

BYLAWS OF
LOS ANGELES INTERGROUP OF OVEREATERS ANONYMOUS, INC.

Updated as of April 2, 2019 - Intergroup #09004

PREAMBLE

Overeaters Anonymous is a Fellowship of individuals who, through shared experience, strength and hope, are recovering from compulsive overeating. We welcome everyone who want to stop eating compulsively.

There are no dues or fees for members; we are self-supporting through our own contributions, neither soliciting nor accepting outside donations. OA is not affiliated with any public or private organization, political movement, ideology or religious doctrine; we take no position on outside issues.

Our primary purpose is to abstain from compulsive eating and compulsive food behaviors and to carry the message of recovery through the Twelve Steps of OA to those who still suffer.

GENERAL WARRANTIES

In all its proceedings, the Los Angeles Intergroup of Overeaters Anonymous, Inc. ("Los Angeles Intergroup" or "Intergroup"), shall oversee the spirit of the tradition of Overeaters Anonymous, taking care that the Intergroup never becomes the seat of wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the members of its Board of directors ("Board") shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion, vote and whenever possible, by substantial unanimity; that no committee action ever be personally punitive, or intentionally incite public controversy; that though the Board may act for the service of Overeaters Anonymous ("OA") Groups in Los Angeles, and obey and comply with all applicable federal and California laws, it shall never perform any acts of government in contravention of the Twelve Traditions, and that like the society of Overeaters Anonymous, the Board itself will always remain democratic in thought and action.

I. NAME OF CORPORATION

The name of this corporation shall be the Los Angeles Intergroup of Overeaters Anonymous, Inc. It is incorporated in the State of California as a non-profit public benefit corporation under California Corporations Code Sections 5210 et seq.

II. PURPOSE OF CORPORATION

The purpose of the Los Angeles Intergroup of Overeaters Anonymous, Inc. shall be the administration and coordination of OA activities common to the various groups comprising its membership. These activities include:

- A. Furthering the OA program in accordance with the Twelve Traditions and the Twelve Concepts of OA Service.

- B. Maintaining a Los Angeles Intergroup Service Office as a communication center for OA in this area. Specifically excluded from the objectives of the corporation is the operation of any club or clubhouse, or the endorsement of any public or private projects on compulsive overeating as outlined in Tradition Six.

III. MEMBERSHIP

The membership of the Los Angeles Intergroup shall consist of each Overeaters Anonymous Group registered with the World Service Office of Overeaters Anonymous, which is affiliated with the Intergroup and unaffiliated with any other Intergroup of Overeaters Anonymous. Membership shall be limited to those groups whose primary meeting location is located within the greater Los Angeles, California metropolitan area.

A. Overeaters Anonymous Groups

1. These points shall define an Overeaters Anonymous group:

- a. As a group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous as guided by the Twelve Concepts of OA Service
- b. All who have the desire to stop eating compulsively are welcome in the group.
- c. No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting).
- d. As a group, they have no affiliation other than Overeaters Anonymous.
- e. It has affiliated as an Overeaters Anonymous Group by registering with the World Service Office.

B. Composition

- 1. A group may be formed by two or more persons meeting together as set forth in Article III, Section A1.
- 2. Virtual groups (groups which replicate face-to-face meetings through electronic media) may be an Overeaters Anonymous group if the:
 - a. Otherwise meet the definition of an Overeaters Anonymous group;
 - b. Are fully interactive, and;
 - c. Meet in real time.

The Los Angeles Intergroup endorses the definition of an OA group in Overeaters Anonymous, Inc. Bylaws Subpart B. Article V, Section 1, as written and as it may be amended by a future World Service Business Conference.

IV. VOTING RIGHTS

Members Groups, Directors, and Representatives shall be entitled to vote at delegates' meetings.

