

*Embrace the Similarities
Love the Differences
In all Our Affairs*



Region 9

ASSEMBLY MINUTES

REGION 9 ASSEMBLY 2011

Leuven, Belgium

November 23-25, 2011

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INTRODUCTION TO THE ASSEMBLY MINUTES 2011

In these Minutes of our Region 9 Assembly held in Leuven, Belgium, from Wednesday 23rd until Friday 25th of November 2011, you'll find the facts of the discussions held, reports on the workshops and committee sessions, the changes discussed and voted on regarding our Bylaws and our Policies and Procedures, and appendices like the list of the attendants at the assembly, Committee Reports and others.

We started each day, with some readings from our OA literature: the 12 Steps, the 12 Traditions, the 12 Concepts and the Preamble. Every day at the Assembly, before and after every meeting or point on the agenda, we said the Serenity Prayer, each time in one of the languages which was represented at the Assembly.

At the Assembly there were visitors attending from different countries, approximately 10 visitors attended during the three days and participated in the workshops and the Committee sessions.

At least once a day during the Assembly, we passed the 7th Tradition basket.

WEDNESDAY 23rd of November 2011

1. Settling in

- Our Chair, Stella, welcomed everybody to the 29th Region 9 Annual Assembly;
- The 12 Steps, 12 Traditions and 12 Concepts were read.
- The Board introduced themselves, gave their qualifications as OA members and stated their commitment to Abstinence.
- We had an “Eleventh Step Sandwich” which started with the Serenity prayer followed by a short meditation and finished with the third step prayer.
- We then did an ice breaker in which we spoke to as many other OA members present as possible about what we had in common, what our differences were and what we do with Lifeline. We came back together and shared what we had learned about each other and especially what we do with Lifeline. (In France they have their own magazine, some organized a group subscription for Lifeline, in Poland they translate certain parts of Lifeline into Polish, Lifeline Weekly was translated into a few languages and distributed. In summary - Lifeline is not translated into that many languages in Region 9.
- Seventeen countries were represented at the Assembly: Great Britain, Belgium, Israel, Slovakia, Italy, South Africa, The Netherlands, Sweden, Spain, Poland, Hungary, Iceland, Norway, Greece, Ireland, France and Denmark.
- Green dot mentors and green dots were brought together.
- A list for liaison with Service Bodies not present at the Assembly were brought up.
- Parliamentary procedures were explained by our Parliamentarian, Joanna.
- Stella shared from the 3rd RCC Meeting in Colombia regarding translated literature and printed literature from different Regions.

2. Strategic Plan Presentation & Brainstorming Session (Report Appendix A)

3. Informal opening – Orientation Meeting – Adoption of the Agenda - General Overview of the Processes of the Assembly

Informal Opening

- Representatives shared from their Service Body (SB) about their problems and triumphs and questions were answered.
- Concerns brought up were among others; literature regarding anorexia, history of Region 9 – are there any archives? Telephone meetings protocol. Problems regarding Intergroups. How to have structured service? Fear of doing service. Clinics are using 12 step material and making up their own way of working it. OA members who are active and doing service fall out and never come back – how to inspire them to stay on? How do we keep newcomers coming back? How to push people to do the steps?
- Triumphs: Israel - 2 Flyers translated by the WSO into Hebrew, workshops carried out. NSB of GB has doubled its number of people on the board this year. Denmark has created a packet for new meetings. Spain is doing a video to be put on youtube etc. PI work in different countries were shared.
- Among the total number of representatives and visitors we celebrated 272 years of Abstinence.

Orientation Meeting

Adoption of the Agenda

The proposed agenda was approved as written.

General Overview of the Processes of the Assembly

- The formal format of the Assembly and the Consent Agenda was explained by the Parliamentarian.

4. 7th Tradition Workshop

Held by our treasurer, Isabella.

The chair, secretary and treasurer started with one of the 7th Tradition skits that you can find at www.oa.org ("What's it worth" with Trixie, Dixie and the Abstinence Fairy).

The workshop then evolved around the following questions:

- In what way does/did tradition 7 support my recovery?
- Have I ever felt that, when I do a lot of service, I ought to put less money in the basket?
- How does my home meeting encourage members to contribute to tradition 7?
- Suggestions for successful fund raisers.

