

Living in



Balance

Winter 2004 The International Quarterly

Newsletter of Workaholics Anonymous

Nominations Open for 2004-2006 WA-WSO Board Registration begins for the Summer 2004 World Conference

The Board Election Process Is Beginning— Nominations Through March 15th

Self-nominations for all positions of the WA board are being accepted NOW and until March 15th, 2004. The present board members will leave office on June 30th, 2004, unless they are reelected. The new board must be voted in by the members. The participation of all meetings is essential. The new trustees will take office on July 1st.

The 2002-2004 trustees have been:

- Facilitator, A.
- Recorder, D.
- Treasurer, L.
- Telephone Answerer and Letter Responder (TA&LR) (vacant)
- Email Responder (EmailR) (vacant)
- Registrar, P.
- Newsletter Editor, M.
- Web Page Manager, D.
- Outreach Person (O., now vacant)
- Literature Coordinator, A.
- Undesignated Trustee, K.
- Undesignated Trustee (vacant)

The first six positions are the people who keep the fellowship running from day to day, welcoming newcomers, giving out information, receiving donations, answering questions and providing literature and other services to members. The last four are the key figures of our valuable and necessary infrastructure, supporting the functioning of the whole.

All these positions can be filled by members in different parts of the country. (Perhaps, if our treasury could support the additional communication costs, board members could be anywhere in the world.) Each board member needs to be a member of a current WA meeting and to have at least six months of participation in a local meeting/group.

The election will take place during the first six months of 2004. The time line runs as follows:

(article continued on page 7)

Dates & Registration Set for '04 Conference

Enjoy the quiet and peaceful surroundings of a retreat while getting the fellowship, step work, tools and experience of other WA members at the 2004 World Conference. Our three-day WA World Conference starts **Friday evening, July 30 and continues through Sunday noontime, August 1, 2004** at the Mercy Retreat Center near San Francisco, California. The only requirement for membership is the desire to stop working compulsively.

The retreat location offers "peaceful grounds surrounded by oaks and flower gardens" on a sunny hillside setting in the San Francisco, California Bay area.

There are four conference options available (*please see enclosed registration sheet*), including full meals and accommodations, a commuter package, a Saturday full-day special, and meeting-only options. Early bird discounts apply for registration by May 1, 2004, and final registration is due on or before June 20, 2004.

A limited number of Partial Scholarships are available for WA members. Please email your request to wawso@workaholics-anonymous.org. Requests must be received by April 15, 2004 to be considered for partial scholarship. There are also opportunities for service in helping organize the conference, and donations to the conference scholarship fund are welcome!

Planning is underway for fabulous guest speakers, topic meetings, a labyrinth walk, and time to share experience, strength, and hope with other WA members.

Inside This Issue . . .

Tool Review: Serving
Nominations open for 2004-2006 Board Positions

Literature Review:
Draft Literature for Groups and Members to Review
Draft Promises
Draft Abstinence and Bottom Lines Brochure

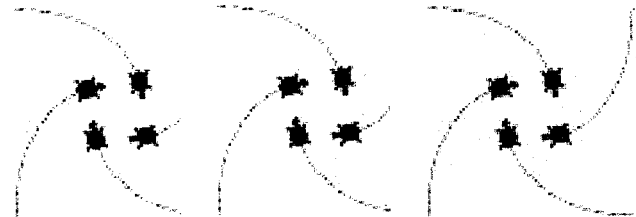
Step Study: Step Six
Readying for the removal of all these defects

About Workaholics Anonymous

Workaholics Anonymous is a fellowship of individuals who share their experience, strength, and hope with each other that they may solve their common problem and help others to recover from workaholism.

The only requirement for membership is a desire to stop working compulsively. There are no dues or fees for WA membership; we are self-supporting through our own contributions. W.A. is not allied with any sect, denomination, politics, organization, or institution; does not wish to engage in any controversy; neither endorses nor opposes any causes. Our primary purpose is to stop working compulsively and to carry the message of recovery to workaholics who still suffer.