- A. Each Member Group shall be entitled to one (1) vote at delegates' meetings. That vote shall be cast by a natural person (i.e., human being) chosen in accordance with the Twelve Traditions by the Member Group, Natural persons employed by an Intergroup, Region or World Service Office Of Overeaters Anonymous shall not be eligible to serve as Delegates or Alternates while so employed. No natural person can be designated to vote on behalf of more than one Member Group at a

delegates' meeting. Each such natural person designed to vote on behalf of a Member Group shall be known as a Delegate. These bylaws do not require that an Alternate Delegate be chosen by each Member Group, but in the event that an Alternate Delegate is chosen by a Member Group, but in the event that an Alternate Delegate is chosen by a Member Group, that Alternate Delegates shall be empowered to vote on behalf of that Member Group when the Delegate does not attend a delegates' meeting.

- B. Those Directors and Representatives who are not also designated as Delegates of Member Groups shall also be entitled to vote at delegates' meetings.
- C. The Chairperson of the Board of Directors may vote only to make a break a tie.

V. LOS ANGELES INTERGROUP OF OVEREATERS ANONYMOUS, INC.
DELEGATES' MEETINGS

Meetings of the members of the Los Angeles Intergroup of Overeaters Anonymous, Inc. shall be held monthly at such place, time and location as may be set by Resolution of the Board. Notice of such meetings shall be given as is required by law.

- A. A special delegates' meeting may be called at any other time by a majority vote of the Los Angeles Intergroup Board of Directors or by written petition of at least one-fourth (25%) of the Delegates following the vote or group conscience of the member Groups they represent.
- B. Notification of regular and special delegates' meetings of the Los Angeles Intergroup shall consist of written notice, prepared by or under the direction of the Secretary, to be sent via e-mail, fax, US mail or delivered by hand to each Member Group at least two (2) weeks prior to the date of the meeting. Notice of regular and special membership delegates' meeting will be sent to the most current name and address, e-mail address, fax number or be delivered by hand for each Member Group's Delegate listed on the membership registry shall be deemed to be sufficient. For the purpose of this provision, it is suggested that it be the responsibility of each Group Secretary of each Member Group of make certain that the membership registry maintained by the Intergroup Secretary and the Intergroup staff is timely and accurate and that the Group Secretary shall ensure that the Intergroup Secretary and Intergroup staff receive all changes of Group Secretary, Treasurer, Delegates of Alternate Delegates, complete with accurate mailing addresses, e-mail addresses and when applicate, fax numbers and all other necessary information.
- C. At every delegates' meeting, a Parliamentarian, if available, shall be present to serve in said capacity for said meetings. Said Parliamentarian shall be appointed by the Board of Directors.
- D. At the delegates' meeting held upon proper notification, those Los Angeles Intergroup Member Groups represented by a Delegate or Alternate.
- E. Only those individuals eligible to vote at delegates' meetings shall be entitled to speak. Other individuals may petition the Chairperson prior to the start of the meeting for leave to speak on an agenda item. The Chairperson may, but is not required to, grant such leave.

