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) – **P.A. K.**
        + **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. – **Jay G.**

**Recording Started (\*9)**

1. **Assign roles**
   1. Facilitator – **Ned J.**
   2. Record Keeper – **Christina M.**
   3. Timekeeper – **Seth**
   4. Spiritual Reminder - **All**
2. **Announcements**
   1. Next BOT Meeting is an *Interim Meeting* on April 11th, 2020
3. **Approval of Agenda** (***BOT Agenda 03-14-2020 Final***)

Seth made a motion for approval; Anne seconded. Agenda was approved by consensus.

1. **Approval of Minutes**

Minutes from February 08, 2020 Interim Meeting. *(****February\_ BOT\_minutes-02.08.20.docx****)*

Jay mode a motion for approval; Nancy seconded. Minutes were approved by consensus.

1. **Monthly Action Items**
   1. Forward January 20, 2020 Meeting Minutes to Pam & Beth - **Christina M.** (DONE)
   2. Forward February 8, 2020 Meeting Minutes to Pam & Beth - **Christina M.** (DONE)
   3. Work with Accountant to File IRS Form 990- **Jay G. (**DONE)
   4. Forward December 31st, 2019 Financial Statements to Newsletter – **Jay G.** (DONE)
2. **Routine Reports**

a) Report on Suggestions to the Board- NONE

b) ED Report and Sales Summary (***ED Report to BOT 11Mar20.docx ; Sales Comparison JanFeb19 v JanFeb20 pdf*** )

c) Webmaster’s Report *(****2020-03 Webmaster Report.pdf****)*

**Board Committee Chair Reports**

1. Copyright Translation –**Rick S.** ( )

The committee is going over the German internet pornography pamphlet for any copyright/translation issues. Pam is discussing with attorneys. The Fellowship received an $1100 royalty check last month from Germany. There is a discussion about the H.O.W. literature and how it relates to copyright issues.

Question was raised about a woman in Germany who used S.L.A.A materials in her book without prior authorization. The issue was initially posed to us by the German intergroup, inquiring what they should do. Our response to them (via Pam) was a suggestion for them to engage German council first, and send a letter to the author, but there’s not much our Fellowship can do at this time.

Opinion was expressed that since we ultimately hold the copyright to our intellectual property, it falls upon us to protect it, and we may need to send a cease and desist letter to the author.

Point was raised that sitting on our rights at this time does not necessarily jeopardize our copyright in Germany, which is the origin of this material. But if the material appears in the United States, it might.

Opinion expressed to get these answers from legal counsel, since it does impact our copyright and we have a fiduciary responsibility to find out if we need to take action.

1. Development – **Seth S.** (***BDC Report to BOT 3-11-2020 docx*** )

A Board member application was submitted to the Committee and was subsequently denied after discussion.

The revised non-BOT member application process was approved by the Committee.

1. Fellowship Self-Supporting – **Ned J.** (***BFSC Report to the BOT- 03 04 2020 docx****)*

Committee is hard at work on the life-saver program, securing matching funds, and exploring foundational aspects of the 7th tradition in regard to new ways to contribute.

1. Finance – **Jay G.** (***BFC Report to the BOT 2020 03 docx; BFC Minutes December 2019 docx.; Dashboard Item Treasurer’s Summary 02 29 2020.docx****)*
2. HR/Personnel – **Nancy G.**

(***2 10 2020 BHRPC Meeting Minutes doc.; 3 14 2020 BHRPC BOT Report docx. ; BHRPC Meeting Minutes December 2019 (revised) docx.; BHRPC Meeting Minutes January 2020 (revised) docx.****)*

Highlights regarding soft goals for costing-out the web master position. Currently working with the BTC. Report to be given at the April BOT meeting. There are a few quotes in, Scott & Beth will be meeting at the end of March on knowledge redundancy. Careful attention is being paid to the CoronaVirus issue and statements were echoed currently being conveyed in the written statement we agreed upon.

