Saturday Sept. 14, 2019 7:30 AM PT

1. **Opening Matters** 
   * 1. Serenity Prayer
     2. Check-Ins/Sobriety Statements
     3. Readings
        + [**Twelve Concepts**](https://slaafws.org/download/core-files/The_Twelve_Concepts_of_SLAA.pdf) - (Non-Chair Member with most seniority) – Nancy G.
        + [**Twelve Traditions**](https://slaafws.org/download/core-files/The_Twelve_Traditions_of_SLAA.pdf)- (Member next most seniority on the BOT) – Ned J.
        + Opening Reading – P.A. K.

Started Recording

1. **Assign roles**
   1. Facilitator – Seth S.
   2. Record Keeper – Christina M.
   3. Timekeeper – Rick S.
   4. Spiritual Reminder - All
2. **Announcements**
3. The following were elected Officers 6-0-0 after moved and seconded and discussion with the nominee not present:

* President – Seth S.
* Secretary – Christina M.
* Treasurer – Jay G.
* Board Chair – none; responsibilities will rotate throughout the group.

1. **Approval of Agenda** (*BOT Agenda 2019 09*) We elevated the discussion on the Budget to immediately after the break. Approved by consensus.
2. **Approval of Minutes** 
   1. Minutes from July 2019 F2F Meeting (*BOT Minutes F2F 2019*). 7 pages of detailed notes were submitted by Jay G.
   2. Minutes **as amended** were approved.
3. **Monthly Action Items**
   1. Rich to forward July meeting minutes to Beth (DONE)
   2. Rich to read ABC Safety Statement at ABC/M (DONE)
   3. Jay to send Balance Sheet and Profit & Loss to Newsletter (DONE)
   4. Jay to announce continuation of subsidy during Treasurer’s presentation. (DONE)
   5. Seth to put Review/Approve 2019-2020 budget (*FY2019-2020 BFC Approved Budget)* on today’s BOT Agenda (DONE)
   6. Rich to respond to member’s email on Step Workbook and the 2019 ABC/M. *(Step Workbook Email* ) (DONE)
   7. Rich to send to Pam approved motion regarding timing of transition on and off the Board and timing of first meeting of new Board for placement in collection of approved BOT Motions. (DONE)
   8. Board Chair or BOC Chair to explore with CLC, CCC and/or Chairs Call for input about attaching this newly revised BOT Statement on Distribution of Draft Literature to all draft literature. (PENDING– Seth still needs to get with Ned)
   9. Board Chair to ask web master to post newly revised and dated BOT Statement on Distribution of Draft Literature to the website. (DONE)
   10. Rich to send email and red-lined version of Meditation Book to five members of CLC who requested it. (DONE)
4. **Routine Reports**

a) No Report on Suggestions to the Board

b) Executive Director’s Report – some had difficulty finding this; it was emailed to the group. Seth will repost to the Dropbox. Ned requested Seth to ask Pam to routinely post her report to Dropbox.

Board Committee Chair Reports

a) **Copyright Translation –Rick S.**

August meeting was canceled, they are scheduled to meet the following month.

b) **Development – Seth S.**

Did not meet, but report will be posted. Ned reminded the need to codify the process for non-BOT members to fill out new applications. Seth will put on next BDC agenda.

c) **Finance – Jay G.**

No questions.

d) **HR/Personnel – Nancy G.**

No questions.

e) **Outreach – Ned J.**

Ned posted 2 documents: a potential CLC/BOC collaboration proposal, which offers more editing opportunities for the CLC; and a summary of all the steps the BOC has made to embrace the CLC. Everything on the BOC is being done to embrace the process of working with the CLC to avoid what happened with State of Grace.

f) **Programs and Memberships – P.A.K.**

P.A. informed the group did not meet, she was under the impression it would be a 2-year commitment to Sacramento, Sacramento is aware they are hosting, P.A. will chair the ABM planning committee in 2020, and she was supposed to meet with Ashly for more info. In the past, the next location was announced at the current ABM, but that did not happen this year. P.A. will get more info at the next BPMC from Ashly. The next step would be for Pam to negotiate a contract with the hotel for 2020. P.A. confirmed there is a plan for an IRC, but nothing has been put in writing.

g) **Fellowship Self-Supporting – Ned J.**

No questions.

Board Liaison Reports

a) **Seth S. – CLC, CICC, CMRT**

No questions.

b**) Nancy G. – CSpC, CSTCC**

No questions.

c) **Ned J. - CHRC, CPIC**

No questions.

d) **P.A.K. - CAC, CSC**

No questions.

e**) Jay G. - CCC, CFC**

No questions.

f) **Christina H. - CDC, CTIOC**

No questions.

g) **Rick S. - CBC, CJC**

No questions.

1. **Business**

**ELEVATED PRIORITY:**

1. Approval of non-BOT Board committee members.

**BCTC**

Rick S presented nomine Sam. Jay G. moved that Sam be approved. Point was brought up that if they are returning members they do not have to fill out a new application, however they do need to fill out a confidentiality/conflict of interest form. This will all be formalized in the next BDC meeting since nothing is in writing to formalize this process. Seth clarified Sam cannot yet serve without the paperwork, but he can be voted on. If he is approved, he then needs to submit said forms. Rick S. seconded the motion; agreement was made that a new policy needs to be developed around this. Sam was approved.

