1. **Opening Matters**
	1. Check-Ins/Sobriety Statements - Jay G.(OH), Gabriel G. (CA), Hernan V. (CA), Suzanne D. (TX), Juanita J. (DC), Sam E. (NJ), Julie M. (CA), Phoenix M. (TX), Rick B. (FL), Jim B. (CA – non BOT Record Keeper), Pam Reyes (Executive Director)
	2. Readings:
		* + [Twelve Concepts](https://slaafws.org/download/core-files/The_Twelve_Concepts_of_SLAA.pdf) - Concept One (Non-Chair Member with most seniority) – **Jay G.**
			+ [Twelve Traditions](https://slaafws.org/download/core-files/The_Twelve_Traditions_of_SLAA.pdf)- Tradition One (Member next most seniority on the BOT) – **Gabriel G.**
			+ **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*. – (Member with the third-most seniority on the BOT) – **Juanita J.**

**Start Recording (\*9)**

1. **Assign roles**
	1. Facilitator – **Suzanne D.**
	2. Record Keeper – **Jim B. (non-BOT member)**
	3. Timekeeper – **Juanita J.**
	4. Spiritual Reminder – **All**
2. **Announcements**
	1. Step Ten and Spiritual Reminder – **Suzanne D.** *---Reminder made that conducting a Step Ten can be helpful for serenity, and that it is okay to request a Spiritual Reminder if uncomfortable with a discussion.*
3. **Approval of Today’s Agenda**  (*BOT Agenda 14 January 2023*)

*---It was requested to move the Elevated Business items discussion to before the reports. Vote was taken, with 3 in favor, 6 opposed. Minority report taken, with discussion. Second vote taken, with 3 in favor, 6 opposed. Order was kept the same.*

*---Requested to move item F under Regular Business (Virtual SLAA on YouTube) to Item G under Elevated Business. Vote was taken, with unanimous approval.*

*---Requested to remove Item E under Elevated Business (By-Laws Update) from the Agenda. No second made, no vote taken.*

1. **Approval of last Month’s Minutes** *(BOT Minutes 10 December 2022) ---Minutes revised as per Jay G. comments, and unanimously approved.*
2. **Monthly Action Items**
	1. Post preliminary Agenda for January 14, 2023 in DropBox. – **Suzanne D.** – (DONE)
	2. Forward BOT January Agenda to Jim and Pam – **Suzanne D.** (DONE)
	3. Post most recent Financial Report to the FWS Newsletter. – **Jay G.** - (DONE)
	4. Send approved BOT meeting Minutes from August – November to Beth / Pam – **Rick B.** (DONE)
3. **Routine Reports**
	1. Suggestions to the Board *---None.*
	2. ED Report and ED Sales Summary – **Pam Reyes** *---No questions, no discussion.*
	3. Technology Director’s Report – **Beth S.** *---Report posted to Dropbox prior to meeting.*
4. **Board Committee Chair Reports**
5. Copyright Translation – **Julie M.** *---Committee has not yet met this month.*
6. Development – **Suzanne D.** *---No questions, no discussion.*
7. 7th Tradition Committee – **Phoenix G.**

*---Noted that the 7th Tradition Committee should come up with a new “tag-line” for the Lifesaver Program. Stated that it has become a vital source of income for the FWS. A request was made to the Technology Director that the website get updated to remove the verbiage indicating that the donations would be matched. Committee chair will follow up and look into these suggestions.*

1. Finance – **Jay G.** *---No questions, no discussion.*
2. HR/Personnel – **Juanita J.** *---No report provided. No questions, no discussion.*
3. Outreach – **Hernan V.** *---Gratitude expressed that members of this committee are respectful of Tradition Six when dealing with health care professionals.*
4. Programs and Memberships – **Gabriel G.** *---Question asked about the new FWS Newsletter editor. New editor (John D.) has taken the position, and is in process of training for the position.*
5. Technology – **Gabriel G.** *---No written report provided. Verbal report provided. Last month the discussion was all about office technology at the FWS. This month the discussion was all about the hybrid component of the ABC/M.*
6. Publications & Distribution – **Phoenix G.** *---Phoenix is the new chair. The committee is ready to publish the Outreach Pamphlet.*

**LCEP Subcommittee Update**

1. **Board Liaison Reports**
2. **Jay –**  CSC *---No questions, no discussion.*
3. **Gabriel –** CDC *---No report provided. Committee is working a diversity workshop.*
4. **Hernan -** CHRC, CPIC *---No questions, no discussion.*
5. **Suzanne –** CCC, Chairs  *---Question asked as to what a Membership Policy Workgroup does (in the CCC). Suzanne will check into it and provide a more detailed response to the BOT.*
6. **Juanita –** CICC *---No meeting this month, no report.*
7. **Sam –** CLC, CSTCC  *---Question asked about whether the CLC is revising A Framework for Living draft (Twelve Steps / Twelve Traditions / Twelve Concepts). Stated that it is very much in process of review / revision.*
8. **Julie –** CJC, CSPC, CTIOC *---No questions, no discussion.*
9. **Phoenix** – CFC, CAC  *---Question asked by the CFC about a dedicated fund for scholarships to the ABC/M. Noted that there is a dedicated fund called the ABC/M and IRC scholarship fund.*
10. **Rick –** CBC, CMRC *---No questions, no discussion.*

**Pam Reyes left the meeting after the reports.**

**BUSINESS**

 **ELEVATED PRIORITY:**

1. IRS form 990. – **Jay G.**

*---Presentation made about the form. It is prepared by the CPA. It covers fiscal year 2021-22, which goes from October 1, 2021 through September 30, 2022. Seeking approval from the BOT today, to be filed subsequently. Required to maintain a 501c tax exemption status. Discussion as follows:*

