Saturday November 9, 2019 7:30 AM PT

1. **Opening Matters** 
   * 1. Check-Ins/Sobriety Statements
     2. 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.
        + BOT Preamble - 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. – P.A. K.

Started Recording

1. **Assign roles**
   1. Facilitator – Jay G.
   2. Record Keeper – Christina M.
   3. Timekeeper – Seth S.
   4. Spiritual Reminder - All
2. **Announcements**
   1. November is Gratitude Month (*Gratitude Month Flyer*) The Flyer is posted; please share the good news of Gratitude month with your recovery meetings/intergroups/committee meetings, etc.
   2. Deadline for next *Newsletter* is November 17
   3. Nancy will Chair the December BOT Meeting
3. **Approval of Agenda (***BOT Agenda 2019-11*) We changed Christina’s last initial from H. to M. Agenda was approved by consensus.
4. **Approval of Minutes** (*BOT Minutes 10.12.19-REVISED*) It was noted these minutes are more detailed than past years, general consensus expressed more detail was appreciated. Secretary (Christina) will be sure to record the names of who made motions, who seconded, and specific vote counts. Seth moved to approve the minutes; Rick seconded; minutes were unanimously approved.
5. **Monthly Action Items**
   1. Christina to forward September 2019 meeting minutes to Beth (DONE)
   2. Nancy and Jay to propose response to CLC re: October 2019 board action on SOG (DONE)
   3. Seth to send response to CLC (DONE)
   4. Ned to arrange for website and other promotion of pre-orders for SOG (DONE)
   5. President or BOC Chair to explore with CLC, CCC and/or Chairs Call for input about attaching the newly revised BOT Statement on Distribution of Draft Literature to all draft literature. (PENDING) Seth will go ahead and notify CLC this statement will be attached to all draft literature.
   6. Jay will notify the CCC and the Chairs Call regarding the BOT Statement on Distribution of Draft literature being attached to all draft literature. (PENDING).
   7. President to propose language for October 2019 Minutes to resolve whistleblower issue. (DONE) Seth posted (*whistleblower Complaint Response 01419.docx*) to BOT dropbox
6. **Routine Reports**

**a) Report on Suggestions to the Board**

1. (*CLC Letter to BOT 02719*)

Seth sat in on the CLC call as a Board Liaison during discussion regarding this letter, in which the CLC requests the BOT delete the “affirmations” portion from *The State of Grace* before publication, as they feel they have been significantly altered from their original intent of being “Top Line Behaviors” (which was approved at the 2018 Conference) and later changed by the BOC to become “Affirmations”, which the majority of the CLC feels was not Conference approved. The CLC believes the newly revised “Affirmations” can be deleted at the desktop publishing stage without undue cost or delay and are willing to assist. Seth noted the CLC was not unanimous regarding this letter; there was a minority opinion on the CLC call to let the issue go, but ultimately the vote was to move forward with sending this request letter to the BOT.

It was noted there is room for discussion regarding these issues for the 2nd edition publishing because of the issue of “affirmations” vs. “top line behaviors”. Our 9th step promises (via the AA 9th step promises) reflect “we will know peace”. There are some serious and reasonable thoughts here to address regarding preferring the emphasis of top line behaviors over affirmations, but it would need to be applied to the 2nd version, and the CLC should be the ones to take that on.

One opinion expressed the desire to continue with the publication as it is, and if publishing a 2nd edition comes up at the next ABM, to embrace consideration at that time.

Desire was expressed to heal this issue with the CLC, as there is clearly still a raw wound here, and a concern regarding an us vs. them mentality that is still current in spite of the Board having moved on from this.

Sympathy was expressed for the specific original authors of State of Grace in regard to the extensive time they spent compiling and collaborating over the original manuscript, thus their desire to restore the affirmations portion to their original authentic S.L.A.A.-voiced version, as opposed to the more generic version they feel came about with the book’s final revision.

Suggestion was made to support the CLC’s efforts should this issue of removing/revising the affirmations for a 2nd edition come up in 2020.

