



The Augustine Fellowship, S.L.A.A.,
Fellowship-Wide Services, Inc.

BOARD OF TRUSTEES INTERIM MEETING MINUTES

7 Dec 2024

Time: 7:00 a.m. UTC, 3-hour meeting

<https://www.worldtimebuddy.com/pst-to-utc-converter>

1) Opening Matters

- Check-Ins/Sobriety Statements – Phoenix G. (TX), Rick B. (FL.), Jack F. (AUS), Jeff R. (WA), John S. (CA), Patrick D. (UK), Ari F. (NJ) Chris D. (CA)
- Regrets:
- a. Readings:
 - [Twelve Concepts](#) – Concept 12 - (Non-Chair Member with most seniority) – **Phoenix G.**
 - [Twelve Traditions](#) Tradition 12 - (Member next most seniority on the BOT) – **Rick B.**
 - [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 meeting 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) – **Jack F.**

Start Recording (*9) and turn on transcript

2) Assign roles

- a) Facilitator – **Chris D.**
- b) Record Keeper – **Jack F.**
- c) Timekeeper – **Patrick D.**
- d) Spiritual Reminder – **All**

2) Announcements

- a) ONR update. We haven't received the refund and Pam continues to reach out.

- b) December 2023, January, February, April and August 2024 BOT meeting minutes have been posted on our website. Thanks, Jack!
- c) Realized that the botchair@slaafws.org email doesn't receive messages and perhaps never did since it was set up in August. Dave has fixed this but past emails were lost.
- d) Our multi-tenant physical mail receptacle (which holds the individual mailboxes for tenants in our office park) in San Antonio was broken into. Unsure what, if anything, was stolen of ours. It's checked weekly and there were four checks in our mailbox (we normally receive up to 10 per month) so it's possible they didn't actually get anything. Staff are picking up the mail at the local post office until the mailbox is fixed.
- e) NM Intergroup sent a donation to F.W.S. However, it was stolen in transit and cashed by some unknown person. Police informed by the NM Intergroup, but Police haven't reached out to us yet.
- f) F.W.S. closed 24 December through 1 January 2025.
- g) Reminder from Pam: anything where our credit card info, bank account numbers, etc., can be found should ONLY be associated with an F.W.S. or BOT email address. Only BOT members should have logins and passwords.
- h) Also, Pam is no longer available for non-emergency calls outside of working hours.
- i) BDC is looking for a whistleblower investigator.
- j) Vacancy for a recordkeeper for the ABM and minute taker for BOT meetings posted in these three locations on FWS website:
 - Service announcements: <https://slaafws.org/conference-committees/>
 - BOT page: <https://slaafws.org/bot/>
 - ABM Page: <https://slaafws.org/abminfo/>

3) Approval of Today's Agenda - (BOT Agenda 7 Dec 2024)

No Objections, Approved

4) Approval of last Month's Minutes - (BOT Minutes for 7 Sep 2024, 6 Oct 2024 and 2 Nov 2024)

7th September 2024 , board approved by majority of trustees

6th October 2024 , board approved by majority of trustees

2nd November – Needs working on and is being done so by Secretary

5) Monthly Action Items

- a) Forward the approved BOT Minutes to the ED for posting to the website – **BOT Secretary**

Board Finance Committee Insights

- Jeff stated contributions income started off with a bang — \$28,578.00 USD in October's

contributions compared to \$4,700.00 in October last year. We exceeded what is called for in the budget by \$23,000.00. Fairly heavy intergroup presence this month.

- The following Intergroups contributed: Los Angeles \$10,632.00 USD, Ireland \$6,552.00 USD, Netherlands \$1,404.00 USD
- Large set of contributions from groups, one highlight was the \$1400 USD from New York's men's group.
- More opportunity for individual contributions in this space.
- 1976 contribution campaign had not been rolled out yet.
- Merchandise could be a good initiative to get behind as a board.
- Apple pay could be another great idea for our website.

Q: The New York men's group, was a new group or existing? A: They had up to 4 meetings/day; are a very large group.

Q: Can the BFC insights could be shared amongst GDVI? A: Yes. Not proprietary. If asked for a full copy of the financials, they would be sent this summary.

ELEVATED PRIORITY:

- a) Vote on Non-BOT Board Committee Members. (Matt K. for BDC)

MOTION: To appoint Matt K. to the Board Development Committee (BDC) with a 90-day trial period.

Motion by: Chris D. **Seconded:** Jack F. **Vote:** Approved

IFD/MOTION: BABMPC recommended 2025 ABM dates: Thurs through Sunday: August 7 - 10 **or** Saturday 7/26, then Thurs through Saturday: August 7 - 9. (Ari)

Ari stated the BABMPC decided the four-day virtual ABC/M should be either (1) Thurs through Sunday August 7 - 10, (2) **or** Saturday 7/26, followed by Thurs through Saturday August 7 - 9. The idea with the July date would be to hold all first day orientation on this day. The CFC chair Nora K. would not be available for the 2nd set of proposed dates.

MOTION: To approve the dates August 7-10 for the 2025 ABC/M, Thursday through Sunday.