Important right now: The WSO wants to be less dependant on literature sales. That would be possible if every group contributes with 146 USD per year (as opposed to the 71 USD groups are currently giving).

Suggestions for 7th Tradition:

- use the 7th tradition tent cards at every meeting.
- suggest a certain amount that ought to be in the basket after every meeting.
- continuously clarify where the money goes.
- talk about the importance of sending a representative to IG/NSB meetings
- have a gratitude week at your meeting where you suggest to put the cost of your last binge in the basket.

THURSDAY 24th of November 2011

1. Official Opening – Readings – Adoption of Ground Rules – Adoption of 2010 Assembly Minutes – Reports and Questions arising out of Reports

Readings

- 12 Steps – 12 Traditions – 12 Concepts
- For Today
- Region 9 Statement of Purpose

The total number of voting representatives present was 25. 17 Countries were represented: Greece, the Netherlands, Great Britain, Norway, Iceland, Slovakia, Hungary, Sweden, Poland, Belgium, Spain, Israel, Ireland, France, South Africa, Italy and Denmark. Therefore we had a quorum since more than 5 countries were represented. The credentials report was accepted as presented.

Adoption of Ground Rules

The Ground Rules were read and adopted as presented.

Adoption of 2010 Assembly Minutes

The 2010 Assembly Minutes were approved with no objections.

The Minutes Approval Committee for the 2011 Assembly Minutes were appointed and includes: Stella (Chair) and 2 representatives which are Jakki and Elena.

Reports and Questions arising out of Reports:

- Chair's Report
Representatives shared that it had been interesting to read the Chairs Reports. Many were interested in the Daily Journal from Region 8. Meeting list accuracy was discussed. How do we address this in Region 9 and different countries? Suggestion that the EC Committee take on the meeting list accuracy. Every 10 year the RCC meeting is rotating outside of the US, this year it was held in Colombia.
- Treasurer's Report
Splitting the role between a banker and the treasurer has been successful and the treasurer felt that it has worked out well. Suggestion was made to make changes in the Bylaws regarding banker and treasurer. Bank account details will not be posted on the website but circulated among Region 9 regularly. Delegate Assistance to visitor with a new group in a country will be brought up in the Finance Committee.
- Secretary's Report
No questions.

- **Translations Committee**

The committee received information during the year from a few countries about which OA literature was translated in that country. The list is now updated and very appreciated and a useful tool.

Translated literature into a language for example Canada and France can use the same literature even if there is some differences in the way the literature is translated into French.

The point was brought up that it is important that the Region 9 representative in a country who are leaving the position will be handed over to the next representative to continue communication with the Translations Committee.

- **Bylaws Committee**

No questions.

- **Public Informations Committee**

A suggestion was made to put the information regarding newspaper ads on the website under the page PI Committee. OA GB had an exhibition at a National Health Conference which was successful in regards to inform professionals about OA.

- **12th Step Within Committee**

A question was raised about how long to continue emailing and talking to a country that has not been represented at Region 9 Assembly? The Secretary stressed that it is important to email the contact information to the Secretary. Reach out until you find someone who want's to be in contact with you. Suggestion; if we go to other 12 step groups in other countries, we can ask if there is any oa friends there. Feedback from a representative that it is a gift to get a reply from a country that has not been represented before.

- **Trustee's Courtesy Report**

It would be interesting to know how many emails the Trustee receive and send during a year? People don't contact Esti with what is going on in their country. Esti is travelling to different countries and that has also an impact in these countries regarding working the steps.

- **Electronic Communications Committee Report**

Question regarding the Report was if it should include information about other countries websites.

2. Translations Workshop

Esti, our Trustee, held this Workshop on translations.

- Esti is the Chair of the Translation Committee at the Board of Trustees.
- Translation of literature is an important way of spreading the message and to raise money for the SB.
- Have the courage to start!
- You can start with a glossary – to capture the oa words in your language. The first things to translate could be 12 and 12 into your language and the pamphlet “15 questions”.
- The 3 licenses were reviewed and explained and also the 4th license – the assignment agreement.

To the SB'S:

Contact the WSO to see if there already is literature translated into your language.

Contact the WSO to check if there will be changes to this piece of literature in the near future?

Look at AA approved literature to see if they have literature that you can use in your language.

Literature that is on the oa.org website can be translated without having to get permission or licensing.

