EASTERN AREA SERVICE COMMITTEE MINUTES JUNE 24, 2007

Cheryl S. brought the EASC regular business meeting to order, on June 24, at 1:00pm, in Tulsa, OK. A moment of silence and the serenity prayer followed.

Readings:

12 Traditions- Ronny S. 12 Concepts- Bobby G. JFT- Megan S.

Roll Call: 5 Officers; 13 GSR's

This made a total of 18 voting members with 12 being the quorum (2/3).

Jennifer J. read the minutes. Motion passed to accept minutes as read.

OK RSC Re-Organization Ad Hoc Committee Report

*see attachment for a copy of the full report

There was a special report given by Vicky Mc. to the EASC.

- The basic outline
 - ✓ Move RSC to consensus based decision making process format
 - ✓ Delete the current service structure jobs of regional sub committee chairs and replace with a board consisting of a facilitator (chair), notetaker (secretary), treasurer, RD, RD-A, RCMs (4 per area), & RSO board members.
 - ✓ RSC provide liaison to event planning committee to help with guidance and financial oversight
 - ✓ RSC explores and takes on projects that are agreed on to be beneficial to the OK Region and the areas it serves.

Additional highlights from the report:

- -Reasons for change: Current system doesn't seem to be working, regional sub-committee chairs remain unfilled for extended periods of time, area sub-committee chairs do not attend, and the region sponsored events sometimes do not follow the guidelines set out by the RSC
- -RSO and RSC to meet at the same time, creating a greater sense of unity- discussion of new name such as OKRSC Unified Board or OK Regional Service Board
- -sending 4 members from each area, preferably from different geographic locations in each area
- -Historically, each RCM carries 4 votes (thus the 4 members from each area).....this idea along with others concerning voting and to be addressed at the next ad hoc meeting, should the ASCs approve proposal for changes....another option being realign votes according to meetings and /or members
- -The method for electing trusted servants would remain primarily the same, but is open for suggestion.

SUB- COMMITTEE REPORTS

<u>Activities:</u> Danielle H. reported *Attached activities calendar

Muskogee unity meeting: meeting was awesome, speaker, Ron W. was taped, approx. 80 in attendance, \$40.77 7th tradition basket.

Clean N Crazy: GREAT! next year's committee meeting Sept. 8 @ 1pm at Stroud McDonalds on turnpike

Next unity meeting will be held at Humpin Down the River, July 20.

Speaker Tapes/CD's will be available soon, hopefully by July

Please bring plans of New Year activities to next business meeting. Bring ideas of what groups would like before or instead of a dance.... i.e. talent show, bingo, etc.

Still need Activities Chair

Please contact Danielle H. with activities so she can coordinate with other area events.

H & I (Hospitals and Institutions): Jerry B. reported

Tulsa Women and Children Center (TWCC)- new panel presentation- June 25th @ 1:30

Turley Women's Correctional Facility- contact made through help line- panel must be orientated through D.O.C.- further contact needed

H&I orientation time has changed from 6:00 to **5:45** on Saturdays before Sharing in Recovery- 6333 E. Skelly Drive- there will be a 5 minute window for late arrivals. There are 3 trusted servants giving orientations: Jerry B. 833-2521, Doug S. 378-7044, and Marie H. 852-0734.

Melissa B. fulfilled her commitment to OSUMC adolescent unit and has stepped down. Linda Mc was elected as new panel leader at OSUMC.

Melissa B. was elected as new panel leader at upcoming TWCC.

The subcommittee has incorporated an orientation for new panel leaders.

H&I Literature Report: Melissa B. reported

(May)

Total disbursements: \$341.40 Total Order: \$350.00

If you want wallet cards, please indicate which one when you are ordering.

I will not be at area in July- get enough literature to get you through until August.

PR (**Public Relations**): Laura reported

T-Shirt sales have been low and we have marked the price down to \$10. We appreciate those that contributed at the beginning of the fundraiser. Sales are still paying for ads.

Demographic Survey- GSR's were given survey a few months ago to identify the ethnic outreach in Eastern Area. Surveys were not returned. New surveys will be distributed at EASC in July.

Conflict between drug court and our meetings has been reported recently. Drug court does call and verify meeting attendance. To protect NA's public image, it is suggested that a responsible person, capable of confirming that he/she signed court papers, do the signing. Signing court papers is a good

way to bring in the newcomer, however groups are not obligated to sign these papers and need to be responsible when doing so.