2. (*Rich K email 20191104*)

There was appreciation for Rich’s email, in which he raised concerns over the lack of transparency in the September BOT meetings minutes, specifically in regard to the lack of recording who made motions, seconded, and what the final vote totals were. He also expressed his opinions regarding how to proceed with the technology concerns we currently face, along with the importance of including the text of the closing prayer in the minutes, who reads it, and suggested some aesthetic opinions regarding fonts and the grouping together of certain discussion points regarding the September budget discussion.

Suggestions and guidance regarding how to better our process are always welcome.

Certain BOT members were able to respond directly to Rich’s e-mail in order to make clear this current BOT is still learning. While mistakes were made regarding how we should approach the September minutes, ownership of our mistakes was taken, and a willingness to take direction.

Meeting facilitators can make a point to identify who makes motions and who seconds them for the recording secretary; the vote tallies should be noted, perhaps not in regard to non-board member appointments to Board Committees, but they should generally be noted. Additionally, Rich’s views on substance and process were taken very seriously. Taking the time to make major decisions without haste is important, and listening to former Board members (regardless of whether or not we agree with them) is something to consider.

**b) Executive Director’s Report** – (*ED Report and Sales Summary*)

Pam had some concern about receiving the data for the report in a timely manner.

It was noted she would prefer people call her no earlier than 7:30am Central time and no later than 8pm central time. This applies to any day of the week.

Sales for State of Grace are looking good. Pam does quite a lot of work for the Fellowship.

Question was raised regarding the progression of the 18-month medallion; response was they have been ordered.

Regarding the timeliness of Pam receiving data, clarification was made regarding her receipt of financial information for the sales summary: the financial books had to be closed for October before Pam could run her report. The calendar was working against those bookkeeping; normally reports are sent to the bookkeeper on the 2nd or 3rd of the month, but that was a weekend, so the reports couldn’t be sent to the bookkeeper until the 4th of November. Work over the phone and by email went late into the evening to get the books closed by the end of October so the data could then be sent to Pam in time for the November 9th BOT meeting.

Much acclaim was expressed for the amount of hours Pam has put in regarding the publication of State of Grace, and the exemplary way she has helped managed the sales and production process with the BOC.

**c) Webmaster’s Report** (*Webmaster Report 2019-11*)

Beth will be submitting a monthly report regarding her scope of work and the tasks she accomplishes.

Beth’s very extensive report adds to the critical mass of knowledge we currently have regarding our Webmaster’s job description. We will be able to use this information if/when we find ourselves needing to develop a committee to develop more technology positions.

Gratitude was expressed for Beth’s lengthy list of accomplishments this month. It was noted the amount of work Beth put toward unraveling and smoothing out the problems that were arising from the e-journal. Point was raised how it is reflective of the positive results that came of extending Beth’s consulting contract from part-time to full-time, and that we now have a recorded curriculum of what exactly Beth’s job description entails. If for any reason she should have to step away from her position, we have a comprehensive summary of the tasks she performs which we could pass along to a new candidate if need be.

Clarification was made regarding receiving a bi-monthly report vs. a monthly report, which Nancy had asked from Beth. Since it’s better for the BOT to see a monthly report that is what Beth will do. However it will appear on the BOT meeting agenda bi-monthly.

Board Committee Chair Reports

**a) Copyright Translation –Rick S.** (*BCTC Report 1119*)

Rick was acknowledged for his willingness and efforts to get himself up to speed with the tools and technology aspect of serving on the BOT. Hopefully in the future, we will include a training process for new BOT members when they join.

Question was raised regarding the status of the German pornography pamphlet that has been presented in the past, as nothing was mentioned in this report. The issue is currently on the table for the CTIOC. Clarification was made that the CTIOC has tabled the issue because they have not been able to get in touch with the original author of the German pornography pamphlet. There is a rough translation of an internet pornography pamphlet currently in the pipeline for the CLC. Since the original document is in German, it doesn’t easily fall into our usual literature development process. Concern was raised if left too long, it might fall through the cracks, and it’s a valuable document, so we will continue to pursue it.

Point was raised that if the German internet pornography pamphlet is currently being drafted for Conference approval, it should stay with the CLC rather than be addressed by the BCTC, except to the extent where the original publication is using our logo/name, at which point they should be paying the Fellowship or requesting permission for that usage. The same standard is being applied to the H.O.W. literature approval process.