Application for Funds:

- WSO have a fund to apply for funding to translate literature.
- Region 9 translations fund is to be considered as a loan and needs to be paid back in time when literature has been sold.

- If you need to use a professional translator and apply for funds to cover the costs – do that and check if the translator has made an accurate job so the oa language talks to the heart.
- Create a Translation Committee in your country to focus on what to translate. A goal for each country could be to translate one piece of literature each year.
- Suggestions on how to start and what to start to translate will be found in the guidelines on www.oa.org.
- Questions and experiences were shared.
Permission to translate Lifeline is not needed.
Drafts are not for sale and should be destroyed after circulation. How to distribute drafts and new editions is suggested in the Guidelines.
Electronic copies of literature can be sold.
Awareness regarding copying and spreading literature to oa friends without them buying it themselves – is not helping OA as a whole. Detailed discussion took place on this topic and it was established that some countries were unaware of the implications. This information would now be taken back home by these representatives.

3. Deadline for Ask-it Basket Questions

4. 2011-2012 Suggested Draft Budget – Presentation and Discussion

Our Treasurer, Isabella, presented the Suggested budget for 2011-2012.

Discussion regarding:

The Prudent Reserve. A question was raised - Why are we not self supporting when we have a prudent reserve?

It was explained that, the prudent reserve is a financial buffer that should cover one year of expenses in hard times. If the prudent reserve should not be sufficient, we can transfer money from our general reserve into the prudent reserve. According to our bylaws, (Art X Section 1 h) the prudent reserve should be equal to one year's standard costs. The Assembly may decide upon the amount of the annual standard costs .

However, the prudent reserve is not intended to be the source from which we take money in order to be self supporting, we ought to be self supporting through our contributions. It was explained that even though we had a Region 9 draft budget that 'balanced' - that we in Region 9 were not fully self supporting since our contribution to WSO are minimal and do not reflect the service that Region 9 receives from the WSO.

The Region 9 Trustee is totally funded by the WSO. R9 also receive contributions directly towards delegate assistance and translation. WSO also service our region by being our World Service Office and providing such things as the Meetings data base, the web site, WSBC, trustees in general and related costs.

Finding a Parliamentarian preferably in the country where we are having the Assembly is something to think about in future years.

5. Reports from Committee Sessions and discussion of any proposals of emergency new business motions

Finance committee

Report appendix B

Various suggestions for the budget were presented and entered into the suggested budget.

Bylaws committee

Report appendix C

Translations Committee

Report appendix D

6. How to abstain from compulsive eating one day at a time – Workshop (Appendix H)

- Stella took the assembly through a workshop and Isabella and Karolina shared about their experiences of how they became abstinent and how they stay abstinent.
- We split into groups and discussed very interesting questions and then came back and shared our answers.

7. Deadline for submitting Emergency New Business Motions

8. Endorsement of Trustee for election at WSBC 2012

The procedure of nomination and selection and the qualifications for Trustee were read by the Parliamentarian.

There was one applicant for this service position: our current Trustee, Esti. Esti addressed the Assembly.

Voting was by ballot. 25 votes cast and 24 yes votes. The nomination has been affirmed.

9. Election of Service Positions – Discussion and Election of Assembly/Convention Venues for 2012 and 2013

Election of Service Positions:

Chair

Reading of our Bylaws Art VII regarding Elections and Duties.

There were two applications for Chair.

Olafur addressed the Assembly and due to personal reasons withdrew his application.

Susan addressed the Assembly and answered questions.

Voting was by ballot.

25 Votes cast. 25 `yes` votes and Susan was elected as Chair.

The Chair declared Susan as Chair.

Secretary

Reading of our Bylaws Art VII regarding Duties.

Patrick was nominated and accepted the nomination.

Chadia was nominated and did not accept the nomination.

Loes was nominated and did not accept the nomination.

Serena was nominated and did not accept the nomination.

Mette was nominated and accepted the nomination.

Patrick and Mette addressed the Assembly in turn.

Voting was by ballot. 25 votes cast. Patrick received 17 `yes` votes and Mette received 8 `yes` votes and Patrick was elected as Secretary.

The Chair declared Patrick as Secretary.

Treasurer

Reading of our Bylaws Art VII regarding Duties.

One application from our Treasurer, Isabella. Isabella addressed the Assembly.

Voting was by ballot. 26 votes cast and 26 `yes` votes and Isabella was elected.