<u>Literature:</u> No report until next month. Irene sold literature in Teresa's absence.

Treasurer's Report: Traci H. reported

(June)

 Beginning Bal.
 \$2,687.45

 Revenue
 1,860.11

 Expenses
 200.50

 Region
 0.00

 Ending Bal.
 \$4,347.06

Over prudent reserve \$2,247.06 (+\$600 state fair accrual)

At this time last year, Eastern Area had sent approximately \$5500 to Region-\$0 has been sent this year.

RCM Report: Pam W. reported

*See attachment for full report

Treasurer's report: ending balance of \$12,077.25.

RD (regional delegate) report:

- -Attended (WWW) world wide workshop in Lincoln, NE- NA Unity
- -Iran has the fastest growing fellowship, buying more of IP#22 (Welcome) than all other countries combined
- -WORKSHOP TOPICS: Who's Missing; Building Strong Home Groups; Medication in Recovery; Being an Effective RCM; Leadership in NA; Our Service System
- -NAWS will be looking at NA's position on drug replacement to make a clearer statement on our position.
- -Regional Service Inventory- not an overwhelming response- looking at ways to analyze data.
- -Keith gave end of term report

RD-alt report:

- -Recommends sending \$80 to Plains States Zonal Forum (PSZF) for help with Governor's Conference Booth
- -Recommends not attending next PSZF due to high cost of travel to remote part of Iowa

Clean and Crazy:

- -Financial report: spent \$7453 to set up the event
- -Need 2008 Chair- with members from this year's committee willing to help

Fall Spiritual Retreat:

-Announced intention of a central unity day in Stroud on September 2 with hook-up to World Unity Day speaker

OKRCNA:

- -2008 theme: Personal Recovery Depends on NA Unity
- -Accepting artwork
- -Intent to fill: V-Chair, Merchandising, Secretary, Registration, Entertainment, and Hotel Liaison

Archivist:

- -Good feedback from complete history that was displayed at OKRCNA
- -storage building needs organizational work
- -stepping down due to work schedule

Ad-hoc committee: Region Re-Organization

- -Committee reported the suggestions that were developed
- -Presentations of suggestions will be given at each area business meeting
- -Next meeting- all encouraged to attend- July 14, 11am, Stroud Chamber of Commerce on Hwy 66

New Business:

- -Website Updated- Pam will initiate
- -Regional Activities Calendar- Sarah has been working on- will be at Aug. meeting
- -Keith is the new Chair (facilitator) of Region and Archivist
- -Vicky is the new RD

Eastern Area Workshop- Saturday, October 13- let Teri or Pam know of topics that interest the groups

Web Contact: No report

Break: 2:20 **Voting Recount:** 5/16= 21 Quorum of 14

Old Business:

- -Contact was made with David S. concerning some information needing to be updated
- -Complete copy of revised bylaws to EASC in July.

Elections:

RCM-Alt: Megan S nominated Melissa B..

All in favor; none opposed; no abstentions

Activities Chair- opened with no nominations/willingness

GSR Reports: the following NA Groups gave Reports.

Noontime Connection- Steve Tulsa Meaning of the Principles- Megan

Vinita Krazy but Clean- Ted Hartshorne NA- Judd

Tulsa Sharing n Recovery- Laura

Sapulpa NA- Ronny

Tulsa Original Group- Deborah
Tulsa Second Chance- Joy

Survivors in Recovery- Diane Claremore No Name Group- Bobby
Tulsa Spiritual Connection- Kristina Muskogee Rebels with a Cause- Leslie

Tulsa North Side Stroll- Becky Foyil NA Group- Andy

McAlester Against All Odds- Sue Wagoner High on Life- Cameron

New Business:

- *Topics and/or Motions that need the groups' discussion and/or a vote are noted
- *Motion made by Laura for "gas money for PR to reach out to rural communities". Since there is not an outreach committee, PR has shown willingness (and in accordance with PR handbook) to step up in this area. They have the willingness and the manpower but not gas money. There was much discussion concerning the appropriate way to handle such funds, receipts, mileage, etc. Laura will come up with a more concise plan and GSR's are to discuss with groups for suggestions on such funds.
- *Megan- There was a discussion concerning Fall Spiritual Retreat- Unity Day- during World Unity Day on September 2.....need group input on whether the event would be better attended in Stroud or Tulsa. This is the only fundraiser for the FSR
- *Take RCM workshop topics/ideas to groups to see what interests them Who's Missing; Building Strong Home Groups; Medication in Recovery; Being an Effective RCM; Leadership in NA; Our Service System