Views and opinions expressed in this newsletter are personal and belong to the person who shared them. Take what you like and leave the rest. They do not necessarily represent official opinions or policies of WA-WSO.



About The WA Newsletter

This newsletter is published four times a year and is sent to all active WA groups in the US & abroad and to all "loners" who subscribe. Suggested subscription fee is \$8 to \$20 per year sliding scale payable to the WA World Service Organization. Meetings are also welcome to subscribe! Please keep your group's address and contact information current with WA-WSO. We are eager for your stories, articles, artwork, book reviews, and submissions. Electronic submissions can be sent via email to the address below. Submission timeline for the Spring Issue is February 28th, 2004, and for the Summer 2004 Newsletter, May 30th, 2004. Thanks!

Workaholics Anonymous World Service Organization

**email: wso@workaholics-anonymous.org
web: www.workaholics-anonymous.org**

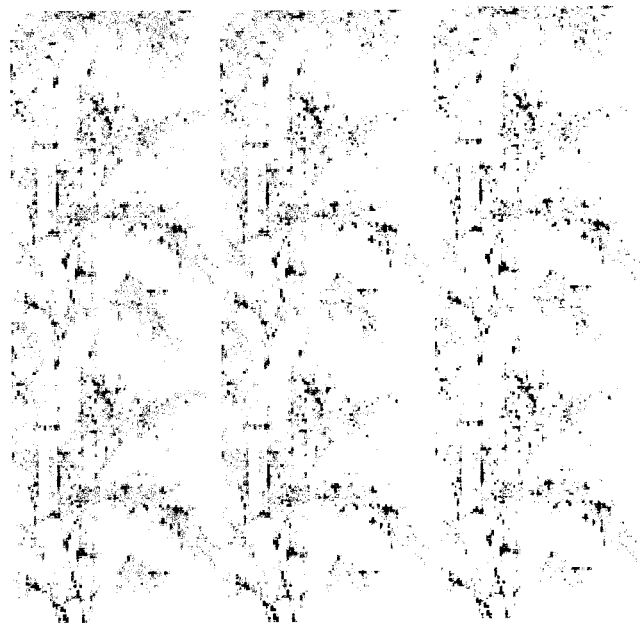
**WA-WSO
PO Box 289
Menlo Park, California 94026-0289
510-273-9253**

Treasurer's Report

At the end of 2003, we had a bank balance of \$5,259.63. Total contributions in 2003 were \$10,416.04. Total expenses were \$8,145.86. Included in the expense figures is the deposit on the space for the 2004 conference. The conference was our biggest expense and also our biggest source of donations.

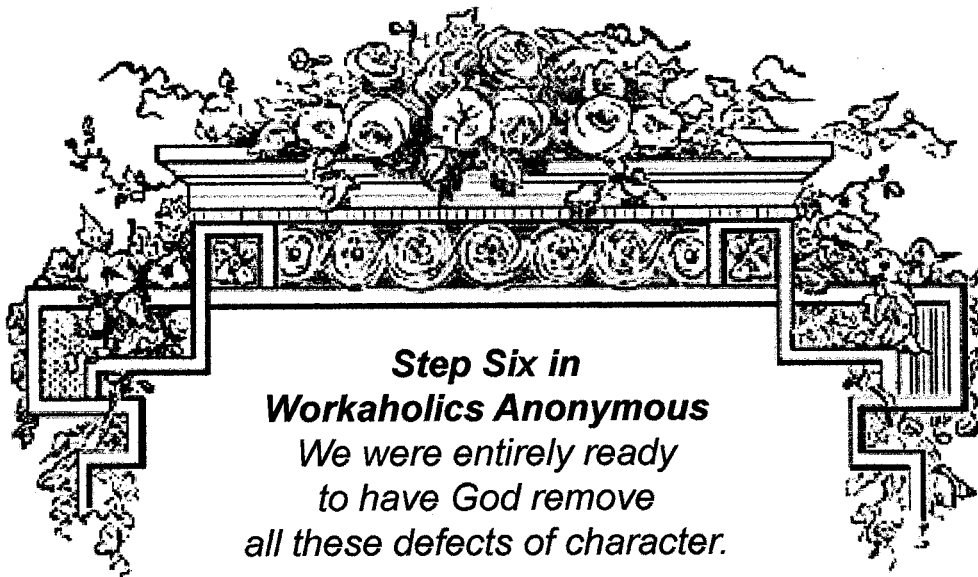
In 2004, we anticipate a large expenditure on literature. We hope to have a conference-approved WA book to the printer before the end of the year. Please let us know what you or your group feel is a priority for World Service; your feedback is important.

