**Opening Matters**

* + - Serenity Prayer
    - Check-Ins/Sobriety Statements
    - Readings
      * [**Twelve Concepts**](https://slaafws.org/download/core-files/The_Twelve_Concepts_of_SLAA.pdf) - (Non-Chair Member with most seniority) – Steve B.
      * [**Twelve Traditions**](https://slaafws.org/download/core-files/The_Twelve_Traditions_of_SLAA.pdf)- (Member next most seniority on the BOT) – Susan G.
      * Sex and Love Addicts Anonymous is a Twelve Step, Twelve Tradition oriented fellowship based on the model pioneered by Alcoholics Anonymous. The only qualification for S.L.A.A. membership is a desire to stop living out a pattern of sex and love addiction. S.L.A.A. is supported entirely through contributions of its membership, and is free to all who need it. The BOT is a business meeting. We are the business arm of our recovery organization. Respecting the Second Tradition, we need to put individual feelings aside when we work for the BOT and focus on what serves the Fellowship best. This is a job. We are trusted servants. We abuse that trust when we do not act professionally in discharging the business of the Fellowship. – Rich K.

1. **Attendance**
   1. Present: Bob G., Steve B., Susan G., Rich K., Earl D., Nancy G. and Ashly B.
   2. Absent: David F.
2. **Assign roles**
   1. Facilitator – Bob G.
   2. Record Keeper – Steve B.
   3. Timekeeper – Rich K.
   4. Spiritual Reminder - All
3. **Announcements**
   1. Chris D. has agreed to be the second recipient of whistleblower contacts
   2. Dec 23 – Jan. 1st Office Closed.
4. **Approval of Agenda** 
   * + ***Approved***
5. **Approval of Minutes**

* **Pending**
  1. F2F Minutes – When Available
  2. Minutes from 11 October 2017 Regular Meeting
     + Motion to approve – Earl/Ashly **Approved 7-0-0** Action Item: Steve to make sure Minutes are brought up to date with Webmaster

1. **Monthly Action Items**
   1. Nancy to post BHRPC minutes to dropbox - Done
   2. Bob to ask Rita about status of CMRC – Done
      * CMRC is inactive.
      * Q: Is MRBOTC inactive? A: It was folded into the CCC about 3 years ago at an ABM Meeting when J.S. was still the chair.
   3. Bob and Pam to assure about Hilton Deposits and includes Friday nights – Done ($120 room rate includes 3 days before and 3 days after contracted nights. Contract signed)
   4. Rich to send Balance sheet and P & L to newsletter – Done
   5. Ashly to put AA Safety Statement on BPMC agenda – Done
2. **Business**
   1. **Elevated Priority**
      1. CSTCC Request for website posting
         * A question brought to them at the ABM regarding the Budget IFD. They have responses that they want to post. They had held off for us top look at it. We don’t have actual opinion, they were opposed to the IFD.
         * Comment: I would like to see it.
         * Concern: this may still be a pending Agenda item – Not fair if the CSTCC would get to post an opinion on that is an active Agenda Item on the Website. They can post comments in the margin like all other Conference Committees and bring opinions to the assembly.
         * **Consensus**: To have them take this through the ARS process since this is still an active possible Agenda Item rather than post on the Web.
         * Note: will be added to Board Agenda if becomes Motion.
      2. Approval of ABM Committee members
         * Question as to whether sobriety requirements are the same as other Board
         * Two applications to serve on ABM planning Committee
           1. Conference Charter Committee (CCC) Chair: Rita H.

Anthony P.:

Q: What is his role? A: The ABM is planned by the CCC and BOT working together. The CCC thought it was not fair that there were not more CCC representatives. CCC may ask that the CFC have a representative too.

Q: Did the CCC approve him? A: Yes

Q: How many members will that be? A: 8, with Anthony P.

Q: Is he still subject to three-month probationary period? A: Assume so.

Q: On ARS? A: No.