Region Re-Organization Committee Report:

- -much discussion
- -possible disbanding of all subcommittees at the region level since there has been a lack of recently -possibly 1 RCM/3 RCM-alts; 4 RCMs, etc.....to get more people involved in attending regional meetings and relaying this information to our area to our groups and to our members -it is currently in the bylaws that subcommittee Chair positions are to attend Region

Announcements:

Athena- Wagoner High on Life Group- still taking donations for silent auction on World Unity Day (September 2) - FSR fundraiser

Unity Meeting- Saturday July 21st @ 8pm at Humpin Down the River, hosted by Pryor Hump Day

Next EASC sub-committee and business meeting: Sunday, July 29th at 11:00 and 1:00 @ 633 N. "C" Street in Muskogee, hosted by Rebels with a Cause

Closing:

With no further business to be brought before the group, the meeting was adjourned. Everyone circled up and closed with the serenity prayer.

In Loving Service, Jennifer J.

EASC Activities Calendar

JULY 2007

- 3rd Tues. Tulsa Survivors in Recovery meeting moves to God's Light Shining Church, 9897 E. 11th (Mingo)
- 6th Tues. 6:30-7:30pm Tulsa Peace of Mind new location/eating meeting, 2900 S. Harvard (Fellowship Congregational Church, south of Braum's)
- 6th 8pm Fri. Wagoner High on Life Potluck Speaker, Barbara T., Tulsa
- 7th McAlester Against All Odds, Cookout, Eufala Lake Juniper Point, 10am meeting, noon cookout, swim, fish
- 12th 6pm. Thur. new Muskogee, Ultimate Weapon closed meeting, 313 State St, Advantage Bail Bonds, (contact Leslie 918-616-2203)
- 21st Sat. @8pm Unity Meeting, @Humpin' Down the River, hosted by Hump Day 20-22 13th annual Humpin' Down the River float trip (signed release required), silent auction, T-shirts for sale
- 28th 2pm Sat. Tulsa Noontime Connection picnic, Chandler
- 29th Sun. @11am EASC committees, 633 N. "C" St., Muskogee
- 29th Sun. @1pm EASC General Business, hosted by Rebels with a Cause

AUGUST 2007

- 4th Sat. @2pm Survivors in Recovery 3rd anniversary & Family Funday, Horseshoe tournament, raffle, games, kids activities, 3220 North Ridge Ave., Sand Springs, @8pm Unity meeting speaker Keith T.
- 10-12 <u>rescheduled</u> No Name Campout, Blue Creek Campground, Oolagah Lake, Claremore
- 17-19 Blue Hole Campout hosted by Salina Better Late Than Never, hog fry on Sat., hosted by Kenwood Crossroads
- 26th Sun. @11am EASC committees, 6333 E. Skelly, Tulsa
- 26th Sun. @1pm EASC General Business, hosted by Tulsa Second Chance 29th- Sep 2nd 32nd WCNA San Antonio, TX, Henry Gonzales Convention Center

SEPTEMBER 2007

- 1st Sat. @8pm Unity Meeting, 6333 E. Skelly, Tulsa, hosted by Northside Stroll 2nd Unity Day Conference Simulcast (Sat. night World Convention speaker) Stroud or Tulsa, tba
- 14-16 21st Northside Stroll & Troll Chicken Flying Contest, Greenleaf State Park 27-Oct. 7th NA Public Relations booth @Tulsa State Fair
- 30th Sun. @11am EASC committees, 6333 E. Skelly, Tulsa
- 30th Sun. @1pm EASC General Business, hosted by Hump Day

OCTOBER 2007

6th Sat. @8pm Unity Meeting, 632 W. 4th St., Claremore, hosted by Claremore NA group

13th Regional Workshops tba

28th Sun. @11am EASC committees

28th Sun. @1pm EASC General Business, hosted by?