THE BOARD OF DIRECTORS

- The Los Angeles Intergroup of Overeaters Anonymous, Inc. shall elect a Board of Directors as provided in this Article. The Board of Directors may also be popularly known as the Los Angeles Intergroup Service Committee.
- F. The Los Angeles Intergroup Board of Directors shall consist of ten members.
- G. The regular term of the office for a Director shall be two years.
- H. Elections to the Board of directors shall take place annually at the regular October delegates' meeting Five Directors shall be elected in odd-numbered years, and the Five Directors shall be elected in even-number years.
- I. To be eligible for election to the Board of Directors a person must, at the time of his/her election, satisfy the following requirements:
- 1.Regularly attend meetings of a Member Group.
 - 2.At the time of his or her election to the Board, have abstained from compulsive overeating continuously for one year immediately prior to and including the date of his or her election, have taken Steps 5 and 5 of the Twelve Steps, have a sponsor, be practicing the Twelve Steps to the best of his or her ability and be committed to the Twelve Traditions.
 - 3.Each nominee or candidate for election to the Board of Directors must be present at the time of the election. Self-nomination is permitted. No second is required.
 - 4.Each nominee or candidate shall not be paid professional staff member or employee of the Overeaters Anonymous World Service Office, Region 2 or the Los Angeles Intergroup of Overeaters Anonymous, Inc.
 - 5.A director who has completed two consecutive terms of service on the Board of Directors shall be ineligible for one year thereafter.
 - 6.A Director who has been deemed to have vacated his or her position after missing two (2) consecutive Board and/or delegates' meetings without just cause under the provisions of Article VII.E of these bylaws shall be ineligible for election for one year thereafter.
 - 7.Persons elected are expected to attend monthly Board meetings and the Delegates' Meeting, as well as serve on committees.
- J. To be elected to the Board of Directors a nominee must receive a plurality vote.
- K. All Directors elected at the regular annual elections at the October delegates' meeting shall be elected for a two-year term.
- 1.No person shall serve more than two consecutive terms as a Director of the Los Angeles Intergroup.
 - 2.Once a Director has completed two consecutive terms on the Board of Directors, then that person shall be ineligible for election to the Board for one year.
 - 3.A person serving an incompleted term of service as a Director for one year and one day or longer shall be considered to have served a full two year term of office.
- L. During his or her term as director, each Director shall make a commitment of adherence to the Twelve Steps. Twelve Traditions and Twelve Concepts and continual maintenance of abstinence throughout the entire term of his or her office.

- M. Should a vacancy occur on the Board of Directors, appropriate notice shall be given of a special election and such election shall be held at the first delegates' meeting held thirty days or more after notification of the vacancy and special election has been given. A special delegates' meeting may be called for the purpose of holding a special election to fill a vacancy on the Board. If needed, the Chairperson may appoint an interim Director to serve until the first opportunity for an election.
- N. A quorum to conduct regular or special meetings of the Los Angeles Intergroup Board of Directors shall consist of five (5) Directors. In accordance with Robert's Rules of Order, a quorum will always be presumed unless its absence is suggested. A quorum being present, matters before the Board shall be decided by a simple majority vote. The Board, by a two-thirds vote, may adopt standing rules requiring a two-thirds majority of those Directors present for approval of certain fiscal or budgetary matters and motions.
- O. The Board of Directors shall hold regular monthly meetings, and may hold special meetings from time to time upon appropriate notice.

VI. ELECTION OF OFFICERS, TERMS OF OFFICE, AND DUTIES

At its first organizational meeting and thereafter at its first meeting each year following the annual October delegates' meeting, the Board of Directors shall elect from its own members, by closed ballot, a Chairperson, Vice-Chairperson, Secretary and Treasurer. Other offices may be established by standing rule of the Board of Directors and elections for such offices shall also occur at this time.

- A. The Chairperson shall be elected for a one-year term as Chairperson and shall serve no more than two consecutive terms as Chairperson.
- B. Other Officers shall be elected for a one-year term of office and shall serve no more than four consecutive terms in such office.
- C. Should for any reason a vacancy in an office occur, the vacancy shall be filled by election. So long as a quorum is present the election to fill a vacancy can be held at the same meeting at which the vacancy is announced, although reasonable attempts shall be made to contact Directors who may be absent from such meetings so that they can participate in such election in a telephonic conference call where all participants in such meeting can hear one another. The officer thus elected shall serve the remainder of the term vacated. Should such a period to be served exceed one-half the original term, the officer thus elected shall be deemed to have served a full term once he or she completes the vacated term. If a vacancy occurs in any office, the Chair may appoint an interim officer to fill such vacancy until the first opportunity for an election. If a vacancy occurs in the office of Chairperson, the Vice-Chairperson shall act as Chairperson until the first opportunity for an election.
- D. All officers may be elected by a simple majority of those Directors present, so long as a quorum is present in person or by telephonic conference call where all participants in such meeting can hear one another.
- E. Directors who miss two (2) consecutive Board Meetings and/or delegates' meetings without notifying the Chairperson in person, by telephone or in writing via fax or e-mail prior to the meeting will be deemed to have resigned their