Point was raised the original document (drafted in German) was approved by the German Intergroup as an S.L.A.A. German document, therefore the Fellowship already owns this literature and we already have a copyright on it. We just want to make sure it doesn’t fall through the cracks.

Suggestion was reiterated that all related committees (CLC, CTIOC, and BCTC) should make an attempt to take another look at this document.

**b) Development – Seth S.** (*BDC Minutes 2019 09\_draft; BDC Report to BOT N0919)*

It was noted the revising organizational questionnaire from the strategic plan does not seem applicable to an agency/business our size, considering the number of staff we have, so it was suggested we review that again.

So far, recruiting for positions has been deemed successful.

Some confusion arose regarding the current process of recruitment by the BDC; regarding one of the possible non-Fellowship-member BOT candidates, a question arose regarding who was present on the interview besides the BDC chair; it was clarified the interview was only between the candidate and the Chair. A total of five individuals were interviewed by the Chair, who all identified as C-SAT’s (Certified Sex Addiction Therapists) and 4 of the 5 were unable to commit because of time restraints. The one candidate who expressed interest in spite of his extensive busy schedule was not deemed appropriate for candidacy, as outlined in the BDC report. A question arose asking in which BDC meeting was this decision made to decline this candidate’s service? The answer: it was not discussed during a particular BDC meeting. A question arose regarding whether a BDC meeting discussion was had over whether this candidate would be a good non-BOT member for a Board Committee. Answer clarified that we do not have non-S.L.A.A. members serve on Board Committees because no precedent has been set for this. Question arose: if we allow non-S.L.A.A. members serve on the BOT, why can’t they serve on BOT committees?

Clarification made: during the BDC’s October meeting, another potential BOT candidate was brought forth and their application was discussed, after which an oral interview was conducted with the candidate and published for all the members of the BDC, who unanimously voted by e-mail to confirm for BOT candidacy.

Point was made that since the candidate abstained from the e-mail vote, the vote was not in fact unanimous; previous precedent for conducting official BOT business by e-mail is rare, only occurs for *pro forma* items and only works when there is unanimity with no abstentions, per the by-laws.

By-laws were pulled up; in Section 4 – Twelve Concepts of World Service, #3 states “To insure effective leadership, each element of S.L.A.A. – the Conference, the Board of Trustees, staff, and committees – all possess the “Right of Decision.” Nothing is there regarding unanimity/plurality as it pertains to someone voting for themselves. #4 states “The Right of Participation” is maintained by allowing members the opportunity to cast one vote up to the level at which they are trusted servants.” Nothing regarding unanimity is addressed in the 12 Concepts.

Opinion was expressed regarding the importance of maintaining integrity in the process of how we conduct business as it relates to reaching a group conscience, during which members listen to each other, talk, and pray before making a decision; e-mail interactions do not accomplish this. Regarding the By-Laws, Article 6 Section 11 states: ”Except as the Trustees may otherwise determine, any such committee may make rules for the conduct of its business, but unless otherwise provided by the Trustees, or in such rules, its business shall be conducted in a manner to closely approximate the methods/procedures as are provided by these By-Laws for the Trustees.” As it is currently, the Board’s procedure is to only count e-mail votes if they are unanimous.

This discussion on this issue was left unresolved due to the conflicting opinions over whether or not the BDC’s process for confirming this BOT candidate did in fact challenge what is articulated in the By-Laws.

**c) Fellowship Self-Supporting – Ned J.** (*BFSC Report to BOT-11 07 2019; BFSC Minutes 10 09 2019*)

Lots of good ideas being presented here; we currently have an endowment fund. It was previously in existence and was drawn down and then morphed into the prudent reserve.

Comment made that it would take BOT action to re-institute this endowment fund. The possibility of using the interest from the prudent reserve fund to use for operations may come up in a future meeting.

**d) Finance – Jay G.** (*BFC Report to BOT 2019-11; BFC Minutes August 2019; BFC MINUTES Sept2019)*

This was a very intricate but easily understood report. The executive summary in particular was much appreciated.

Question was asked regarding our prudent reserve. According to our currently BOT policy, if the prudent reserve reaches a certain level (which it probably never will) we are obliged to refuse any future contributions to the prudent reserve.