WSO wishes to thank those meetings who have made 7th tradition contributions recently. We would also like to thank an anonymous individual donor for a generous year-end contribution. Your support keeps WA strong!



Newsletter Themes

The Theme for the Spring Newsletter is Serenity and Step 7 (submissions preferred by the end of February). Step Seven article ideas could include The Tool of Asking, Step 7 Prayers, My Favorite Character Asset, Daily Defect Lifting, and Then and Now Stories. Article ideas for the Serenity topic include: A moment of peace, conditions for calm, a daily tea break, smiling meditation, spring renewal, and sudden peace. The Theme for the Summer Newsletter is Step 8 and Willingness (submissions preferred by the end of May). We are also recruiting contributions for a regular "Our Meeting," with highlights and innovations from different WA meetings. Please send us your articles, thoughts, and artwork!



**Step Six in
Workaholics Anonymous**
*We were entirely ready
to have God remove
all these defects of character.*

This step requires the support of the first five steps, to admit we are powerless over work and business and that our lives had become unmanageable. We have come to believe in a power greater than ourselves that could restore us to sanity. We have made a decision to turn our will and lives over to the care of a Higher Power we have come to understand. We have made a searching and fearless moral inventory of ourselves and we admitted to ourselves and to God and to another human being the exact nature of our wrongs. There is usually a great relief of shame at this point. We are ready to continue the healing these steps have generated so far.

This step asks our willingness to have God remove all our defects. As workaholics we are often plagued with perfectionism and self will. After working the first five steps we come to understand ourselves better. We realize that we are neither perfect nor secretly defective. We are human. Our character defects are made up of dysfunctional survival skills. We are hurt by our old patterns of thinking and reacting. At first we think we would happily remove any defects of personality, the faster the better. But this step is not about our removing the defects but the willingness to have God remove all our defects of character. It is not about being more perfect but about being better able to do God's will as we come to understand that.

We begin the step by making a list of all our defects of character. We review our fourth step. An example of a list might be: I am afraid of rejection so I frequently isolate; I feel safer hiding my anger but then I act out in self destructive ways; I can't say no being afraid of disapproval; I do not take care of myself, skipping meals, sleep, and exercise; I lose myself in the rescue of others. I seek adrenaline highs unconsciously; I am intolerant of change; I become controlling when I am fearful; I compulsively judge others rather than feel my shame or guilt.

We may notice a character defect we are not ready to ask God to remove. Perhaps because of fear of change, or loss of enjoyment, we are not sure how we would cope without it. We are reminded we are being asked to become entirely ready to ask God to remove *all* our defects of character. The naming of our defects and our willingness to have them all removed is a trusting process that God will remove them in God's time. All of us who have done this step have experienced relief sometimes quickly and sometimes slowly. We become better workers and partners. We can admit our mistakes; we cease to struggle, to defend. We dedicate our life to growth and change.

... Since most of us are born with an abundance of natural desires, it isn't strange that we often let these far exceed their intended purpose. When they drive us blindly, or we willfully demand that they supply us with more satisfactions or pleasures than are possible or due us, that is the point at which we depart from the degree of perfection that God wishes for us here on earth. That is the measure of our character defects. . . .