positions and will no longer be able to sit on the Board. Their membership on the Board will terminate the day after the second consecutive meeting missed without just cause. This provision of the bylaws constitutes appropriate notice of this provision and no other notice need be given. The Board, by resolution, may adopt guidelines as to what constitutes just cause for the purposes of this Article. In the absence of any Board resolution, just cause shall be determined according to applicable guidelines under state law. Directors are to conduct themselves appropriately while attending member group meetings, while attending the board meetings and membership delegates' meeting. Inappropriate behavior is defined as speaking or acting in an abusive, offensive or objectionable manner. The Director will be given thirty (30) days' notice that they have not been conducting themselves appropriately. If after the thirty (30) days the Director continues to not act appropriately, the Board at the next scheduled board meeting or, if necessary, a special board meeting the Director in questions can present their case and then the other Board Directors will meet behind closed doors and vote whether or not to keep this Director on the Board. Directors may be terminated from their position for non-performance of their duties as outlined in the Intergroup's definition of Director's positions. The Director will be given thirty (30) days' notice that they have not been performing their duties. If after the thirty (30) days the Director continues to not perform his/her duties, the Board at the next scheduled board meeting or, if necessary, a special board meeting the Director in questions can present their case and then the other Board Directors will meet behind closed doors and vote whether or not to keep this Director on the Board.

- F. The officers specified in these bylaws shall have the following duties, although their duties shall not be limited to those enumerated herein:
1. The Chairperson shall...
 - a. Preside at all Board and Delegates' meetings.
 - b. Be a signatory on all Los Angeles Intergroup accounts at financial institutions.
 - c. Be an ex officio member of all committees.
 - d. Not be a natural person designed to vote on behalf of a Member Group in accordance with Article IV.A of these bylaws during his or her term as Chairperson.
 - e. Not vote at Board or Delegates' meetings unless necessary to make or break a tie.
 2. The Vice-Chairperson shall serve and assume the duties of the Chairperson in the Chairperson's absence and shall be a signatory on all Los Angeles Intergroup accounts at financial institutions.
 3. The Secretary shall be responsible for maintaining accurate minutes and records of the Board and Delegates' Meetings, for maintaining or overseeing the maintenance of the membership registry, and for all communications and notices to members, Intergroups, Region 2 and World Service Office of Overeaters Anonymous as authorized by the Board.
 4. The Treasurer shall...

- a. Be the custodian of all funds received and disbursed by the Los Angeles Intergroup.
 - b. Be a signatory on all Los Angeles Intergroup accounts at financial institutions.
 - c. Make monthly financial reports at the Los Angeles Intergroup Board and delegates' meetings Federal and State annual nonprofit tax returns shall be made available for review at the Los Angeles Intergroup Office. Said annual tax returns are to be prepared by independent accountants, auditors or Certified Public Accountants as required by law.
 - d. Verify the validity of all bills charged to the Los Angeles Intergroup and arrange for their payment.
 - e. Inform the Delegates of Member Groups of the Los Angeles Intergroup's financial status when and if appropriate to do so.
 - f. Be responsible for all fiscal and income tax related matters and filings required by the California State Franchise Tax Board and Internal Revenue Service.
- G. The Board, by a simple majority vote, may adopt, from time to time, resolutions or standing rules regarding the duties of officers and directors.
- H. Only the Chairperson, Vice-Chairperson, and Treasurer and Secretary are authorized signatories on Los Angeles Intergroup accounts at financial institutions.
- I. Two persons from the Executive Committee, the Chairperson, the Vice-Chairperson, or the Treasurer, must sign, on behalf of the Los Angeles Intergroup, all contracts, leases, or any other documents that financially binds the Los Angeles Intergroup.

VII. COMMITTEES

The Board, by a simple majority vote, may adopt, from time to time, resolutions or standing rules establishing such standing and ad hoc committee as are deemed necessary for the welfare and operation of the Los Angeles Intergroup of Overeaters Anonymous.