Question was raised about the BHRPC’s concern (as recorded in the minutes) over whether we might be intending to unfairly interview candidates for the web master position when we aren’t actually filling the position. Point in response was made that it was Board policy (when we adopted the Board Purchasing Policy & Procedure) to periodically get quotes for any service person or service body/vendor, and since we are currently restructuring the role of the web master’s contracted position and changing its fee, it encourages such quote-finding.

Point was made there is a difference between getting quotes and actually interviewing candidates, and suggestion was made that interviews are not necessary.

Point was made that a third-party estimate is not the same as getting multiple quotes.

Point was made that the normal application/submission process gives us a feel for who might be appropriate for interviewing, and that should only be done if we are interested in picking a candidate.

1. Outreach – **Ned J.** (***BOC Report to BOT 03 03 2020 Ned J. docx***)

Sales for State of Grace are at appx. 1100 books. Committee is currently in the collaborative review process of the Step Questions Workbook.

1. Programs and Memberships – **P.A. K.**

(***BPMC February 2020 Meeting Minutes docx.; BPMC January 2020 Meeting Minutes docx.; BPMC Chair Report******2020-03 doc****.)*

ABM manual is close to completion. ABM Planning Committee decided the BPMC will get the criteria together for the ABM/IRC scholarship fund. Topic will be discussed at the 3/15/2020 BPMC meeting.

Regarding the Newsletter, all Board Committee chairs need to submit their reports for the Newsletter to Chris.

1. Technology – **Seth** (Note this was unintentionally omitted from the agenda as it is a new committee that just formed)

Committee is currently searching out quotes for the web master position. Looking to develop a meeting-finding app.

Board Liaison Reports

a) **Seth S.** – CLC, CICC (***CICC, CLC Updated March 2020 docx)***

There is an as-yet undefined motion potentially circulating through the CLC regarding revising the affirmations portion of the State of Grace meditation book.

Point was raised regarding the continued voiced push-back from certain members of the CLC against the elimination of the original manuscript’s “top-line behaviors” and their replacement with “affirmations”. Opinion was expressed that this is a misconstruing of what actually happened—that the BOC/BOT did not remove a significant section of material (specifically 365 “top lines”) and replace them with affirmations; from review of the 2018 Agenda 4th edition appendix with the text of the State of Grace as adopted by the Conference, the text does not indicate nor use the label “top line behavior” but instead calls them “affirmations.”

Point was raised that using the phrasing “I will” is a top-line behavior statement. Changing the phrasing to “I am” makes it an “affirmation”, and certain CLC members feel strongly adverse to making these changes as it indicates we are working a program of progress, not perfection. Affirmations state an accomplished fact, as opposed to suggesting something we are working towards.

Point was made there was never a discussion nor claim that these statements would be referred to as top-lines.

b) **Nancy G.** – CSpC, CSTCC ( ***CspC and CSTCC 3 14 2020.docx***)

Due to concern from the legal counsel to refrain from sponsor-matching by 3rd parties, there has been a lot of work done to move the sponsorship committee into projects that do no matching. The current people working the focus call to help newcomers find sponsors have split off from CspC and created their own business meeting, and the CspC is concerned about maintaining the concerns initially raised over 3rd-party matching.

c) **Ned J.** - CHRC, CPIC (***CPIC, CHRC Liaison Report -03 14 2020***)

d) **P.A.K.** - CAC, CSC (***CAC and CSC Liaison Reports 2020-03.docx***)

The CSC is going inactive. The Service Dog Pamphlet will be re-submitted to the Conference as an IFD to gather more feedback on it, rather than a motion for literature approval, per a vote by the CLC.

e) **Jay G.** - CCC, CFC (***CCC and CFC Liaison Report 2020-03 Jay G. docx****)*

f) **Christina M.** - CDC ( )

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

The CBC conducts a 15-review per session to go over the By-Laws, attempting to unify references and edit confusing verbiage. There is a pending motion concerning non-gendered pronouns. The CJC is currently working on a diversity issue, crafting a motion to replace the affirmations in the State of Grace with Top Line Behaviors for the next printing, and discussing creating e-pamphlets to reduce the number of unauthorized copies being distributed by intergroups.