So Step Six—"Were entirely ready to have God remove all these defects of character"—is [WA]'s way of stating the best possible attitude one can take in order to make a beginning on this lifetime job. This does not mean that we expect all our character defects to be lifted out of us as our drive to [compulsively work or procrastinate] was. A few of them may be, but with most of them we shall have to be content with patient improvement. The key words "entirely ready" underline the fact that we want to aim at the very best we know or can learn.

How many of us have this degree of readiness? In an absolute sense practically no one has it. The best we can do, with all the honesty we can summon, is to *try* to have it. Even the best of us will discover to our dismay that there is always a sticking point, a point at which we say, "No, I can't give this up yet." And we shall often tread on even more dangerous ground when we cry, "This I will *never* give up!" Such is the power of our instincts to overreach themselves. No matter how far we have progressed, desires will always be found which oppose the grace of God.

... What we must recognize now is that we exult in some of our defects. We really love them. . . .

The moment we say "No, never!" our minds close against the grace of God. Delay is dangerous, and rebellion may be fatal. This is the exact point at which we abandon limited objectives, and move toward God's will for us.

Excerpted from "Step Six" in AA's Twelve Steps and Twelve Traditions, with word substitutions in brackets



A Vision of Prosperity for WA World Service

WA's 7th Tradition:

Every WA Group out to be fully self-supporting, declining outside contributions.

The meeting I attend rents space from a church. Over the years the rent has gone up to the point that all the money we donated was going to rent and then that wasn't enough. We couldn't donate to WSO. Our liaison person asked the church contact person whether we could remain if we gave all the regular donation money that we collected from our sometimes very small attendance to the church. This was agreed upon, and although we felt grateful to the church and felt relieved that we wouldn't be evicted, we were concerned that we still didn't have anything to send to WSO.

Our solution is to have a second can (basket, box, etc.) that is for WSO donations only. I notice that, whereas I was not willing to cover high monthly rent payments to make up for small attendance, I was willing to donate to WSO after I had put in my rent donation. In this way, a fund has been growing very gradually in the second can. Recently we counted it. Realizing that our meeting hasn't sent in any donation for several years, we had a group conscience and the result was a donation of \$90 to WSO!

It is my hope that our members will continue this steady support that continues over time and that we'll now be much more systematic about sending in regular, periodic donations to WSO, as a few of the meetings have done for a long time.

Will your meeting join ours in setting up a regular method of supporting WSO? One of the Board members suggested a standard form that will (1) be a reminder of the 7th Tradition and (2) provide a sort of "deposit slip" that will give the WSO Treasurer the information needed to properly record your group's donation. This form is suggested below.

Editor's note: In many 12-Step fellowships, there is a guideline of (1) paying local meeting expenses and (2) conserving a 2 month prudent reserve of meeting expenses, then (3) disbursing monthly or quarterly all remaining funds to the Intergroup and World Service Organization- some fellowships do this in a ratio of 25%-75% or 65% -35% between Intergroup and World Service where both such kinds of support levels exist.

WA World Service thanks you for your generous support!

Meeting Form to Send Support to WA World Service
*Self-supporting contributions nourish a vision of outreach and support
for every suffering workaholic and workaholic in recovery.*



Location and Time of Meeting: _____

Date of Donation: _____

Amount of Donation: _____

Check #: _____

Member Sending in Donation: _____

Meeting Contact Information: _____

Thanks for your generous support helping us provide vital services for WA worldwide.

