1. **Opening Matters** 
   1. Check-Ins/Sobriety Statements - Nancy G. (CA), P.A.K.(TX), Jay G.(OH), Seth S.(MA), Rick S.(PA), Christina M.(CA), Gabriel G. (CA). Pam Martin also present.
   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.**

**Start Recording (\*9)**

1. **Assign roles**
   1. Facilitator – **Seth S.**
   2. Record Keeper – **Jim B. (non-BOT member/via recording)**
   3. Timekeeper – **Nancy G.**
   4. Spiritual Reminder – **All**
2. **Announcements**  *---None*
3. **Approval of Today’s Agenda** (***BOT Agenda 1 9 2021***)

*----Request by Christina M to add one item to the Agenda: Discuss what the CTIOC is proposing to add to the website.*

1. **Approval of last Month’s Minutes**

Minutes from December 12, 2020 Meeting.

*(****BOT Minutes (Draft) 12 12 20.docx*** *)*

*----Minutes produced by Jim B., but need to be revised to reflect Jay G. comments*

*Seth will work on updating and bring back to the February meeting.*

Minutes from October 10, 2020 Meeting.

(***BOT Minutes 2020-10 [1.2].docx)***

*---Minutes produced by Seth, but need to be revised to reflect Jay G. comments. Seth will make the changes and bring back to the February meeting.*

*---It was mentioned that the minutes from the July face to face meeting were not approved yet. Christina will send what she has in her files to Seth for follow up.*

1. **Monthly Action Items**
   1. Post preliminary Agenda for January 9, 2021 in DropBox – **Seth S** – (DONE)
   2. Forward November 14, 2020 Meeting Minutes to Beth and Pam – **Seth S.** – (DONE)
   3. Forward September 12, 2020 Meeting Minutes to Beth and Pam – **Seth S.** – (DONE)
   4. Reconstruct, edit and circulate October 2020 Minutes – **Seth S.** *---see above*
   5. Notify L.A. member about BOT action concerning Orange County, CA member using S.L.A.A. intellectual property for own personal gain - **Seth S.** (DONE) *---e-mail sent*
   6. Draft letter to Orange County, CA member to cease and desist - **Pam and Seth S. – (**pending) *---Pam drafted a letter, and has sent to Seth for review and editing. Seth hopes to be done by mid-January.*
2. **Routine Reports**
   1. Suggestions to the Board Report –

October 11, 2020 communication (File – CC Member Issues)

*----Not clear what this was about. Seth to check on it and report back next month.*

* 1. Webmaster’s Report - Beth S.

(Webmaster Report 2021-01.pdf)

BETH S. joined the meeting by invitation.

*---Detailed report provided about the free shipping proposal for FWS store purchases. Synopsis is as follows:*

* *Multiple individuals worked on the proposal, including Beth, Pam, Hector, Christina, Jay G., Nancy and Seth.*
* *Free shipping for all purchases over $75. This is currently planned to be for a limited time, with close monitoring of sales and revenue generated. This is part of Phase 1 and will take effect immediately.*
* *New policy is for the FWS to replace damaged or lost shipment at their own cost. Previous policy placed that cost on the purchaser. This is part of Phase 1 and will take effect immediately.*
* *Longer term projects will include testing other shipping methods. Currently the FWS office uses first class Postal. This is part of Phase 2.*

*Following are discussion items and outcome items:*

* *It was suggested to use free shipping for all orders of any amount for 1 month. No action was taken on this suggestion.*
* *It was asked how many purchases were lost / damaged. Pam provided numbers for pre-pandemic (about 3-4/month) and post pandemic (5-6/week). The large increase is due to a 100% increase in orders and backlogs at the Postal Service.*
* *Multiple Trustees strong support increasing sales.*
* *The BOT unanimously approved the proposal for changes to the shipping policy, and Pam / Beth updated the website during the meeting.*

Beth left the meeting.

* 1. ED Report and ED Sales Summary – Pam Martin

(ED Report to BOT 06Jan21.docx) *---No questions.*

1. **Board Committee Chair Reports**
2. Copyright Translation – **Rick S.**

(report posted) *----report posted after Agenda was sent out.*

*----**Discussion about a German publisher using copyrighted S.L.A.A. literature, and the “Is It Really Necessary” pamphlet. Following are discussion items and action items:*

* A German publisher is using copyrighted S.L.A.A. literature. German law does not recognize US copyrights, so no legal action is possible. Pam will send a letter to them requesting that they stop using it.
* The “Is It Really Necessary” pamphlet has been updated by the committee. Further discussion under the Business portion.