1. **Anne K.** – CMRC, CTIOC (***CMRC-CTIOC-Report\_12Feb20-1 March doc****.)*

The CTIOC is now conducting their meetings over zoom. Their first meeting was successful and they hope this will encourage more participation.

Question was raised regarding whether the FWS survey for trends and other information would be an annual survey. Answer is no, it arose partly in connection with the revival of the CMRC.

1. **BUSINESS**

**ELEVATED PRIORITY:**

1. Discussion of BOT Response Letter- **Anne K., Nancy G., Ned J.** (***CoronaVirus BFC and BOT Meeting March5-minutes pdf; SLAA COVID-19 Announcement docx***)

Thanks to Jay for putting together the joint BOT-BFC meeting to discuss the issues arising from the rapidly changing CoronaVirus situation.

Suggestion made to issue a health and safety statement and a separate ABM/IRC statement should go out. Examples of other Fellowships and intergroups are being considered.

It was clear to the BHRPC that some kind of statement needed to be issued to the Fellowship indicating our concern for this issue and assuring people we are following the suggestions of national and world health authorities.

Regarding the ABM/IRC, it was suggested a separate statement is necessary since people are wondering whether we are going to be able to hold it and therefore hesitant to register.

Regarding the ABM, we are in no position to project its future. We only have two paid registrants. This could change in 4 months, but it was expressed that registering for the ABM does not put anyone at risk financially at this time, since there would still be several months to cancel if necessary, and this information should be included in an ABM/IRC statement.

Suggestion made to include in the COVID statement what precautions the F.W.S. staff is currently taking, and question raised regarding re-negotiating financial responsibility to the Sacramento Sheraton based on fluctuating circumstances and their inability to guarantee the hotel will be available.

Suggestion made to include on the website available phone meetings and to make sure to inform F.W.S. if you start a new phone/virtual meeting.

Suggestion to link how to start a phone meeting and link to the CDC. Point raised that certain hotel chains are now changing their policies regarding cancellations and changes.

News is changing daily, and certain language usage (such as “Pandemic”) is creating different situations. Suggestion to mention the temporary suspension of some in-person meetings due to quarantine, to embrace the circumstances currently affecting parts of the global community.

Suggestion to mention flight insurance, sometimes offered as a credit card perk. Point made it’s easier to cancel during an emergency as opposed to when the emergency is over.

F.W.S. staff is currently working at home. Mail is collected weekly by Pam and Christina. Pam has Quickbooks and computer access phone calls are being re-routed to Christina. Hector will potentially be going into the office alone to ship orders from the office.

Action Item: Seth will put together a new draft of the COVID-19 statement.

Action Item: Anne/Jay will put together a draft for an ABM/IRC statement.

1. Discussion on selection of new Bookkeeper – **Jay G.**

Main File:

***(Bookkeeping Proposals)*** with multiple files included:

*(****Bookkeeping RFP 2020; J. Allen Bookkeeping Proposal docx; J. Allen Bookkeeping Proposal (1) docx; Number Crunchers Proposal.pdf; Number Crunchers further info. pdf; SWC Proposal.pdf; SWC Firm Resume.pdf; SWC Further info.pdf****)*

The BFC is asking for formal Board approval for their recommendation to select Stephen W. Cook, CPA as the new F.W.S. bookkeeper, and authorizing Jay to sign his engagement letter. This comes as a result of our former bookkeeper Badger CPA doubling their rates and prior discussions with Pam our Executive Director regarding service problems with Badger. This selection is being made from three different proposals, derived from referrals. The selected firm was flexible and transparent, and the proposal comes with high regard from members of the BFC.

Seth moved to accept the SWC proposal, authorize Jay to sign the engagement letter, and give required 30-day notice to the incumbent firm, Badger CPA. Rick seconded. Motion passed 8-0-0.