The Chair declared Isabella as Treasurer.

Committee Chairs

Reading of our Bylaws Art IX Section 1, 2 and 3.

Each Committee Chair addressed the Assembly. Voting was by ballot.

Chair of 12th Step Within Committee

Mette was nominated and accepted.

Jakki was nominated and accepted.

24 votes cast. Mette received 19 `yes` votes and Jakki received 5 `yes` votes.

Mette was elected.

Chair of Translations Committee

Irenne was nominated and accepted. 26 votes cast. 26 `yes` votes. Irenne was elected.

Chair of Bylaws Chair

Joanna is willing to apply. 26 votes cast. 26 `yes` votes. Joanna was elected.

Chair of Public Information Committee

Siobhan (a visitor from Ireland) was nominated and accepted

Serena was nominated and accepted but withdrew her nomination.

26 votes cast. 24 `yes` votes. Siobhan was elected.

Chair of Electronic Communications Committee

Francoise was nominated and accepted but withdrew her nomination.

Karolina was nominated and accepted. 26 votes cast. 26 `yes` votes. Karolina was elected.

The Chair declared:

Mette as Chair of 12th Step Within Committee

Irenne as Chair of Translations Committee

Joanna as Chair of Bylaws Committee

Siobhan as Chair Public Information Committee

Karolina as Chair of Electronic Communications Committee

Discussion and Election of Assembly/Convention Venues for 2012 and 2013

- Proposals for 2012:

Poland and South Africa invited us to hold the Assembly and Convention 2012 in their countries.

The representatives from Poland and South Africa addressed the Assembly.

Voting was by ballot. 26 votes cast. Poland received 20 `yes` votes and South Africa received 6 `yes` votes. Poland was elected.

- Proposals for 2013:

Israel and South Africa invited us to hold the Assembly and Convention 2013 in their countries.

The representative from Israel addressed the Assembly.

Voting was by ballot. 26 votes cast. Israel received 14 `yes` votes and South Africa received 12 `yes` votes. Israel was elected.

FRIDAY 25th of November 2011

1. Openings and Readings

- Serenity Prayer
- 12 Steps -12 Traditions – 12 Concepts
- Preamble
- For Today
- Statement of Purpose

The total number of voting representatives present was 25. 17 Countries were represented: Greece, the Netherlands, Great Britain, Norway, Iceland, Slovakia, Hungary, Sweden, Poland, Belgium, Spain, Israel, Ireland, France, South Africa, Italy and Denmark. Therefore we have a quorum as more than 5 countries were represented. The credentials report was accepted as presented.

2. Formal discussion and vote on:

- **Consent Agenda**
- **Bylaws amendment Motions**
- **New Business Motions**

Chart 1: Consent agenda

The Parliamentarian explained the Consent Agenda and the procedure.

Bylaws Amendment Motion 3 was pulled from the Consent Agenda.

Business Motion 4 was pulled from the Consent Agenda.

BL 1, 2, 4, 5, 8, 9 and BM 1, 2, 5 required a majority to adopt. They were voted upon and **adopted**.

BL 1

Bylaws Article XII Section 1.

To clarify that we are talking about the Region 9 Assembly.

“Proposed amendments should be submitted to the Region 9 Bylaws Committee at least ninety days before the Region 9 Assembly, and are to be submitted in writing, by this committee to the Region 9 Chair at least seventy five days before The Region 9 Assembly.”

BL 2

Bylaws Article VII, Section 3b

To comply with wording used in OA.

“...In addition each candidate for the Region Board shall have where possible at least one year of current abstinence and at least two years of service beyond group level at the time of election.”...

BL 4

Bylaws Article XI Section 1

To clarify wording.

“Matters which relate to major policy affecting Overeaters Anonymous as a whole shall be referred to the Region 9 Trustee or another member of Overeaters Anonymous Inc. World Service Board of Trustees.”

BL 5

Bylaws Article IV, Section 2b

To clarify wording and include Virtual Service Board.

“Representatives from National/Language/Virtual Service Boards, who are registered with the World Service Office and who are within the geographical boundaries of Region 9.

National/Language/Virtual Service Boards shall not represent Intergroups which have sent representatives to the Assembly, however if all Intergroups are represented, the National/Language/Virtual Service Board will still be entitled to one representative.”