- A. The Chairperson, with the concurrence of the Board of Directors, shall appoint such committee members from among the Directors. Other natural persons affiliated with a Member Group shall also be eligible to serve, at the discretion of the Chairperson and the Committee's Chair, on committee established under this Article, but only a Director may chair a committee.
- B. Such committees may include, but need not be limited to: Office and Budget, Public Outreach, Communications, Special Events, Workshops and Fellowship, Birthday Party and Young Persons.
- C. Committees must be chaired by a Director, but may include, at the discretion of the Chairperson and the Committee Chair, such other natural persons affiliated with Members Groups who desire to serve.

VIII. FINANCIAL STRUCTURE

The activities of the Los Angeles Intergroup of Overeaters Anonymous, Inc. shall be financed primarily by the contributions of individuals affiliated with its Member Groups.

- A. The Los Angeles Intergroup may accept donations from OA members conforming with the general practice of Overeaters Anonymous.
- B. The acceptance of bequests from any outside source is not allowed insofar as it conflicts with the Seventh Tradition of Overeaters Anonymous.
- C. The acceptance of donations from outside source is not allowed.
- D. The Board of Directors shall not accept the responsibility of Trusteeship or enter into the distribution or allocations of funds outside of its duties with respect to the Los Angeles Intergroup of Overeaters Anonymous, Inc.

IX. MAJOR POLICY MATTERS

Matters which relate to major policy affecting affiliated Member Groups shall be referred to the delegates at a regular or special meeting. Matters which relate to Overeaters Anonymous, Inc., as a whole shall be referred to the Overeaters Anonymous World Service Board of Trustees.

X. AMENDMENTS OF BYLAWS

These bylaws may be amended at any time by a two-thirds (2/3) majority of the Member Groups represented at any regular or special delegates' meeting provided that a copy of the proposed Amendment(s) has been submitted to each member by mail, e-mail, fax or by hand at least twenty-one (21) days before the delegates' meeting at which action is to be taken on the proposed Amendment(s). Amendments to the Twelve Steps, Twelve Traditions, and Twelve Concepts cannot be made by the Los Angeles Intergroup of Overeaters Anonymous, Inc. except as per OA, Inc. Bylaws, Subpart B, Article XIV, Section 1.

XI. BENEFITS AND DISSOLUTION

- A. The property of this Corporation is irrevocably dedicated to charitable and educational purposes meeting the requirements for exemption provided by Section 214 of the Revenue and Taxation Code. No part of the earnings or income of this California non-profit public benefit corporation shall ever inure to or for the benefit of, or be distributed to its members, trustees, officers, directors, or other private persons, except that the corporation shall be empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes for which it was formed.
- B. Upon the winding up and dissolution of this California non-profit public benefit corporation, after paying or adequately providing for the debts and obligations of the Association, the remaining assets shall be distributed to a nonprofit fund, foundation or corporation which is organized and operated exclusively for charitable and educational purposes meeting the requirements for exemption provided by Section 214 of the Revenue and Taxation code and which has established its tax exempt status under Section 501C3 of the Internal Revenue Code.

- C. In order to deregister, LAIG must submit a written request to the World Service Office, Region 2 Chair and Region 2 Trustee.