Action Item: Jay will sign the engagement letter and give 30-day notice the incumbent firm.

1. Cash Management **Jay G.** (***BFC Proposal re: Cash Management***)

Our operating funds ($60,000) in the bank do not have to be in a non-interest bearing checking account. In December, the BFC decided to send the Board a motion that officers could move operating funds to and from interest-bearing accounts provided they are FDIC insured and so long as accounts of instrument as a term does not exceed 9 months (like a CD.) The BFC is not advocating moving anything at this time, but in the future we may want to move said funds.

Seth moved to approve this motion. Anne seconded. Motion was approved 8-0-0.

Action item: Jay will send this motion to Pam.

1. Approval of “The Gift of No Contact” document for FWS printing and distribution **Ned J. (*The Gift of No Contact- BOC Approved 02 21 2020.docx****.)*

This booklet, put forth by the Conference Healthy Relationships Committee, was put through the CLC as an IFD and motion and was approved at the 2019 conference. This is the first document to go through the new CLC/BOC collaborative editing process (in which the document is approved by the Conference, who sends it to a professional editor, document is then returned to the CLC for editing, it is sent to the BOC, who sends it back to the CLC where edits are reconciled.) The BOC did not make any changes after the professional edit nor the CLC edit. This document received a 14% editing change.

Seth moved to approve this document to send to the desktop publisher. Rick seconded. Motion was approved 7-0-1.

Action item: Ned will send this document to Pam to begin the process of desktop publishing.

1. Inquiry from the ARS regarding its processing of an IFD pertaining to Core Documents proposed for the ABM Agenda **Jay G.** (***2020-ABM-The-Blessings (1).pdf; The-Blessings.pdf****)*

The CCC has asked the Board to weigh in on whether we think it’s appropriate for the Conference to consider an IFD about whether the Blessings should become a core document. The ARS’s process takes into consideration whether items are stepping on any other service body’s toes. The ARS is waiting for the Board to weigh in before they process this IFD for the agenda.

Jay moved to respond to the ARS: “Dear ARS, thank you for asking us this question. The Board has no objection to this IFD being on the ABM agenda.” Seth seconded the motion.

Motion was passed 8-0-0.

1. Prudent Reserve Policy and Procedure **Jay G.**

Main File:

(***Prudent Reserve Material)*** with multiple files included:

(***Proposed Prudent Reserve Policy and Procedure docx; Prudent Reserve AA and others.pdf; Prudent Reserve BOT Motion- September 8th 2007.docx; BFSC Friendly Amendment to the Proposed Prudent Reserve Policy and Procedure. docx***)

There is currently $200,000 in the Prudent Reserve. If we adopt this policy as drafted, we will continue to take contributions up to $206,000. Until we reach this amount, the interest will keep accruing and building into the prudent reserve. Once we reach $206,000 based on our current budget, we would automatically sweep over to the operating fund. In the event of an emergency, accessing the funds (if the balance remains below $206,000) requires a 2/3 vote of the Board. The motion also states the Board can move money into the Prudent Reserve.

The BFC is looking for the Board to approve this proposed Prudent Reserve Policy.

Ned moved to accept the proposed Prudent Reserve Policy and Procedure adding option B as written in the ***Friendly amendment*** ***to the Proposed Prudent Reserve Policy and Procedure*** under the contributions portion. Seth seconded.

Motion was approved 8-0-0.

Action Item: Jay will clean up the motion to reflect the friendly amendment and forward it to Pam.

1. Discussion of non-BOT Member Appointment Process- **Seth S**. (***BDC Non- BOT\_AppointProcess\_20Feb17 doc.)***

The BDC is looking to streamline the process of approving non-BOT members to Board Committees to save time.

Ned moved to approve the BDC’s document. PA seconded. Motion was approved 8-0-0.

**Recording Stopped** **(\*9)**

**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. – **Anne K.**

**Meeting Schedule for Conference Year 2019-2020**

|  |  |  |
| --- | --- | --- |
| 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** |