Peace of Mind's Anniversary

Original group's Anniversary

NOVEMBER 2007

 $3^{\rm rd}$ Sat. @8pm Unity Meeting, 6333 E. Skelly, Tulsa, hosted by Original group $23^{\rm rd}$ Fall Spiritual Retreat

Thu. Thanksgiving: Doors open 3pm, dinner 5pm, silent auction, speaker 7pm, hosted by Northside Stroll

(Nov & Dec EASC meetings on Dec.2)

DECEMBER 2007

1st Sat. @8pm Unity Meeting, hosted by?

2nd Sun. @11am EASC committees, 633 N. "C" St., Muskogee

2nd Sun. @1pm EASC General Business, hosted by Rebels With a Cause (meeting 2008 signup)

Women's Spiritual Retreat

24th @6pm - 25th @8pm Christmas marathon meeting, 6333 E. Skelly, Tulsa

New Year's Claremore

New Year's Eve dance

RCM REPORT TO AREA 06/24/2007 OKRSC MET 06/10/2007

TREAS. REPORT: BEGINNING BALANCE:

ENDING BALANCE \$12,000

HAS WEB-HOSTING BILL-DO WE WANT TO STAY WITH SAME CO.?

RD REPORT: LAST MONTH THEY ATTENDED THE WORLD WIDE WORKSHOP (WWW) IN LINCLON, NE. INFO ON HOW THEY DEVELOP TOPICS FOR WWW'S, PONITED OUT THAT THE MAIN POINT OF THE WWW'S IS ABOUT UNITY, NOT JUST FOR REGIONAL DELEGATES (RD'S); BUT MANY ATTEND, MAY START HAVING SOME WORKSHOPS FOR RD'S; IRAN STILL FASTEST GROWING FELLOWSHIP, BUYING MOREOF IP #22 THAN ALL OTHER COUNTRIES COMBINED; MAY CONSIDER MAOKING NA WAY SUBSCRIPTION ONLY AND PROMOTE E-SUBSCRIPTIONS TO BE COST-EFFECTIVE; THE FTP SITE IS GETTING THE MOST HITS, USED TO BE THE MEETING LOCATOR. WORKSHOP TOPICS: WHO'S MISSING; BUILDING STRONG HOME GROUPS; MEDICATION IN RECOVERY; BEING AN EFFECTIVE RCM; LEADERSHIP IN NA; OUR SERVICE SYSTEM. THE MOST CONTROVERSY STEMMED FROM THE MEDICATION IN RECOVERY WORKSHOP, MUCH DISCUSSION. NAWS WILL BE LOOKING AT OUR POSITION ON DRUG REPLACEMENT TO MAKE A MORE CLEAR STATEMENT ON OUR POSITION.

THE REGIONAL SERVICE INVENTORY. STILL NOT AN OVERWHELMING RESPONSE. LOOKING AT WAYS TO EXTRACT AND ANALYZE DATA.

KEITH GAVE HIS END OF TERM REPORT NOTING THAT HE AS DEVELOPED A STRONG RESPECT FOR OUR FELLOWSHIP. THAT "WE COULD HAVE MEETING AND MEETINGS AFTER MEETINGS OVER COFFEE, AND EVENTS AND FUNCTIONS AND NEVER END UP WITH A BLACK EYE BECAUSE OF IT" THAT WE CAN FIND AND APPLY SOLUTIONS TO PROBLEMS IF WE PARTICIPATE AND APPLY THE PROGRAM.

<u>RD-ALT</u>: NEW TREASURER FOR PLAINS STATES ZONAL FORUM (PSZF); RECCOMMENDS SENDING \$80.00 TO PSZF FOR HELP WITH GOVENORS CONF. BOOTH; RECCOMMENDS NOT ATTENDING THE NEXT PSZF DUE TO HIGH COST OF TRAVEL TO REMOTE PART OF IOWA.

H&I: NOT IN ATTENDANCE

LIT REPORT: NO LIT CHAIR

PR: NO PR CHAIR

<u>Clean and crazy</u>: GAVE A PRE-CAMP OUT FINANCIAL REPORT ALL DETAILS INCLUDED, SPENT \$7,453 TO SET UP EVENT.

FSR: NOT IN ATTENDANCE, ANNOUNCED INTENTION OF A CENTRAL UNITY DAY IN STROUD ON SEPTEMBER 2ND WITH HOOK-UP TO WORLD UNITY DAY SPEAKER.