Make all checks payable to WA-WSO-Send to PO Box 289 Menlo Park, CA 94026 USA

ABSTINENCE: BOTTOM LINES AND TOP LINES

DRAFT BROCHURE FOR FEEDBACK - NOT CONFERENCE APPROVED

ABSTINENCE

One definition of WA abstinence is:

"...to abstain from compulsive working, activity and worry. For many workaholics, abstinence means far more than relief from compulsive working on a physical level. It also means an attitude that comes as a result of surrendering to something greater than ourselves. Abstinence means not only freedom from compulsive working but also freedom from compulsive thinking and worrying. Each of us is free to determine our own way of being abstinent according to personal needs and preferences."

Unlike substance addictions where abstinence is clearly defined by stopping the use of the substance, work addiction takes many different forms. Workaholism may manifest in blatant and subtle ways.

How do we know when we are abstinent and when we have lapsed into active addiction? Each workaholic needs to define abstinence for him or herself. Bottom lines are a helpful tool in defining individual abstinence.

BOTTOM LINES

Bottom lines define the point where we cross over from abstinence to work addiction.

The behaviors that trigger and signal workaholism are different in different people. The first step in developing our own list of bottom lines is to go back to step one: we admitted we were powerless over work and activity. We sit quietly and write a list of the behaviors or actions that we take or have taken when we are active in your workaholism. It is helpful to go over this list with a sponsor or other WA member.

The next step is to pick one or two items from your list and create bottom lines that will give us guidelines for abstinence.

Here are some examples of bottom lines for abstinence that workaholics have surrendered to:

- I do not work (including housework and volunteer work) more than 6 out of 7 days.
- I do not work more than 45 hours per week.
- I do not start work and will stop work when I am hungry, angry, lonely or tired (HALT).
- I do not schedule a new commitment without checking with another WA member first.
- I do not bring work to the table during mealtimes.
- I do not allow work to encroach upon the time I commit to be with my family.
- I do not blame others for my stress.
- I do not rush or drive unsafely, even if I am late.
- I do not take on a new commitment without giving up an old commitment. A specific bottom line example of this might be: I do not take on any new commitment greater than a one-time, two hour commitment without putting it on a "72-hour hold" during which time I pray and speak with my sponsor, creating a plan to substitute out something else of equivalent time and energy.

Bottom lines can also be written in the affirmative to capture baseline behavior that we learn is critical to sustaining our abstinence:

- I sleep at least seven hours a night.
- I pray and meditate every day.
- I attend at least one meeting per week.
- I read literature for at least ten minutes per day.
- I meet with my sponsor at least once per month to go over step work.
- I make a program call at least five times per week.

As the principle of practicing gentleness reminds us, we are gentle with ourselves and patient in our efforts, knowing that our new way of living requires much practice. Bottom lines are meant as a guide to help us see when our behavior has crossed the boundary from healthier to less healthy. We don't use our lapses as excuses to beat ourselves up; rather, we view them as reminders that we are not perfect and must continue to work our programs one day at a time.

As workaholics, it is important that we not follow our program of recovery with the same blind zeal for work that brought us to our knees in the first place. We start simply; we can always add more bottom lines as our awareness grows.

When we create our first list of bottom line behaviors with the help of our Higher Power and program friends, we select actions that are achievable for us at the current time. If we find we are consistently unable to achieve one of the behaviors on our list, we adjust it to reflect what we can, with Higher Power's help, live in right now. Bottom lines should be hallmarks of our success rather than set-ups for failure. . . .

(draft brochure continued on next page)

DRAFT BROCHURE *cont.*

for Review and Feedback—
NOT CONFERENCE APPROVED

ABSTINENCE: Bottom Lines and Top Lines

continued from previous page

... Our bottom line behaviors will change over time, as we grow in our recovery and more becomes possible. We have found that recovery is contagious: the more we have, the more we will want.

TOP LINES

Top line behaviors represent our goals and visions. For example, a person with a bottom line of "I do not work more than 6 out of 7 days" might have a top line of "I will take off 2 days a week."

Top lines represent our aspirations. They give us goals to work toward. Our success with our bottom lines gives us hope that we will, in time, reach our top lines.