**BDC**

Seth presented nominees Celia G (Australia) Mona E (Los Angeles), Anne K (Florida), Rick B (Florida). All were approved. **NOTE: Jay G reminded that when a person has been approved, the Chair’s action item is to inform the person, and every newly approved person has been approved for a 90-day probation period.**

**BFC**

Cory F., Ava, Seven were all approved.

**BHRPC**

Nancy presented potential nominees Scott, Lindsey, and Jaclyn. All were approved.

**BOC**

Three potential candidates: Beth S, Cate, and Lee W. Regarding Lee W., the concern was over the one-man-two-votes issue stemming from Lee being the existing chair of the CLC. Beth and Cate B. were approved.

**BPMC**

P.A. presented nominees Jim B, Gabriel G., and Austin. All were approved.

**BFSC**

Ned presented nominees Scott, Lindsey, and Jack. All were approved.

1. Approval of FY 2019-2020 FWS Budget Revised (*BFC)*

Board approved this preliminary budget at the July F2F with these proposed changes:

- 42300 Intergroup Contributions $2500 increase from preliminary budget to $28,100, articulated from the Treasurer’s report dashboard item. Based on recent history, Jay suggests this increase.

- 49000 ‘Sales income’ – $4000 increase to $228,000, reasoning for this increase is in the treasurer’s summary.

- 50000 ‘Cost of Goods Sold – Other’ will increase as a consequence.

-62400 ‘Conference Committees’ allocations were left in the preliminary budget with a placeholder of $3500, which Jay recommended increasing to $5210 for Conference Committees in accordance with past practices, ultimately to be allocated by the CFC. Refer to FY 2020 Conference Committee Budget Request form, which was used to arrive at the $5210.

If this budget is adopted, we are now budgeting for a loss of $794 as opposed to the previous budget, which reflected a net loss of over $4000.

Discussion on approval was tabled until after discussion and resolution of employment request from Beth S.

1. Discussion and resolution of employment request from Beth S. (*BHRPC)*

Beth has done a lot of work for this fellowship. A short-term solution that keeps her on board would be preferable to turning to outside people to fill her position. She is huge asset. Extending her responsibilities that to a full-time employee will prevent her from finding other work. If she found another job elsewhere, it would limit her availability to the Fellowship.

Suggestion for the BHRPC to form a subcommittee to analyze the role of web master, look at areas of performance that could be taken away or added to. There would be a 120 or 90-day temporary employment period for a sub-contractor position for Beth while we compare the market rates of other potential candidates and evaluate our needs and wants for the future.

Idea was discussed to potentially delegate some of Beth’s responsibilities to other members.

Discussion over avoiding establishing anything permanent at this time, such as putting Beth on the pay roll, but rather instead give her a total of $4500 more (total) for the next 3 months, pick her three most important action items for her to focus on (i.e. e-Journal restoration, etc.), and offer her bonuses for completing said items, to be completed in the next 90 days. She would stay a contractor at $1500 and would receive the bonus $4500 over the next three months while we use the time to more fully examine her position and it’s requirements.

Suggestion to increase the temporary employment period to 120-180 days as is necessary to formulate a proper plan/strategy going forward.

Effort made to make a distinction between “employment” vs. independent contracting. Agreed it was preferable not to call her an ‘employee’ but rather keep her status as an “Independent Contractor.”

Emphasis on developing a contingency plan to review Beth’s duties, putting filters between the Conference’s accessibility to Beth’s services, and expanding effectiveness of the efforts of the BFSC to raise more money so this situation isn’t as critical.

Recommendation to give Beth a 120-day contract to increase her work-load from part-time to full-time while we formulate a solid plan-B as a backup to cover our bases if Beth were to leave.

Seth moved to give Beth a 120-day contract for full-time work at $3,000 per month to continue with her regular duties while we work to develop a resources for a viable contingency plan for Beth’s tasks if she were to leave.

Clarification to remove any discussion of specific amount of hours from the motion.

Ned suggested amending the motion to be a 3-part motion to extend to Beth:

1.) A 120-day consulting contract

2.) Her fee would be increased to $3000 per month

3.) She will continue to perform the duties for which she has currently been responsible

The Motion was seconded and passed.

Jay will inform Pam the Executive Director. Someone from the Board will reach out personally to Beth.

Ned suggested the BHRPC (Nancy) and the BOT President (Seth) compose a brief synopsis of what will be said to Beth and share with the Board.

Jay moved to adopt the budget revised with a $6000 increase to the Account Webmaster Services based on the recent discussion regarding Beth.

The motion on the revised budget as amended was seconded and passed.

Ned will facilitate next month’s interim meeting.

Recording stopped.

Meeting Schedule for Conference year 2019-2020

|  |  |  |
| --- | --- | --- |
| **~~14 Sept 19 – Regular~~** | **12 Oct 19 – Interim** | **9 Nov 19 – Regular** |
| **13 Dec 19 – Interim** | **11 Jan 20 – Regular** | **8 Feb 20 – Interim** |
| **14 Mar 20 – Regular** | **11 Apr 20 – Interim** | **9 May 20 – Regular** |
| **13Jun 20 – Interim** | **11 Jul 20 – Regular** | **F2F** |