BL 8

Bylaws Article IV, Section 2

To clarify wording regarding OA visitors attending the Region 9 Assembly.

“ a OA Visitors from Region 9 who already have a representative attending the Assembly from their service body will not be given a voice or a vote.”

b The Region 9 Assembly is open to OA visitors from inside and outside Region 9.”...

BL 9

Bylaws Article XII, Section 2

“Bylaw amendments, including items raised during the Assembly by a Committee, which have not been submitted to the Region Chair seventy-five days before the Assembly and which are considered to be of an emergency nature by the Region 9 Board and the Bylaws Committee Chair may be voted on at the Assembly.”

BM 1

Policies and Procedures

To adopt into the Region 9 Policies and Procedures Manual the document circulated at 2010 Region 9 Assembly entitled “Overeaters Anonymous Region 9 – Assembly Procedures and Suggestions.”

BM 2

Policies and Procedures IV Region 9 Translations

To strike and insert:

“TRANSLATION GUIDELINES

The Translation guidelines submitted by the R9 Translations committee in 1999 and updated in 2002 and approved in 2005 have now been rescinded and R9 will now refer to the document “OA GUIDELINES – TRANSLATION GUIDELINES FOR OA LITERATURE” which is available on the www.oa.org website for the worldwide fellowship of OA.”

BM 5

Policies and Procedures Article V Finance and Budget

To insert:

FINANCIAL ASSISTANCE FOR DELEGATES TO
REGION 9 ASSEMBLY

Financial assistance be granted to delegates travelling to Region 9 Assemblies. Draft claim form approved. (1985b)

That the mailings to all member groups and Intergroups as in article 5(ii) of the Bylaws, shall include applications for assistance. This application form will also be posted on the R9 website. Completed application forms will be submitted to the R9 Treasurer at least 4 months prior to the date of the Assembly.

It is requested that the service bodies attach to the application form for assistance – the latest financial summary of the service body and that they give details of any funding for attendance at Region 9 Assembly from elsewhere. The Region 9 Board are authorized to consider (by email) those applications (2008e)

The Assembly resolves that priority for financial assistance for Regional representatives travelling to the R9 Assembly will be given to those IGs and NSBs with the greatest distance to travel and secondly to those attending their first Assembly. (1996h)

The Board is authorized to make a decision on transferring up to EUR 2400.00 (GBP 1700.00) from Service to Delegate Assistance, 3 months before the next Assembly, whenever that takes place. (2007a)

Payment of this assistance will be at the Assembly itself.

Chart 2: Bylaws Amendments Motions (BL) and New Business Motions (BM)

BL 6

The Board moved that:

Region 9 OA Bylaws, Article IV, – MEMBERSHIP OF REGION 9 ASSEMBLY, Section 3 Qualifications.

Region 9 OA Bylaws, Article VII – COMPOSITION OF REGION 9 BOARD, Section 3 Qualifications.

Requires that the representatives to R9 have 6 months consecutive abstinence. To introduce abstinence requirements for the R9 Representatives and in turn strengthen the abstinence requirement for the R9 Board.

Amended – 1 year instead of 6 months. Majority needed. Voting: the motion for the amendment was lost.

Motion required two-thirds vote to adopt. Motion BL6 as originally stated was **adopted**.

BL 7

The Bylaws Committee moved that:

Region 9 OA Bylaws, Article VII, Section 3d – Composition of Region 9 Board

Amend bylaws to the effect that no member will be disqualified to serve on Region 9 Board because they have already served for eight years. To allow qualified members to serve additional terms on the Region 9 Board if they wish to.

Amendment – move to strike four (4) and to insert eight (8). Voting by majority. The amendment was carried.

Discussion took place regarding the true meaning of the existing wording of the Bylaw. Clarification that the original meaning did not require that members be disqualified from serving after eight year's service – therefore the motion was **withdrawn**.

3. **Approval and Adoption of 2011-2012 Budget**

The Budget (the original suggested version with alterations included that had been suggested by the finance committee and assembly) was presented by the finance committee.

Motion required majority to adopt. The Budget as presented was **adopted** (Approved budget appendix I).

4. **Formal discussion and vote on:**

BM 3

The Region 9 Treasurer moved that:

Region 9 Policies and Procedures Article V Finance and Budget

Title of the Section – Financial Assistance for Delegates to Region 9 Assembly.