Over time, top lines become bottom lines. For the WA in the previous example, "I will not work more than 5 out of 7 days" may shift from being a top line to an easily achievable bottom line. The new top line might be "I will work no more than 4 out of 7 days."

Some examples of top lines are:

- I will take a vacation that has nothing to do with work of any kind.
- I will spend one whole day every week doing something fun with my children.
- I will put my health before my work.
- I will sleep at least 8 hours every night.
- I will eat my meals sitting down in a relaxed manner
- I will have at least one day each week with no to-do list
- I will have two days off in a row per week.
- I will not work more than 9 hours in a day or more than 40 hours in a week.

CONCLUSION

While we workaholics find we have much in common with each other in our disease, the actions and behaviors that lead each of us into our addiction are different.

Bottom lines are the signposts guiding us toward abstinence. Top lines are the signposts marking our paths toward recovery and freedom from worry. Top lines are important because they show us where the path of recovery is heading. While our bottom lines help free us from pain, our top lines promise joy and fulfillment.

Bottom lines and top lines allow us to create a structure within our program of recovery that is tailored to our individual patterns. We follow the direction shown to us by our evolving top and bottom lines with the help of a higher power, a supportive WA community, a sponsor or co-sponsor, and our own desire for sanity and serenity.

Draft Literature

for Meeting and Member Review

We are in the process writing our own Book of Recovery from Workaholism. The two enclosed pieces on Abstinence and The WA Promises are ready for input and feedback. Please send your feedback and recovery stories to the Literature Committee at the WA-WSO address (email or CA PO Box) listed on page 2.



DRAFT PROMISES

of Workaholics Anonymous

If we are completely honest about ourselves and together we apply the 12 steps of Workaholics Anonymous and the Tools and Principles of WA to our lives, we will soon begin to receive these gifts of sanity and balance:

1. We will learn to play and have fun together.
2. We will repair broken relationships and form new ones.
3. Health and self-nurturance will return.
4. Fear of financial insecurity will leave us.
5. We will get the help we need for other addictions.
6. Self-seeking and ego inflation will not drive our decisions.
7. We will lose interest in selfish things and gain interest in and compassion for our partners, families, co-workers and friends.
8. We will not be obsessed by work or plagued by work aversion.
9. Adrenaline seeking will loose its hold on us. Excessive worry and anxiety will become a thing of the past.
10. We will have a daily plan of action that faces the reality of time, priorities, health, and relationships.
11. We will experience how well the tools of the program help us handle problems which used to confuse and defeat us.
12. We find that our Higher Power helps us in a way self reliance never could.

Are these extravagant promises? We think not. They are already happening in the lives of many among us. For those of you who are new to our fellowship, there are no problems that you have experienced that are not common to us. We welcome you with the deepest respect. When we apply this program with honesty and compassion, a place of serenity grows in us one day at a time.

World Service **WA TOOL OF SERVING: We readily extend help to other workaholics, knowing that assistance to others adds to the quality of our own recovery.**

Board Nomination Time *(cont.'d from page 1)*

. . . . In January, members receive a notice asking them to write, nominating themselves for board positions. Your letter should include what you would like to be and to do on the board, how long you have been a WA member and the city of the meeting you attend. Your nomination letter may be returned either by post to WAWSO, P.O. Box 289, Menlo Park, CA 94026, or by email to wso@workaholics-anonymous.org. This notice is going to all members whose email addresses WSO has and to all World Service Representatives (WSR's) for copying and distribution to the members of their meetings. The deadline for the nominations to be postmarked is March 15th, 2004.

All board positions will be open, and present trustees also are eligible to nominate themselves for the same or a different position. See the brief job descriptions published in the Autumn, 2003, newsletter. If you want more details, call WA-WSO.

Within 30 days of receipt of all the nominations (by April 14, 2004), the present board checks the nominees' statements and composes the ballot. Ballots will be sent to WSR's of all registered WA meetings for copying and distribution to their members for approval or disapproval of each of the candidates. The meetings have 45 days to return their ballots (by June 1st, 2004).