XII. REGIONAL AND WORLD SERVICE BUSINESS CONFERENCE REPRESENTATION

- A. The Los Angeles Intergroup of Overeaters Anonymous, Inc., shall be a part of the Region 2 of Overeaters Anonymous, Inc., which consists of the states of California and Hawaii and the country of Mexico and other areas designated by Region 2 and/or the World Service Organization. The Los Angeles Intergroup shall elect representatives to the Regional Assemblies and World Service Business Conference. Separate persons shall serve as representatives to both the Regional Assemblies and World Service Business Conference. They shall be chosen in accordance with the OA, Inc. Bylaws and Regional Guidelines. As many as three (3) Alternate Representatives may also be chosen.
- B. General elections shall take place at the regular October delegates' meeting each year when approximately half of the Representatives and all of the Alternates will stand for election. Appropriate notice of this election shall be given.
- C. One Representative shall be a member of the Los Angeles Intergroup Board of Directors as designated by the Directors at the Board's first meeting after the October Representative elections.
 - 1. Qualifications to be eligible for election as Region 2 Representative or Alternate, a person must, at the time of their election:
 - a. Be a regular attendee of a Member Group, which is also a registered affiliated group of World Service and Region 2.
 - b. At the time of his or her election as Representative or Alternate have abstained from compulsive overeating continuously for one year immediately prior to and including the date of his or her election, have taken Steps 4 and 5 of the Twelve Steps, have a sponsor, be practicing the Twelve Steps to the best of his or her ability and be committed to the Twelve Traditions.
 - c. Be present at the time of the election. Self-nomination is permitted. No second is required.
 - d. Shall not be a paid professional staff member or employee of the World Service Organization, Region 2 or the Los Angeles Intergroup.
 - e. Representatives elected are expected to attend two Regional assembly meetings annually. Alternates elected are expected at these meetings whenever Representatives cannot attend.
 - f. Representatives are expected to attend at least two LAIG meetings annually.
 - 2. Qualifications for World Service Business Conference Delegate: To eligible for election as WSBC Delegated or Alternate, a person must at the time of their election:
 - a. Be a regular attendee of a Member Group, which is also a registered affiliated group of World Service and Region 2.

- b. At the time of his or her election as Delegate or Alternate have abstained from compulsive overeating continuously for one year immediately prior to and including the date of his or her election and 2 years of service above the group level. (Permission for any exception in qualifications for valid reasons, if deemed credible by the trustees, may be received by application to the World Service Office.)
 - c. Have taken Steps 4 and 5 of the Twelve Steps, have a sponsor, be practicing the Twelve Steps to the best of his or her ability and be committed to the Twelve Traditions.
 - d. Be present at the time of the election. Self-nomination is permitted. No second is required.
 - e. Shall not be a paid professional staff member or employee of the World Service Organization, Region 2 or the Los Angeles Intergroup.
 - f. Representatives elected are expected to attend the World Service Business Conference and. Alternates elected are expected at these meetings whenever Delegates cannot attend.
 - g. Delegates are expected to attend at least two LAIG meetings annually.
- D. During his or her term as Representative or Alternate, each person shall make a commitment of adherence to the Twelve Steps, Twelve Traditions and Twelve Concepts and continual maintenance of abstinence throughout the entire term of his or her office.
- E. Representatives are to be elected in the following fashion. Nominations shall be made for candidates to fill all vacant positions. To be elected to the first open Representative position, a nominee must receive both a majority vote and more votes than any other nominee. The nominee who receives the second highest number of votes on the same ballot shall be elected to the second open Representative position, if any, and so on. Should there not be enough nominees receiving a majority of the votes cast, then placement of Representatives shall continue by largest plurality until all positions are filled. Once all Representative positions are filled, the next three highest vote-getters shall become Alternates. Should there not be enough nominees present at the election meeting to fill all open positions, then the Board of Directors shall have the option of calling another election meeting or appointing representatives to fill the entire term of the open positions. Notice of this provision of the bylaws shall be given at the same time as notice of the election of Representatives is given to the delegates.
- F. All Representatives shall be elected for a two year term. Alternates shall be elected for a one year term or until the election of their successors.
- 1. A person shall serve no more than two consecutive terms as either Representative or Alternate. Thereafter, that person shall not be eligible for election for one year.
 - 2. A person serving an incomplete term as either Representative or Alternate for one day more than half the term of the office shall be considered as having served a full term of office.

3. Representatives and/or Alternates who miss two (2) consecutive meetings of WSO or Region 2 without just cause will be deemed to have resigned their positions and will no longer be able to serve as Representatives or Alternates. Their term of office as Representative or Alternate will terminate the day after the second consecutive meeting missed without just cause. This provision of the bylaws constitutes appropriate notice and no other notice need be given. The Board, by resolution, may adopt guidelines as to what constitutes just cause for the purposes of this Article. In the absence of any Board resolution, just cause shall be determined according to applicable guidelines under state law.