* + - * 1. Motion to Approve Rita H to the 2018 ABM Planning Committee Steve/Earl **Approved 7-0-0**
        2. Motion Anthony P. to the 2018 ABM Planning Committee Steve/Rich **Approved 5-2-0**

Minority Opinions given

**Revote: Approved 4-3-0**

* + - * 1. A**ction Item: To put on the BPMC Agenda to work on a policy for the ABM Planning Committee make-up and sobriety requirements**
  1. **Normal Priority**
     1. Employee Handbook Draft from BHR/P Committee
        + Concerns:
          - See Susan’s proposed changes

Okay with all of the changes except time off.

Have a policy on conflicts, okay with other changes except the changes on time off as well.

Agree with prior comments; most companies have more comprehensive time off.

Agree with changes – except period inside the parenthesis ( see, Strunk and White 4th Edition).

Conflict all seems unclear – what conflict are we talking about? Conflict between employees and F.W.S. interests or BOT.

Agree that conflict in 7 is confusing. Time off different than what I am used to but okay.

Change company to FWS

Would like to see ED/GM in that order throughout

Change in fonts. Q: Unpaid lunch? Yes, they work 8 hours.

Q: Is this for employees only? Or contractors too? Employee only.

Do we need for Contractors? Not comfortable with use of we rather than F.W.S. Need to add page numbers. No discussion of cyber or cyber-security or cyber terrorism. Q: Anything about Diversity or Discrimination? A: There is not a policy. Include video, skype in electronics use. Distinction between anonymous/confidential could be clearer. What about Military service policy? Prefer discharge rather than termination – more consistent.

HRPC Chair: Please get to me in writing. Almost impossible to keep.

I understand PTO now, it makes sense to me.

Comment: This is a very small employer (3 employees) which requires more flexibility and we tried to keep it simple. We have and employment professional on the Committee. Don’t want to be overly formal or hamstring the ED.

* + - * + Consensus: Take back to HPRC and Pam will put a list of polices together. **Action Item: Nancy will take back to HR Committee with the suggestions. Earl will send his suggestions to Nancy in writing and Bob will have Pam put a list of existing policies together.**
    - Discussion of CTC Translation guideline – **Tabled**
    - Contribution Policy (Draft Contribution Policy)
      * Idea of BFSC to get a policy was to make clear primarily to cap with regards to designated giving and regular donations.
        1. Q: Is PR capped A: No. –should it say that? Designated Giving and Contribution should be name of Policy. What about employee designated giving which is not allowed, should something be included on that?
        2. There is no Designated Giving Policy yet. (lets leave in there)
        3. I’m opposed to putting in an example for employer giving programs.
        4. Rather than example, cannot accept donations from non-members or businesses.
        5. Consensus: Take back to BFC to look at proposals **AI: Rich will take back to the BFC with the above suggestions.**

1. One more announcement: Got our usual 12k contribution after correspondence with regularly contributing member. We are grateful for his generosity.
2. **Adjournment**

Check-outs

Closing Prayer:

Higher Power, make me worthy to serve You through this Fellowship and the Twelve Steps and Twelve Traditions. Help me to be generous with my time and effort, to give without counting the cost, to give back wholly for what I have so freely received without looking for any reward, other than that of knowing I have done your will. Through my service, may I give hope and peace to those who still suffer. – (David F.)

Meeting Schedule for Conference year 2017-2018

|  |  |  |
| --- | --- | --- |
| ~~9 Sep 2017 – Regular~~ | ~~14 Oct 2017 – Interim~~ | ~~11 Nov 2017 – Regular~~ |
| **~~9 Dec 2017 – Interim~~** | 13 Jan 2018 – Regular | 10 Feb 2018 – Interim |
| 10 Mar 2018 – Regular | 14 Apr 2018 – Interim | 12 May 2018 – Regular |
| 9 Jun 2018 – Interim | 14 Jul 2018 – Regular | F2F – TBD |