Proposed New Wording:

“The Assembly resolves that priority for financial assistance for Regional representatives travelling to the R) Assembly will be given to those IGs and NSBs that cannot afford to fund a delegate on their own, to those with the greatest distance to travel and secondly to those attending their first Assembly. (1996h).”

Motion required a majority to adopt. BM 3 was **adopted**

BM 4

The Secretary moved that:

Policies and Procedures VI Website Maintaining Anonymity

Move to Amend the P & P regarding anonymity on the website, if personal information is on Region 9 material or on an events flyer it is up to the service body to change the contact information before sending it to the EC Committee Chair for uploading.

Motion required majority to adopt. BM4 was **lost**.

5. Liaison with Service Bodies not presented at the Assembly – allocation and adoption of service bodies

The result of the Liaison with Service Bodies not represented last year was addressed by Susan – the 12th Step Within Chair. Four representatives were present this year that would not have attended if we would not have done this liaison last year.

Each representative and Board Member picked one or more countries which they will try to contact during the year. The representatives will contact the country/countries they chose and report to the 12th step within Committee.

6. Ask-it-basket Questions and Answers

Has somebody experience of youth groups (oa teen groups)? If so, how does it work?

- Youth in OA at WSO, Susan explained different legalities depending on the age of the youth. The "teen" and "young adult" meeting format is different than for the younger children. In the US there is also "College age" meetings. Any specific questions could be asked to Susan from Israel.

Do people who do service at a convention which is a spiritual recovery convention receive a reimbursement for journey and hotel in your country? Which service position?

- In Israel they don't reimburse anyone for their travel and stay.
- In some countries they do pay for travel and accommodation for the speaker.
- One country pays for travel and 2 nights to the Assembly and if they stay for the Convention they pay for it themselves.
- In one country they pay for the organizing committee half of their travel and accommodation cost.
- Generally considered that if a SB invites the speaker – the SB pays the costs.
- Suggestion to SB's is to be clear from the beginning what will be paid or not.

7. Formal discussion and vote on BL 3 Substitute Business Motion

Substitute motion of Bylaw Amendment BL 3.

The Bylaw Chair moved to amend:

Article III, Section 1 as follows:

"The Definition of a Group

The points that define an Overeaters Anonymous Group are listed in OA Inc Bylaws, Subpart B Article V, Section I Overeaters Anonymous Groups.

a These points shall define an Overeaters Anonymous group:

1 As a Group, they meet to practice the Twelve Steps and Twelve Traditions of Overeaters Anonymous guided by the Twelve Concepts of OA Service.

2 All who have the desire to stop eating compulsively are welcome in the group.

3 No member is required to practice any actions in order to remain a member or to have a voice (share at a meeting)

4 As a Group they have no affiliation other than Overeaters Anonymous

5 It has affiliated as an Overeaters Anonymous group by registering with the World Service Office.

b Virtual Groups (groups which replicate face-to-face meetings through electronic media) may be an Overeaters Anonymous group if they:

- 1) Otherwise meet the definition of Overeaters Anonymous groups
- 2) Are fully interactive, and
- 3) Meet in real time.

Required two thirds majority, the motion was **adopted.**

8. Committee Sessions

9. Wrap up session

- Serenity Prayer
- **New Emergency Business Motion**
Submitted by the Finance Committee
To strike and amend the Policies and Procedures V Finance and Budget,
FINANCIAL ASSISTANCE FOR TRANSLATION/PRINTING
To strike part b and amend c into b.

Required two thirds majority. The substitute motion was carried.

- Serenity Prayer)
- 2 min Meditation) '11th Step Sandwich'
- 3rd Step Prayer)
- Personal Sharing
- The Green dots were welcomed onto the R9 'fully qualified' R9 rep 'fold' and thus removed their green dots!
- Announcement of 7th Tradition collected from Assembly. Euro 385,82
- Closing
- Closing 'ceremony' with lights out and remembrance of OA members throughout R9 and consideration of our common bond / link and then linking of our illuminous bracelets into each other.
- Responsibility Pledge.
- Serenity Prayer

The meeting was adjourned at 16.41. To re-convene in Poland in 2012. Date and final location to be notified to the Region as soon as they are known.

Submitted by: Karolina OA Region 9 Secretary
Approved Committee:

Stella (Chair)
Jakki
Elena