1. Development – **Seth S.**

(BDC REPORT JAN 2021.docx)

*----no questions, no discussion.*

1. 7th Tradition Committee – **Seth S.**

(B7TC JAN 2021 REPORT.docx)

*---In contact with the trustee of the estate. They will be sending a $18,000 check soon for the matching fund. The first $20,000 each year from the estate goes into the operating fund, and the rest goes into the endowment.*

*---There is a steady $5,000/month from the Lifesaver program, and it has been very successful.*

1. Finance – **Jay G.**

(BFC Report to BOT 2021-01.docx)

*---It was suggested that the Finance chair provide a bullet point list of items for BOT members to use when providing reports at their conference committees. No action was taken on this.*

1. HR/Personnel – **Nancy G.**

(BHRPC 2021 1 9.docx)

*---no questions, no discussion.*

1. Outreach – **Gabriel G.**

(report posted)*---report posted after Agenda was sent out.*

*---Pam noted that due to Covid 19 restrictions at most prisons, they are generally not accepting packages. So, the FWS is not shipping to any jail or prison until after the pandemic is over.*

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

**ABC/M Planning Committee Update**

(BPMC Board Report Nov. 2020 and Dec. 2020.docx***)***

*---Board approval is needed for the ABM date. It is proposed for the 1st week of August (3rd through 6th). BOT unanimously approved the date for the ABM.*

1. Technology –**Christina M.**

(BTC Report to BOT 2021 01)

*---Discussion about an expense matrix for virtual ABM, potential re-formatting of core documents, and duties of the webmaster.*

* *The expense matrix is discussed under the Business portion.*
* *It was requested by committee members to re-format the core documents in pamphlet style, with different font style and size, for posting on the FWS website.*
* *A Hebrew translation has also been proposed in a different format for the website.*
* *Christina M. is seeking input from the BOT on how to proceed with these formatting questions as they are more than just a website issue. Following is a list of discussion items and action items:*
* *There is currently no clear process or protocol for formatting of core documents.*
* *Many members expect the webmaster to make decisions on formatting for website documents.*
* *It was pointed out that the webmaster has limited time and is not responsible for the editing or designing of items being placed on the website.*
* *It was suggested that the formatting should be consistent.*
* *IT was stated that the BTC is there to support the webmaster and the website.*
* *It was suggested that the BPDC should decide how to proceed with this issue. The BOT would support and provide assistance as needed.*
* *It was suggested to get the opinion of the CCC.*
* *Because there is confusion around this, it was determined that a new Agenda item should be added for February. The item concerns a clarification of duties for the webmaster, and whose responsibility it is to make decisions on website items.*

1. Publications & Distribution – **Christina M.**

**LCEP Subcommittee Update**

(LCEP Meeting Minutes December 3 2020.docx and LCEP Meeting Minutes 11052020.docx***)*** *----no questions, no discussion.*

*\*\*\*\*Board went into executive session to discuss a matter involving a conference committee. \*\*\*\**

1. **Board Liaison Reports**
   1. **Nancy –** CLC, CSPC ----no questions
   2. **PA –** CAC, CDC ----no questions
   3. **Jay –** CFC, CMRC ----no questions
   4. **Seth –** CCC, Chairs Call, CICC ----no questions
   5. **Rick -** CHRC, CSTCC ----no questions
   6. **Christina –** CJC ----no questions
   7. **Gabriel –**  CTIOC, CSC ----One question came up: What is happening at the CTIOC? They are working on some translations, correcting some previous translations, and working on a new format for the website
   8. **Gabriel –** CBC, CPIC ----no questions
2. **Discussion of Reallocation of Board Committee and Board Liaison Duties.**

*---Christina is requesting to give up the BPDC chair duties. Matter tabled until next month.*

Pam Martin left the meeting.