**e) HR/Personnel – Nancy G.** (*11 11 19 BHRPC BOT Report; BHRPC Minutes 90919*)

There were no questions.

**f) Outreach – Ned J.** (*BOC Report to BOT-11 06 2019; BOC Minutes 10 07 2019; BOC Minutes 11-04 2019*)

Much appreciation was expressed for the extensive work Ned J. has done as Chair of this committee, particularly in regard to the State of Grace meditation book. Ned J. has gone to great lengths to ensure this book is going to look amazing. Much effort has also been made to smooth over the previous friction between the BOC and CLC.

In regard to the e-journal, according to the CJC apparently more than half of the people who were notified about the cancellation of the e-journal have not yet opened their emails regarding the cancellation. They are still trying to figure out how to move forward with an e-journal.

**g) Programs and Memberships – P.A.K.** (*BPMC Chair Report 2019-11)*

The 50th anniversary edition of the Basic Text will no longer be on the BPMC’s agenda.

P.A. is now the chair of the ABM planning committee. They hope to have their 1st meeting this month.

They are very close to having the ABM manual ready for review.

It looks like the Sacramento Intergroup will be hosting a 2020 International Recovery Convention.

Question raised: Can we officially announce the 2020 ABM will be in Sacramento and can we confirm there will be an IRC? Answer: we need confirm the hotel before we can make any official announcements.

**Board Liaison Reports**

**a)** **Seth S. – CLC, CICC, CMRT** (*SSS ConfCommittee Reports*)

Sympathy was again expressed for difficulties that were encountered regarding finding compromise with the CLC, and for the individual members of the CLC who were and are still frustrated with the revisions made on State of Grace.

Clarification made regarding member Ari F., who is from New Jersey, not Delaware.

**b)** **Nancy G. – CSpC, CSTCC** (*11 11 19 CSpC CSTCC*)

Suggestion was made to have a CSTCC panel presentation at the 2020 IRC.

**c) Ned J. - CHRC, CPIC** (*CPIC CHRC Liaison Report 11 4 2019*)

CHRC is still hanging in there. They have been struggling with their membership but there is optimism and a lot of support for this committee.

CPIC is struggling as well. Perhaps we could include a blurb in the next Newsletter to encourage support regarding these committees.

Another suggestion was made to host a CHRC panel presentation at the IRC.

**d) P.A.K. - CAC, CSC** (*CAC and CSC Liaison Report 2019-11*)

The UK anorexic groups are currently contributing to the CAC. The CSC hasn’t met yet.

**e) Jay G. - CCC, CFC** (*CCC and CFC Liaison Report-2019-11 Jay G.*)

Gratitude for work expressed.

**f) Christina M. - CDC, CTIOC** *(Conference Committee Reports to BOT.11-9-19)*

Gratitude for work expressed.

**g) Rick S. - CBC, CJC** (*CONFERENCE COMMITTEE REPORTS CJC & CBC*)

Gratitude for work expressed.

1. **Business**

**ELEVATED PRIORITY:**

1. **Consideration of Applicant to the Board** (*BOT Applicant)*

Round-robin discussion was held regarding the eligibility of this BOT candidate and whether they fulfill the very specific needs of this current BOT.

Christina M. moved to table this issue until the next meeting. Rick seconded. Vote was 5-0-1 to table the issue.

1. **September 2019 Year-end Financial Statements** (*P&L 2019-09; P&L 2019-09 Year vs. Prior Year; P&L Actual vs. Budget; Balance Sheet*)

Jay facilitated a thorough review of the listed documents.

Seth moved to approve the 2019 Year-end financial statement, send the balance sheet and P&L to the newsletter and to our outside CPA firm for their review and to prepare our tax return. Nancy seconded. The motion was unanimously approved.

1. **Discussion of creating a new Board Technology Committee** (Seth S.)

Action Item: Seth & Nancy will draft a statement for circulation in the newsletter stating we are discussing developing a technology committee and we need people’s skills.

Recording stopped.

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. – (Rick S.)

Meeting Schedule for Conference year 2019-2020

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| --- | --- | --- |
| **~~14 Sept 19 – Regular~~** | **~~12 Oct 19 – Interim~~** | **~~9 Nov 19 – Regular~~** |
| **14 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** |