Procedures Committee was formed after an invitation from Trustee Vickie D was given to the membership in January 2024, with the idea of taking the next step for the Conference – that it organizes and governs itself, in accordance with Article 6 of the World Service Conference Charter. It held its first meeting on January 27, 2024. Amy C was elected Chair. Donna D is the Secretary.

The function of the Conference Policies and Procedures Committee is to propose rules to govern how the Conference operates. These proposals will be brought to the Conference as motions to be voted upon. Until now, the motions for the Conference have come from the Board of Trustees committees. Now that the Conference is more firmly established, Delegates/GSRs can vote to set up a procedure for bringing motions to the Conference and other matters related to the running of the Conference.

In time, with Conference-approved policies in place, a Conference Service Manual will be created by this Policies and Procedures Committee.

The Committee meets on the first Saturday of each month. It has considered several topics to be considered and reported upon at the conference. These include and are not limited to the positions of Conference Chair and Conference Vice Chair, an update to the Community Problem-Solving Method used at the Conference, by whom and how motions are submitted and what the procedures are for them. This year the Policies and Procedures Committee has been working in cooperation with the Conference Planning Meetings and the Conference Motions and Topics Review Committee on these topics. The motions that have resulted from this process are being brought to the 2024 3rd Virtual World Service Conference on January 10, 11, 17 & 18, 2025. The plan is that more motions for consideration will be brought to future World Service Conferences as they continue to grow and evolve in service to the Fellowship as a whole.

Conference Motions and Topics Review Committee Report to the 2024 World Service Conference

The Motions and Topics Review Committee was formed in September 2024 for the purpose of reviewing topics of discussion and motions for the January 2025 World Service Conference. It met most Saturdays until Nov 9.

The Committee reviewed and approved two motions from the Literature Committee. It also reviewed two Topics of Discussion - one that was left over from last year's WSC and another submitted by the Board of Trustees. It additionally approved four motions submitted by the Conference Policy and Procedures Committee and sent one back to that Committee for additional clarification. This last motion was approved on Nov 9, 2024.

Also serving on the Committee (even if they came for only one meeting, half a meeting or for 5 minutes or almost came):

Donna D., Florida; Dee R., Alisa, Toronto, Canada; Allegra B., Chair ARTS; Amy C., NYC Chair Policies & Procedures Committee; Ann T.; Bill L.; Carol B., Vienna, Austria; Cindyann W., CA; Faye T., Ireland; Jacky G., London, England; Johann, Paris, France; Ken P., Montana; Leesa, New York; Linda L.; Mary D.; Mary K., Galway, Ireland; Matt B., Melbourne, Australia; Matty R.; Pat, Dublin, Ireland; Peggy B.

Literature Committee Report for the January 2025 Conference

The work of the Literature Committee has continued with collecting stories and Author Permissions for a Members Stories book, updating and reviewing the Traits and Talents, and beginning work on developing A.R.T.S. Literature on the Twelve Steps.

Members Stories Subcommittee: This committee is in its second year of meeting twice a month. Out of this committee came two workshops inviting members to write and submit their A.R.T.S. Anonymous experience, strength and hope (ESH) stories. Two scripts were created, one outlined suggested way to write the ESH story. The second outlined a guide for leading a writing workshop with their group. These scripts are available to members through communication announcements via the Newsletter and the Website.

As a result of the workshops and communications, 16 members submitted their stories. Out of the 16, 13 completed and returned a completed Author's Release Form. Two of the three wish to revise their story, and one remains to return the Author's Release form.

One member of the group reached out to Dublin and London to open up a discussion inviting countries in Europe to consider involving their groups to host a Member's Stories Workshop for their members to write, submit and contribute to the A.R.T.S. Anonymous Member's Stories Publication project. Hopefully these seed ideas will sprout to grow and reach back to us.

Traits, Talents and Tools Subcommittee: The Tools were updated and sent to the 2023 World Service Conference, where they were crafted and passed. In addition, the 2023 Conference approved an Introduction to the Twelve Traits and amendments to Trait 7. There remained but two items for the Subcommittee to do under its then brief, as follows:

- 1) Submit to the Literature Committee the final draft review updating of the 12 Talents.

This work had been completed by the T, T&T Subcommittee in late 2023. But the draft report was held over until January 2024 before sending it to the Literature Committee.