**BUSINESS**

**ELEVATED PRIORITY:**

1. Discussion and review of Annual Tax Return – **Jay G.**

*---Jay G. provided detailed discussion and review of the annual tax return. Following is a summation of the report and determination from the BOT:*

* *The tax return is for fiscal year 19/20. The year started on 10/1/2019 and concluded on 9/30/2020.*
* *The Finance Committee has approved the return.*
* *There are 3 employees, 9 governing board members.*
* *Included in the return is information on the revenue and salaries, etc.*
* *With approval of Board, Jay G. will sign.*
* *With approval of Board, ERO (accountant reviewing it) will sign.*
* *The BOT unanimously approved and authorized the signing and filing of the Annual Tax Return.*

1. Discussion of Shoky P. non-BOT member probation for BDC. – **Seth S.**

*---Seth S. and Jay G. requested removal of Shoky P. (non-BOT member) from the BDC. A lengthy and detailed discussion ensued, with a determination at the conclusion. Following is a summation of the discussion and final determination from the BOT:*

* *Shoky P. is near the end of the probation period.*
* *It was stated that he had not met the probation requirements, and did not appear inclined to change his behavior to meet them.*
* *One member suggested utilizing conflict resolution tools to see if the behavior could be changed prior to removal. It was suggested to keep a written log of behaviors that were not acceptable during this time of conflict resolution.*
* *It was also suggested to put together a detailed list of behaviors that are the reason for failure of probation.*
* *After much further discussion, and multiple votes, the final vote tally was: 5 in favor of revoking BDC membership, one opposed, and one abstention.*
* *Seth S. will notify Shoky P. of his removal from the committee. Seth will also provide detailed written list of reasons why Shoky P. is being removed to him at time of removal. Other BOT members will assist with input on that list.*

1. Discussion/ approval of “Is It Really Necessary” pamphlet (Copyright policy) – **Rick S.**

*---A detailed report was provided on the updated pamphlet, with some discussion and a BOT decision. Following is a synopsis of the updates, discussion and determination:*

* *The BCTC consulted with the Fellowships attorney on updating this document, and they recommended removing the translation portion, and updating the copyright information portion.*
* *The translation section was removed. It is adequately addressed in other program literature.*
* *The copyright section of the document has been updated, and now includes all digital and audio formatted documents/recordings. It also includes all future documents/recordings.*
* *The BOT unanimously approved the updated pamphlet.*

1. Discussion/Approval of ABC/M V-conference platform expense – **Christina M.**

*---Board approval is needed for the $14,500 expense for the virtual meeting platform that is needed for this summer’s ABC/M. V-conference software was chosen for ability to perform the needed functions, and having the lowest price for that type of software. Following is discussion on the software, and a board determination:*

* *The software is moderately customizable, enough for the needs of the fellowship ABM.*
* *The software company will provide real time support during the actual ABC/M.*
* *The cost is non-refundable. But, there will be no charges beyond the requested non-refundable fee.*
* *The BTC reviewed this and other software’s, and recommended this one.*
* *It was noted that the ABC/M is typically budgeted for an overall deficit of $25,000.*
* *The ABC/M will have a fee, so much of the cost for this software / support will be offset by that.*
* *It was suggested to allocate $15,000 to the software to provide a safety margin.*
* *The BOT unanimously approved the purchase of the V-conference software for the ABC/M, and increased the allocation to $15,000.*

1. CSPC needs an update on BOT’s  2020 stance on “no matching” of sponsors to sponsees by third parties and more generally development of a Safety Statement for the Fellowship. – **Nancy G. and Jay G.**

*---tabled until next meeting.*

1. Transferring some surplus funds into Prudent Reserve – **Jay G.**

*---tabled until next meeting.*

1. Discussion of Role of Board Liaison to Conference Committees – **Seth S**.

*---tabled until next meeting.*

1. Discussion around possible BOT virtual retreat to do strategic planning for the BOT and the Fellowship – **Seth S. –** Chair

*---tabled until next meeting.*

**REGULAR PRIORITY:**

1. Working with a nonprofit corporation Intergroup – NY Intergroup, Houston and LA

*---tabled until next meeting.*

**Stop Recording** **(\*9)**

**Check-outs:** Nancy G., P.A.K., Jay G., Seth S., Rick S., Christina M., Gabriel G.

**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.* – **Gabriel G.**

**Meeting Schedule for Conference Year 2020-2021**

|  |  |  |
| --- | --- | --- |
| *~~12 Sept 20 – Regular~~* | *~~10 Oct 20 – Interim~~* | *~~14 Nov 20 – Regular~~* |
| *~~12 Dec 20 – Interim~~* | *~~9 Jan 21 – Regular~~* | *13 Feb 21 – Interim* |
| *13 Mar 21 - Regular****14* Mar 20 – Regular** | *10 Apr 21 – Interim* | *8 May 21 – Regular* |
| *12 Jun 21 – Interim* | 10 Jul 21 – Regular | F2F (?) |