Results of the election will be sent to all WSR's as soon as the ballot count is completed. The elected trustees will assume their offices on July 1st.

Blessings in your prayer and meditation for contemplating stepping into service.

Member in Germany Seeking Sponsor

Dear members of the WA World Service Organization,

I am a workaholic from Germany. Furthermore I am a member of the AAS Service Board. (AAS= Anonyme Arbeitssüchtige [<http://www.arbeitssucht.de>]; this is WA in Germany, Austria and Switzerland.) I write to you because I'm urgently seeking for a female WA sponsor. I was not yet successful in finding one here in the German-speaking area (because most people work other 12-step programs). So I wanted to ask you at WA WSO for help.

Is it possible that WA WSO distributes my letter among WA meetings and other recovering workaholics in the United States? In order to grant anonymity I wanted to ask you at WA WSO to keep my address and phone number for possible volunteers or people who can't contact me by email. I hope that is OK with WSO.

If you have any other ideas about how to find a sponsor for me, please let me know. Also, please come back to me if there are further questions. I will be very grateful if you can support me in finding a WA sponsor.

Sending a lot of greetings from Germany across the ocean.

(Note: The WA-WSO Telephone Answerer and Letter Responder has this person's addresses and telephone number. Any member who wishes to become a sponsor of this member, please contact the TA&LR at wso@workaholics-anonymous.org.)



Workaholics Anonymous Meeting News



NEW MEETINGS

SAN FRANCISCO San Francisco has a new WA meeting (now we have two!): Thursday, 6 – 7pm, 3400 16th Street, corner of 16th and Church Street, enter on Church through the large grey doors 50 feet from the corner. The meeting format is Step Reading (one step a month) with a speaker on that month's step the third week. For more information, contact WA-WSO. This new meeting meets at the same place as the Tuesday 8 – 9pm meeting.

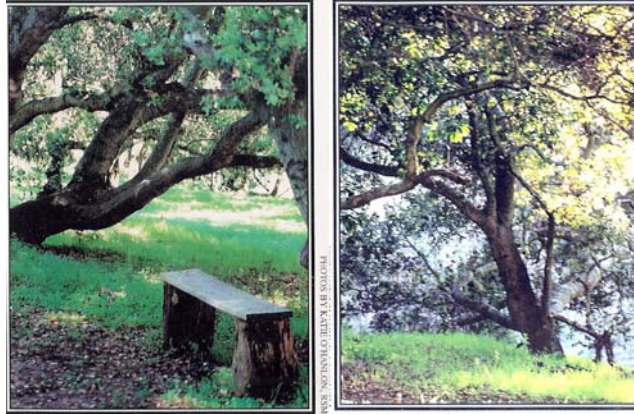
AUSTIN, TEXAS There is a regular meeting every Tuesday, noon at the Central Christian Church, 12th & Guadalupe, 2nd Floor Library, Austin.

CLOSURES

From **WA-Milwaukee**: Unfortunately, WA Milwaukee has closed its doors again, but I always remain hopeful we'll start up again. It's so ironic that I'll attend other 12-step meetings and hear so many people say "My work life is ruining my relationships" or "I know I'm a workaholic," but they don't come. And although we five core members continue to support each other, keeping the meeting going became "service with resentment."

Workaholics Anonymous

World Service Conference 2004



A Weekend Conference
Friday, July 30, 31 through Sunday, August 1, 2004
Mercy Center in Burlingame, California

Enjoy the quiet and peaceful surroundings in fellowship, step work, tools and experiences of other WA members. Conference fees range from \$25/day sessions to \$225/weekend, including accommodations and meals. Burlingame, California is located 30 minutes south of San Francisco or 10 minutes south of SF International Airport.