<u>OKRCNA</u>: 2008 THEME "PERSONAL RECOVERY DEPENDS ON NA UNITY"; ARTWORK BEING ACCEPTED; GATHERING HOTEL INFO FROM 10 HOTELS; WILL PICK FORM 3 OR 4 TO TALK TO; INTENT TO FILL: V-CHAIR; MERCHANDISING; SECRETARY; REGISTRATION; ENTERTAINMENT; HOTEL LIASION. WILL SET DATE AFTER CHOSING HOTEL.

GSA: NOT IN ATTENDANCE

EASC: report given

<u>PASC</u>: REQUESTED REGIONAL BASIC TEXTS THAT WERE TO BE BOUGHT A YEAR AGO. ROMAN NOSE PRE-REG DUE JULY 5^{TH} .

<u>WASC</u>: NOT IN ATTENDANCE. INFO GIVEN BY THE AREA CHAIR: OPEN POSITIONS: H&I; PR; OUTREACH; LITERATURE; NOT ORGANIZED FOR FOUNDER'S DAY CELEBRATION, BUT STILL PLANNING ON IT MAYBE JULY 21ST?; FORMED A FINANCIAL AD-HOC COMMITTEE TO RESTRUCTURE REPORTING; MADE A DONATION TO REGION BUT TREASURER HAD NOT RECEIVED IT YET.

<u>ARCHIVIST:</u> HAD COMPLETE HSITORY AT THE CONVENTION ON DISPLAY, GOOD FEEDBACK; NEED TO WORK ON STORAGE BUILDING ORGANIZATION; STEPPING DOWN DUE TO WORK SCHEDULE

<u>Old business</u>: AD-HOC COMMITTEE: REGION RE-ORGANIZATION: REPORT MADE, RECOMMENDATIONS MADE; VICKY WILL PRESENT.

<u>NEW BUSINESS</u>: NEED TO GET WEBSITE UPDATED, PAM WILL START THE MOTION FORWARD; SARAH HAS BEEN WORKING ON A REGIONAL ACT. CALENDAR, WILL BE AT AUG MEETING; KEITH IS THE NEW CHAIR AND ARCHIVIST; VICKY IS THE NEW RD;

IN ADDITION: I REQUSTED A WORKSHOP FOR OUR AREA FOR SATURDAY, OCTOBER 13, PLEASE LET OR TERI KNOW WHICH OPICS YOU ARE INTERETED IN.

ILS,

PAM W EASC RCM

OK RSC Re-Organization Ad Hoc Committee Report

The committee has met twice since the last RSC in Wagoner. Members attending have been Kevin B., Vicky Mc., Ron P., Pam W., and Keith T. We met once in Tulsa and once in Enid. Allan Mc attended the first meeting, but was unavailable for the Enid meeting.

Our discussions started with general agreement that the current system or format used by the OK RSC does not appear to be working. Sub committee chairs remain unfilled for extended periods of time, Area sub committee chairs do not attend, and the region sponsored events sometimes do not follow the guidelines set out by the RSC. And those events are to at least some degree, localized, in that while members of the fellowship attend from the immediate area, the fellowship as a whole tends to not attend.

It was also agreed that basing the meeting format on Robert's Rules of Order for the RSC does not seem to be particularly productive. We also agreed that there is a disconnect between the information traveling from the RSC to the group member and vice versa.

There was agreement that the RSC is far from abiding by Robert's Rules of Order, and is as close to a consensus based decision making process as it is far from Robert's Rules of Order.

There was full agreement to recommend to the RSC to change the meeting format to a consensus based decision making process, and address any bylaw sections thereby affected.

We then moved to a discussion more concerned with how the RSC could be more productive. We agreed that the current primary function of the RSC is to provide events, currently; General Service Assembly; OK Regional Convention; Clean and Crazy Campout; and Fall Spiritual Retreat, and has

not taken on much else except for providing workshops which does seem to have a fair amount of merit.

The OK Region has worked with the OK RSO for many years, and for quite some time, since the OK Region folded its literature distribution centers, there has been little to occupy the RSO. It should be noted that in the last three or four years, the RSO researched and eventually acquired liability insurance, but aside from that, we agreed that the primary function has been limited to keeping the financial records for the RSC and occasionally trying to run down bad checks.

