1. **Opening Matters**
	1. Check-Ins/Sobriety Statements - Jay G.(OH), Seth S.(MA), Rick S.(PA), Christina M.(CA), Gabriel G. (CA), Jaclyn R. (MN), Hernan V. (CA), Suzanne D.(TX), Juanita J.(VA), Jim B. (CA – non BOT Record Keeper), Pam Martin (non BOT Executive Director)
	2. Readings:
		* + [Twelve Concepts](https://slaafws.org/download/core-files/The_Twelve_Concepts_of_SLAA.pdf) - Concept 1 (Non-Chair Member with most seniority) – **Jay G.**
			+ [Twelve Traditions](https://slaafws.org/download/core-files/The_Twelve_Traditions_of_SLAA.pdf)- Tradition 1 (Member next most seniority on the BOT) – **Rick S.**
			+ **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*. – **Christina M.**
	3. Executive Session occurred.

**Start Recording (\*9)**

1. **Assign roles**
	1. Facilitator – **Seth S.**
	2. Record Keeper – **Jim B. (non-BOT member)**
	3. Timekeeper – **Gabriel G.**
	4. Spiritual Reminder – **All**
2. **Announcements**
	1. None

1. **Approval of Today’s Agenda** (***BOT Agenda 01 08 2022***) *---Approved without discussion.*
2. **Approval of last Month’s Minutes**

December Special Meeting– (BOT Minutes, 12-3-21) *---Approved without discussion.*

December Meeting – (BOT Minutes, 12-11-21) *---Approved without discussion.*

1. **Monthly Action Items**
	1. Post preliminary Agenda for January 8, 2022 in DropBox – **Seth S** – (DONE)
	2. Forward November BOT Meeting Minutes to Beth and Pam – **Christina M.** – (DONE)
2. **Routine Reports**
	1. Suggestions to the Board (None)
	2. Webmaster’s Report  *---Report provided, no questions.*
	3. ED Report and ED Sales Summary – Pam Martin (ED Report to BOT) *---Pam reached out to a Sacramento Hotel to discuss having the ABM there, and the first draft proposal has been developed. Negotiations are ongoing. No other discussion.*
3. **Board Committee Chair Reports** – with Committee goals and objectives for CY 2022
4. Copyright Translation – **Seth S.** *---No questions, no discussion.*

(BCTC BOT REPORT.docx )

1. Development – **Seth S.** *---No questions, no discussion.*

(BDC REPORT TO THE BOT.docx)

1. 7th Tradition Committee – **Rick S.** *---No questions, no discussion.*

(B7TC REPORT.docx)

1. Finance – **Jaclyn R.** *---No questions, no discussion.*

(No Report)

1. HR/Personnel – **Jay G.**

(BHRPC Report to BOT 2022-01.docx)

*---Question concerning Beth’s revised contract. Agreement reached between this committee and the webmaster on new title and contract. Further discussion under Elevated Priority “a”.*

1. Outreach – **Hernan V.** *---No questions, no discussion.*

(No Report)

1. Programs and Memberships – **Gabriel G.** *---No questions, no discussion.*

(BPMC Board Report.docx)

1. Technology –**Christina M.**

(Folder – BTC Report and Minutes)

*---Question raised about seeking financial re-imbursement from V Conference. The FWS paid for services that were never delivered by V Conference for previous ABC/M. Suggested to contact them and discuss compensations for that failure to deliver. This was strongly supported by the Board. The process will be initiated.*

1. Publications & Distribution – **Suzanne D.** *---No questions, no discussion.*

**LCEP Subcommittee Update**

(BPDC Board Report.docx)

1. **Board Liaison Reports**
2. **Jay –** CLC, CSC *---No questions, no discussion.*
3. **Seth –** CCC, Chairs Call *---Various board members have been approached with concerns about functioning of conference committees. Discussion about conflict resolution process followed.*
4. **Rick -** CAC, CMRC *---No questions, no discussion.*
5. **Christina –** CSTCC, CTIOC *---No questions, no discussion.*
6. **Gabriel –** CDC, CICC *---Question from board member about the CICC, and if they own the Service Forum. Second question concerning who manages it. There are a couple of managers. This topic is under discussion at the committee.*
7. **Jaclyn -** CBC, CFC *---No questions, no discussion.*
8. **Hernan –** CHRC, CJC *---No questions, no discussion.*
9. **Suzanne –** CPIC, CSpC *---No questions, no discussion.*
10. **Assignment of liaison responsibilities to Juanita**
	1. Hernan will give up the CJC liaison committee duties to Juanita.
	2. Suzanne will give up the CSpC liaison committee duties to Juanita.

**BUSINESS**

 **ELEVATED PRIORITY:**

1. Review and discuss BHRPC proposal regarding Beth – **Jay G.**

*---Discussion about pay rate, duties, title, and contract / employment terms. Following are the key items noted:*

* *Workflow has been created, both for short term and long-term potential transitions. Details such as passwords, software vendors, payments, etc. are all included.*
* *Formalizes attendance at specific events and committees.*
* *Next step is to take the conceptual agreement and turn it into a contract or employment agreement. Decision will need to be made as to which is required by law, and / or is best for both parties.*
* *Working job title is Technology Director, which was agreed to by both parties.*
* *The BTC supports the conceptual agreement.*
* *Proposal made to accept BHRPC agreement, and then turn over the Seth for legal consultation. This was supported by all board members.*
* *Seth to research Pennsylvania / Texas / federal law, and / or consult appropriate legal services, to understand contractor / employee law. Seth will bring that information back to the board for discussion on how to proceed.*
1. Review and discuss staff Cost of Living increase – **Jay G.**