Workaholics Anonymous is a fellowship of individuals who share their experience, strength, and hope with each other that they may solve their common problems and help others to recover from workaholism. There are no dues or fees for WA membership; we are self-supporting through our own contributions. The only requirement for membership is the desire to stop working compulsively.

For more information about the WA program or to register for the WA WS Conference 2004 visit our website at www.workaholics-anonymous.org

WA World Service Conference 2004

Friday to Sunday July 30, 31 & August 1, 2004

Conference Fees range from \$25/day to \$225/wkend
Registration deadline: June 20, 2004; Early regis. discount & partial scholarships available

www.workaholics-anonymous.org

WA World Service Conference 2004

Friday to Sunday July 30, 31 & August 1, 2004

Conference Fees range from \$25/day to \$225/wkend
Registration deadline: June 20, 2004; Early regis. discount & partial scholarships available

www.workaholics-anonymous.org

WA World Service Conference 2004

Friday to Sunday July 30, 31 & August 1, 2004

Conference Fees range from \$25/day to \$225/wkend
Registration deadline: June 20, 2004; Early regis. discount & partial scholarships available

www.workaholics-anonymous.org

WA World Service Conference 2004

Friday to Sunday July 30, 31 & August 1, 2004

Conference Fees range from \$25/day to \$225/wkend
Registration deadline: June 20, 2004; Early regis. discount & partial scholarships available

www.workaholics-anonymous.org

WA World Service Conference 2004

Friday to Sunday July 30, 31 & August 1, 2004

Conference Fees range from \$25/day to \$225/wkend
Registration deadline: June 20, 2004; Early regis. discount & partial scholarships available

www.workaholics-anonymous.org

WA World Service Conference 2004

Friday to Sunday July 30, 31 & August 1, 2004

Conference Fees range from \$25/day to \$225/wkend
Registration deadline: June 20, 2004; Early regis. discount & partial scholarships available

www.workaholics-anonymous.org

Workaholics Anonymous World Service Conference 2004

A Three Day Conference



Enjoy the quiet and peaceful surroundings while getting the fellowship, step work, tools and experiences of other WA members. A three-day conference starting Friday, July 30, 31 through Sunday, August 1, 2004 at Mercy Center south of San Francisco, California. The only requirement for membership is the desire to stop working compulsively.

Conference Details:

Location: Mercy Center is located on 40 acres in the hills of Burlingame, 10 minutes south of San Francisco International Airport. Visit www.mercy-center.org for more information including photos of the location.

Meals: Mercy Center offers a variety of dishes including vegetarian meals.

Accommodations: Single room accommodations are available on the campus for 35 applicants only. Early registration is recommended for members wishing to stay at Mercy Center. There are no double room accommodations at Mercy Center; however hotel accommodations are available approximately 10 minutes away, close to San Francisco International Airport.

Transportation: There is limited shuttle service from SF Airport and BART (local transportation) to Mercy Center on Friday. WA members have self-arranged carpooling in previous conferences. Note your desire to participate in carpooling on the registration form.

Conference Schedule Outline:

Friday, July 30, 2004

4:30pm Registration
6:00pm Dinner
7:30pm Welcome Meeting

Saturday, July 31, 2004

8:00am Breakfast
9am-12pm Meetings
12:00 pm Lunch
1pm-6pm Meetings
6:00pm Dinner
7:30pm Meeting

Sunday, August 1, 2004

8:00am Breakfast
9am-12pm Meeting & Closing
12:00 pm Lunch

Conference Registration and Fee Structure:

Registration deadline is June 20, 2004 for all conference package options except for option #4. See the reverse side of this flyer for Registration Form and description of the Conference Package Options.

A limited number of *Partial Scholarships* are available for WA members.

Early registration forms must be received by May 1, 2004 to receive discount.

Conference Participant Packets (detailing conference information) will be mailed on July 1, 2004 to all members who registered.

Send check made payable to WA WSO to the following address:

Workaholics Anonymous • PO Box 289 • Menlo Park, CA 94026-0289