The basic plan that developed for the RSC to consider following in the future, aside from moving to consensus, was for the RSC and RSO to begin meeting at the same time, at what is now the RSC meeting. This would certainly require more participation of the RSO, but could bring about a greater sense of unity. We also discussed a new name for the RSC and we hoped the term "unity" could enter into the title, OKRSC Unified Board, for instance, or the OK Regional Service Board. We recognize that RCM's are a critical element in this process by virtue their understanding and presentation of the re-organization idea.

The method of selecting trusted servants would remain primarily the same, but is open for suggestion. All jobs could be elected from the fellowship at large or specific jobs could be elected from within the board itself, and probably with a term limit, likely the same as the current RSC bylaws call for. Areas would decide their election processes.

The board would be made up of the members of the RSO, the current format of the RSC executive board; chair, vice chair, secretary, RD and RD-A, Web Contact(s), Archivist and any other elected job at the RSC; the Area representatives; and past RDs, should they wish to attend. To address some of the difficulty in communication, we decided it could help to realign the representation from the areas. One proposed scenario is

such that each area would send the RCM and RCM - A, as usual, plus two other RCM - As, or two members at large. The idea would be they send four members.

Areas could decide terminology, length of term and rotation, with the hope to not end up with a new set of trusted servants all at once. We arrived at this number by the fact that the RCM from each area historically carry four votes. Should the ASCs approve of the ad hoc plan, actual RSC voting rights would be addressed at the next ad hoc meeting. We have, however, considered that everyone at the RSC could have a vote, or it could also be broken up, such as RSO might have one vote, and past RDs might not vote. RCMs would always vote, as usual, with the votes per Area participant being the main issue.

We assumed there would be some discomfort about the idea of sending four representatives from each of the areas, and as previously mentioned, that if four participants attended the RSC, it could help address the communication issue, especially if the four participants were from different geographic locations within the area. Should the Areas and the Region decide to adopt these changes, including the four representatives per each area, the areas would be entitled to the number of votes that matched the number or reps in attendance in attendance. Another option could be to try to realign the area votes by trying to find a way to ration out the votes by meetings, or members.

We also agreed that since the primary function of the RSC is the events, the primary responsibility for the events should also lie at the feet of the RSC. The first step in taking such responsibility is suggested to be that the planning committees should be formed as usual, from the fellowship at large, and the RSC would send one board member as well, as a liaison to each of the event planning committees. There have been documents generated by the RSC regarding event planning and management for some time, but there again there seems to be the same disconnect in the flow of

the information. Sending the liaison puts the responsibility squarely on the RSC / RSO and not the chairs, who may or may not be aware of the available resources and guidelines. This would also relieve the RSC of remembering to tell event chairs what is available and instead be a part of the committee itself. Guidelines in some form, possibly a booklet would be developed by the RSC for the liaison to work from, such as job duties and financial worksheets. The issue is about deciding where to best place the responsibilities for our events and also provide guidance and oversight for event planning committees, and we think it is with the RSC as a whole.

It appears that the four regional sponsored events fund about $\frac{1}{2}$ the RSC and the other $\frac{1}{2}$ is from the area donations. The areas forward excess funds in varying degrees, and the expenses for RSC projects or fund flow to NAWS cannot be funded from only one side of the pie.

Further down the road, the board could take on projects that areas might not be able to attempt due to manning issues or funding, and hopefully with individual members from the areas. Examples could include but not be limited to such things as maintaining or increasing the current level of local fellowship workshops, creating a mail out project to legal, medical and therapeutic professionals, creating an event calendar, funding in some part, PR or H&I projects, or a regional phone line, as well as fund representatives to visit other nearby regional service committees and attend training sessions, most likely presented by NAWS or other regions or zonal forums. We could likewise present to neighboring regions and other zones.

The basic outline

- ✓ Move RSC to consensus based decision making process format
- ✓ Delete the current service structure jobs of regional sub committee chairs and replace with a board consisting of a facilitator (chair), notetaker (secretary), treasurer, RD, RD-A, RCMs (4 per area), & RSO board members.

- ✓ RSC provide liaison to event planning committee to help with guidance and financial oversight
- ✓ RSC explores and takes on projects that are agreed on to be beneficial to the OK Region and the areas it serves.

ILS Re-Org Ad Hoc