*---Discussion as follows:*

* *Cost of Living has been given annually to the three employees, in early January. Amount of increase was 1.6% in 2020, and 1.2% in 2021.*
* *The BHRPC and BFC are both recommending a 5% increase for 2022.*
* *The increase would commence with the next paycheck.*
* *Discussion about using a specific standard index for the annual cost of living increase.*
* *Motion made by Jay to provide a 5% pay increase to all three employees, starting with the next paycheck. Friendly amendment by Seth to increase the amount to 5.7%, and accepted. Motion seconded, and unanimously approved (9-0-0). Employee pay to increase by 5.7% starting with next paycheck.*
1. September 30, 2021 Changes (end of year fiscal financial review) – Williams, Steinert, Mask – **Jaclyn R.**

*---End of year financial report, with three journal entry changes. All are routine, two are based on annual depreciation.*

*---Seeking approval for adjusted journal entries, and approval for signature from board officer attesting to validity of entries.*

*---Motion made to accept journal entry adjustments for Sept. 30th, which are routine, and authorize Jay G. (as Vice Chair) to sign the representation letter for the outside CPA firm. Motion seconded, and unanimously approved (9-0-0).*

1. Review and discuss ABC/M scholarships/TEF/subsidies – **Gabriel G.**

*---Discussion about changes to TEF, subsidies and scholarships (delegate cost reduction methods).*

* *Scholarships budgeted for $3,000 for international delegates.*
* *Suggested to have a system in place for getting scholarships distributed earlier in the process.*
* *Domestic scholarships will be the amount contributed voluntarily by the members.*
* *Concern over how best to allocate monies between international and domestic delegates, and how to determine greatest benefit for delegates.*
* *TEF provides fixed re-imbursement based on travel distance.*
* *Suggested to take the total amount of monies, and use it as a registration discount for all delegates.*
* *Suggested to develop a procedure that encourages early registration.*
* *Suggested to provide a specific amount of funding to pay for bundles.*
* *In a typical ABC/M, the amount collected for all fees is not adequate to support the event. Typically, it is subsidized by around $30-$40,000 from the general fund.*
* *This issue needs to be sent to the BFC for input on how much money is available for all the various delegate cost reduction methods. Item tabled until after the BFC reports back.*
1. Discussion on when to schedule the ABC/M – **Seth S.**

*---Options are to hold the event in July or August. Discussion as follows:*

* *Noted that mid-August can be difficult for Europeans.*
* *Suggested that holding it in August would allow more time to get prepared for the event (since it has been a very late start this year).*
* *Recommended to hold it in August to allow more time for the pandemic to pass (to better protect delegate health).*
* *By-laws require a specific amount of pre-posting for the event. If in July, the date has already passed. There is still time for August, and be within by-law requirements.*

*---Motion made to hold the ABC/M during the week of August 8th. Motion seconded and unanimously approved (9-0-0).*

1. Review and discuss proposal to shorten the ABC/M, and / or starting it on a Monday instead of Tuesday – **Jay G.**

*---Discussion over starting on Tuesday instead of Monday, and / or with one less day in the event.*

* *Idea for shortening was taken to the CCC, there were indications that limited support was received.*
* *Question raised on why four days are needed, and why three days will not be adequate.*
* *Some board members support the ideas, other members do not.*
* *Noted that this is not part of the Boards purview. It is something to be determined and decided by the CCC.*
* *Requested that the board provide an opinion to the CCC on these items.*

*---Motion made for the board face to face meeting to precede the ABC/M by two days, with the board meeting starting on Sunday and going through Monday. Discussion followed. Motion seconded, with vote of 5 in favor, 2 abstain, 2 against (5-2-2). Motion passed.*

* *Pam Martin (ED) left the meeting after this item concluded.*
1. Further discuss BPDC and LCEP – **Jay G./Suzanne D.** *---tabled until next meeting.*
2. Review and discuss Anorexia bundle – **Suzanne D.** *---tabled until next meeting.*
3. Review and discuss ABC/M 2023 Hybrid task force – **Seth S**. *---tabled until next meeting.*
4. Review and discuss the current CLC plan to put 13 pieces of literature in front of the 2022 ABC/M either as a motion or an IFD **– Jay G.** *---tabled until next meeting.*
5. Discuss role of BOT liaison **– Seth S.** (Dropbox: BOT Orientation Liaisons.pdf [p.10]) *---tabled until next meeting.*
6. What are the most significant challenges facing the Fellowship today? Setting a strategic plan for the Fellowship **– Seth S.** *---tabled until next meeting.*

 **REGULAR PRIORITY:**

1. Discussion around possible BOT virtual retreat to do strategic planning for the BOT and the Fellowship – **Seth S.** *---tabled until next meeting.*

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

**Check-outs:** Jay G., Seth S., Rick S., Christina M., Gabriel G., Jacyln R., Hernan V., Suzanne D., Juanita J., Jim B.

**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.* – **Suzanne D.**

**Meeting Schedule for Conference Year 2021-2022**

|  |  |  |
| --- | --- | --- |
| *~~21 August 21 – Interim~~* | *~~11 Sept. 21 – Regular~~* | *~~9 Oct. 21 – Interim~~* |
| *~~13 Nov. 20 – Regular~~* | *~~11 Dec. 21 – Interim~~* | *8 Jan. 22 – Regular* |
| *12 Feb. 22 - Interim****14* Mar 20 – Regular** | *12 Mar. 22 – Regular* | *9 April 22 – Interim* |
| 14 *May 22 – Regular* | *11 June 22 – Interim* | *9 July 22 – Regular*  |