- G. A vacancy among the at-large Representatives shall be filled by the senior Alternate who shall serve for the remainder of the unexpired term being filled.
- H. A vacancy in the position of Representative chosen by the Board of Directors shall be filled by appointment of a member at the Directors' next regular or special delegates' meeting.
- I. When a vacancy occurs from the ranks of the Alternates, the delegates shall be given prior appropriate notice and elections shall take place at its next regular delegates' meeting.
- J. Should the number of meetings increase to require additional Representatives, they shall be filled among the Alternates in order of seniority.

XIII. GUIDING PRINCIPLES

The Los Angeles Intergroup of Overeaters Anonymous, Inc., shall conduct its delegates' and Board meetings in accordance with Robert's Rules of Order (unless in conflict with these Bylaws or Articles of Incorporation, or Group Conscience of the Board, in which case the Bylaws or Articles or Group Conscious shall control). The Intergroup shall also be guided by the Twelve Steps, Twelve Traditions, and Twelve Concepts of Overeaters Anonymous.

A. The Twelve Steps

1. We admitted we were powerless over food—that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood Him.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked Him to remove our shortcomings.
8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. Made direct amends to such people whenever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong promptly admitted it.

11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to compulsive overeaters and to practice these principles in all our affairs.

B. The Twelve Traditions:

1. Our common welfare should come first; personal recovery depends upon OA unity.
2. For our group purpose there is but one ultimate authority – a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for OA membership is a desire to stop eating compulsively.
4. Each group should be autonomous except in matters affecting other groups or OA as a whole.
5. Each group has but one primary purpose – to carry its message to the compulsive overeater who still suffers.
6. An OA group out never endorse, finance or lend the OA name to any related facility or outside enterprises, lest problems of money, property and prestige divert us from our primary purpose.
7. Every OA group out to be fully self-supporting, declining outside contributions.
8. Overeaters Anonymous should remain forever non-professional, but our service centers may employ special workers.
9. OA, as such, ought never to be organized; but we may create service boards or committees directly responsible to those they serve.
10. Overeaters Anonymous has no opinion on outside issues; hence the OA name ought never to be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, films, television, and other public media of communication.
12. Anonymity is the spiritual foundation of all these traditions, ever reminding us to place principles before personalities.

C. The Twelve Concepts

1. The ultimate responsibility and authority for OA world services reside in the collective conscience of our whole Fellowship.
2. The OA groups have delegated to World Service Business Conference the active maintenance of our world services; thus, World Service Business Conference is the voice, authority and effective conscience of OA as a whole.
3. The right of decision, based on trust, makes effective leadership possible.
4. The right of participation ensures equality of opportunity for all in the decision-making process.
5. Individuals have the right of appeal and petition in order to ensure that their opinions and personal grievances will be carefully considered.

6. The World Service Business Conference has entrusted the Board of Trustees with the primary responsibility for the administration of Overeaters Anonymous.
7. The Board of Trustees has legal rights and responsibilities accorded to them by OA Bylaws, Subpart A; the rights and responsibilities of the World Service Business Conference are accorded to it by Tradition and by OA Bylaws, Subpart B.
8. The Board of Trustees has delegated to its Executive Committee the responsibility to administer the OA World Service Office.
9. Able, trusted servants, together with sound and appropriate methods of choosing them, are indispensable for effective functioning at all service levels.
10. Service responsibility is balanced by carefully defined service authority; therefore, duplication of efforts is avoided.
11. Trustee administration of the World Service Office should always be assisted by the best standing committees, executives, staffs and consultants.
12. The spiritual foundation for OA service ensures that:
 - a. no OA committee or service body shall ever become the seat of perilous wealth or power;
 - b. sufficient operating funds, plus an ample reserve, shall be OA's prudent financial principle;
 - c. no OA member shall ever be placed in a position of unqualified authority;
 - d. all important decisions shall be reached by discussion, vote and whenever possible, by substantial unanimity;
 - e. no service action shall ever be personally punitive or an incitement to public controversy; and
 - f. no OA service committee or service board shall ever perform any acts of government, and each shall always remain democratic in thought and action.