* *Question asked as to whether names on this form will be reflected on the publicly available version of the document. Noted that the Executive Director name will definitely be reflected on the publicly available form. Not clear if the other names will be reflected.*
* *Questions raised about certain dollar amounts on parts of the form. All questions answered with a detailed response and information.*
* *Requested that the final version of the document be posted to the FWS website, but with individuals names redacted. No action taken on this request.*

*---Motion made to approve form 990 and submit to governmental agencies as required by law. Motion seconded, vote taken and unanimously approved (9-0-0).*

1. Discuss ABC/M location for 2023 – **Suzanne D**.

*---Gabriel provided a presentation. The ABC/M is proposed for first week of August. Requesting a vote today on the location. One application from Orange County, which has been vetted by the BPMC. Discussion as follows:*

* *Requested to plan it for July. Noted that is has historically been in early August, unless the venue chosen only has an opening in July.*
* *Noted that the ABC/M has typically moved regions / states to avoid any perception of favoritism for one area. Stated that the BPMC considered this, but still believed that Orange County was the best choice and voted for it.*
* *Concern about San Antonio intergroups ability to handle an ABC/M. Stated that the intergroup does not appear able to handle the volunteer duties.*
* *Suggested that the Houston intergroup could host the ABC/M. Noted that they have not submitted an application, and the deadline has passed for submittals.*

*---Motion made to approve Orange County as the host location for the 2023 ABC/M. Motion seconded, vote taken and unanimously approved (9-0-0).*

1. Discuss ABC/M hybrid format. – **Suzanne D.**

*---Gabriel provided a short presentation about current status of the hybrid format for the upcoming ABC/M. Noted that the fees / costs for ABM delegates to participate virtually will be similar if not the same as the fees / costs for in person participation. The FWS will need to fund both in person attendance and virtual attendance. All in person costs for the hotel meeting rooms will be the same, minimal number of rooms cost will also stay the same. There will also be additional costs for hybrid support equipment and two volunteers (travel / rooms / food / etc.). A testing weekend will also need to occur prior to the event. This will involve costs for four people to go to the venue location (travel / rooms / food / etc). Other potential problems include time zone issues. Discussion as follows:*

* *Stated that virtual participants should expect to pay their share of putting on an ABC/M, except for food costs, hotel room costs and travel costs.*
* *Noted that with the ABC/M being hosted in Orange County, there could be participation / volunteers from LA and San Diego to help with the hybrid.*
* *Point raised that all ABC/M’s have been hybrid, in that the breakout meetings for conference committees have always been open to members not at the ABC/M. The participation was previously via conference call, now it is via Zoom.*
* *Recommended to contact other fellowships to see how they have conducted a hybrid annual business meeting.*
* *Requested that everyone reach out to the fellowship and let them know that donations are needed to help support the hybrid.*
1. Employee Cost of Living Increase (COLI). – **Jay G.**

*---Past practice has been to give employees an annual raise based on cost-of-living increase. The BHRPC and BFC looked at inflation rate for the last 12 months (12/21 – 12/22). The BHRPC determined that the rate should be 7.1%, with the BFC determining it should be 7.6%. Seeking motion / support for a raise between 7.1% and 7.6%. Discussion as follows:*

* *Concern about fiscal effects of the raise. Noted that the increase would be about $10,000, and the budget already includes the costs associated with a higher percentage raise than even 7.6%.*
* *Noted that this is not a merit increase. It is specifically and only for cost of living.*
* *Stated that in the last three years, the cost-of-living percentage raises were: 5.7, 1.2, 1.6.*

*---Motion made to provide a cost of living raise of 7.6% to all employees. Motion seconded and vote taken. Six in favor, two opposed, with one abstention (6-2-1). Minority report taken, with new vote. Six in favor, three opposed, and none abstain (6-3-0). Motion passed.*

1. Treasurer title and split of duties. – **Suzanne D.** *---the BOT went into Executive Session to discuss. Item tabled for further discussion at the next meeting.*
2. By-Laws edits approved by Conference at 2022 ABC/M. – **Suzanne D.**  *---tabled until next meeting.*
3. SLAA Virtual on YouTube – **Suzanne D.** *---tabled until the next meeting.*

 **REGULAR PRIORITY:**

1. Motion to appoint Seth S. for Whistleblower Complaint Investigator to fill the vacancy left by Chris D. whose service has ended. **– Suzanne D.** *---tabled until the next meeting.*
2. Outreach Pamphlet Motion – **Phoenix G.** *---tabled until the next meeting.*
3. Review of Board Self-Assessment. – **Suzanne D.** *---tabled until the next meeting.*
4. Setting Board Committee Goals. – **Suzanne D.** *---tabled until the next meeting.*
5. ED Access. – **Suzanne D.** *---tabled until the next meeting.*

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

**Check-outs:** Jay G., Gabriel G., Juanita J., Sam E., Julie M., Phoenix G., Rick B., Hernan V., Suzanne D., 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.* – **Rick B.**

**Meeting Schedule for Conference Year 2022-2023**

|  |  |  |
| --- | --- | --- |
| *~~10 Sept 22 – Regular~~* | *~~8 Oct 22 – Interim~~* | *~~12 Nov 22 – Regular~~* |
| *~~10 Dec 22 – Interim~~* | *14 Jan 23 – Regular* | *11 Feb 23 – Interim* |
| *11 Mar 23 - Regular* | *8 Apr 23 – Interim* | *13 May 23 – Regular* |
| *10 Jun 23 – Interim* | 8 Jul 23 – Regular | F2F (TBD) 2023 |