- 2) Addressing the tense of the 12 Traits, placing the wording of each Trait into the past tense. Members of the Subcommittee met three times for this work. A final draft report of the 12 Traits, written in past tense, was sent to the Literature Committee on May 2nd, 2024. The purpose is to present the Traits as something in the past, and that recovery does happen. (Note: the Steps are presented in the past tense.)

A review of the suggested updates to the Traits and Talents was conducted by the Literature Committee during 2024 and some amendments were made and passed. At its October 12 meeting the Board of Trustees approved the recommended updates for consideration by the January 2025 World Service Conference.

Pamphlets Subcommittee: An update to the pamphlet *The Creative ProcesZ* was presented to the Literature Committee in January 2024. The purpose of the updates was to remove the 'second person' tone and present the material in the third person so as to make it more accessible for personal identification. The decision was made to suspend this project for the time being. Reasons included that it was questionable if this represented the collective voice on such an extensive topic, and whether the

pamphlet included experience, strength and hope in a 12-Step program of recovery. The Pamphlets Subcommittee has suspended its work for the time being.

Steps Subcommittee: At the 2023 World Service Conference, one topic of discussion was Accessibility of Literature, and the need for Conference-Approved Literature on the Steps, among other concerns. The first Literature Committee meetings of the year included discussion on the next projects for the Literature Committee. This new Subcommittee was formed in April 2024. The need for Conference-approved Literature on sponsoring, the Steps, the Traditions and the Concepts of Service was expressed. An ongoing idea for a series of Step workshops, one step at a time, was brought, and has since been implemented. This workshop series is also being presented by members based in the U.K. The material developed by the workshops, including feedback from participants, is being adapted and used to create a booklet offering guidance for working Steps in A.R.T.S. A longer-term project *may* include a more extensive publication on the Steps that includes stories of member experience, strength and hope. Writing on the Traditions and Concepts of Service is also possible in such a publication.

WORLD SERVICE CONFERENCE
SHARATHON REPORT 2024

Tradition 1- Our common welfare should come first; personal recovery depends upon A.R.T.S. unity.

Two Monday's a month, Cindyann W., Eddied-Ed O., Erica L., Jane H., Jay M. and Marcie O. serve the Sharathon Group Planning meeting, on Zoom, at 10 am PT/ 1 pm ET. to plan each event. What surprises us all is the good time we have offering our service to the fellowship meeting the primary purpose of A.R.T.S. Anonymous. The theme of each event reflects seasons of the year: winter, spring, summer and fall. Our graphic designer Marcie, creates colorful festive flyers to communicate our Sharathon events. (Take a look.) Jay assists our tech needs, posts the flyer on our website and MC's our evens sometimes. Cindyann sets up the Ticket Tailor and Zoom room, Eddie-Ed MC's each event with his zeal and wit, Erica opens our zoom introductions in German and invites others to in greet us in their language. Jane authored our last Newsletter Review. There's a job for everyone, you too if you would like to join the fun and be part of our Planning Group. Let us know at: sharathon@artsanonyous.org.

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

As our fellowship comes together to celebrate our creative life, the average attendance is 20 to 25, raising an average donation fund of \$190.00 per event. These events could not happen without the support of the A.R.T.S. Office provisions for communication, and the avenues for obtaining tickets and the Zoom event platform permitting us to celebrate the art from others around the world: Australia, Austria, Germany, Norway, Russia, Switzerland, the United Kingdom and across the United States.

Tradition 5 - Each group has but one primary purpose – to carry its message to the artist who still suffers.

In March of this year, Sharathon inspired Russia to hold their own art share event:

“Welcome to our first S•A•R•A•F•A•N (Sharathon in Russian), which will take place on March 1 at 19:00 MSK (16:00 GMT, 11am ET time). We invite everyone (the leader knows English, and will be able to make small translations, so non-Russian-speakers will be able to share their art, if it doesn't include big parts of text in English 😊).”

I never imagined it would be possible for us to celebrate art making with artists in Russia, but it happened via Zoom, I was there. It was a brilliant experience!

It would be wonderful if groups in your local held a Sharathon event as well. Our planning group and the A.R.T.S. Anonymous office are happy to support your inspiration to do so. Contact: sharathon@artsanonymou.org.

Our events have not always gone completely without a glitch now and then. And yet, attending members met these glitches with grace, patience and helpful understanding in a way that encouraged us to keep it going.

A heartfelt thank you for your attendance and participation to the Sharathon events. Without you it just wouldn't happen. Our next event will take place this winter. We look forward to see you there.