Motion by: Rick B. **Seconded:** John.S

Round robin

- Which time zone will be targeted for the ABC/M and also I'd like those minutes.
 - The board is being asked to decide on the dates, not how those dates will be scheduled. Factors such as which F.W.S. office staff will be involved and factors including what time they are free might be considered.
 - Would like to see the full set minutes from the CCC and unsure of the days and time zones we are working in.
 - Both sets of dates I'm comfortable with – the first option would be an interesting experiment
- I'm thrilled that both options are 4 days. I'm leaning towards the four days in August.

- Potential to exclude a time zone or two and attendance might be affected by the working week. We need to consider for whom the timings land in the evening as other time zones may only be able to participate during the weekend. Splitting the ABC/M may help with fatigue, turning up to motions fresh.
- I want everyone to be clear that we are just voting for the dates. We need dates to start working on other things. It is now December 7th, and we need to vote. Getting the date is critical for getting the ABC/M moving forward, more time will be more effective. I agree with time zones, however the boards' role is to determine the dates.

- Having all the dates together is just like marathon dating, however my hesitation is, Thursday August 7th on which continent? I'm opposed to it being on Central Time. Neat idea splitting it up, however we may not get participation. Having it together will help.
- I will vote and would love to see a 4-day block. Scared of not getting quorum. We have to power through when the Board meets prior to the ABC/M and last year, the two 10-hour blocks were killers.
- I'm persuaded that it's a great idea for the split option but I'm in favour of the 4-day block. Time zones are sensitive but it doesn't impact my vote, as I will be there regardless.
- Do not have to decide who the time zone favors right now, will be voting for the 4 day block.
- When we had the BABMPC meeting about splitting it up, we had very similar concerns. Sharing this information as concerns raised have all been considered. When it comes to this part it just sucks, regardless of what time it is! I will be voting for the 4 day block.

30 seconds of silence held

Vote: 5-3-0, minority heard

30 seconds of silence held

Re-Vote: 5-3-0, Approved

Confusion surrounding the dates as not all time zones align.

The dates have always been in US dates.

The motion did not include US dates.

It is not our call to state within the motion as that is beyond our scope.

The dates should be reflected in North American dates.

It was implied we were talking about North American dates and could be shown in UTC.

This has devolved into lots of discussion, can this perhaps be discussed via email.

UTC would be a great addition to the motion, however nothing about time zones should shared unless a later motion can provide clarity for the minutes.

Chris stated the dates could perhaps be discussed via email.

C) IFD/MOTION: Bequest from deceased member. (Jeff to present – email info sent by Chris 11/26/2024 at 1:29 p.m. Pacific)

Jeff presented. F.W.S. has been left the equivalent of roughly \$22k USD in Canadian dollars. However, contributions are capped at \$20k USD. What do we do with the money as we are sitting on the check? Options discussed. We need a bequest policy and a contributions policy voting on at the ABC/M for guidance. This will not be the last time we have to deal with this, many questions raised by members on how to bequest. This was never budgeted for.

Round robin

- It is not on the estate to rectify this; it is on our end. I would feel good depositing the \$20k USD and putting the additional amount in separate fund and asking the Conference on what to do with that. It promotes transparency.
- Into the account that allows us to accept the money and not pay extra fees. I would adhere to the estate's wishes and accept it into the operating account. Hopefully next year we can move it to the endowment fund as we owe that account. I don't know if going to the Conference will be helpful.
- BFC has not adopted any strategy moving forward yet. I am keen on motioning to table.
- The endowment fund is the one that it can be accepted into; we owe money in our prudent reserve. The BFC came up with alternatives, but they do not have recommendations.
- I do not see any way of giving the money back. I would just take the whole thing and place it into the endowment. Let BFC come up with a proper plan for it.
- The idea of having a cap is to limit the influence an individual estate can have but I don't think sending it back is in the fellowship's best interest.
- A motion from 2014 is not in alignment with now and there should not be a cap on estates as they are deceased. The endowment fund policy from 2014 is a simple majority of trustees. We can decide what we want done with this money.
- We should get the 20k USD and send the rest back. The 2014 vote is from the Conference. BFC has to do more policies, however now it must be decided by the board.

Round robin requested

- "We have two different topics, what to do now and what to do moving forward with bequeath amounts.
- I want the BFC to come up with something before it hits the board. We provide feedback to the BFC. We could take 20k USD to place into operating. We should change the policy forward not retroactively.
- We should keep the 20k USD and we have a bunch of mismatches between policies. More comprehensive policy or guidance moving forward.
- The spirit was trying not to influence the fellowship, but no influence being peddled as they are deceased. We should take the 20k USD and make an informed decision later.
We are currently not authorized to take more than 20k USD but we should not send the extra back as we may never get it again. The estate could exert influence as there is a family name attached do it – this is why we have a cap but it should have risen with inflation.
- Deposit the entire amount in the endowment fund and move 20k into the operating account and the rest can be moved after the Conference.
- Idea of updating a bequest policy but should not be done at this meeting. I like Ari's suggestion. AA has a \$10k USD limit on bequests.

MOTION: Deposit the entire bequest into the Endowment Fund, move \$20,000 USD to the operating account; remainder can be transferred elsewhere once the amount has been voted on by the Conference.

20 seconds of silence held

Motion by: Ari F. **Seconded:** Phoenix G. **Vote:** 8-0-0, Approved

- b) **IFD:** Email confession to F.W.S. (Chris D., 31 Oct. 2024)

Executive session held

- c) **MOTION:** To make the 90-day trial period from the first meeting for all new non-BOT members of Board Committees with updates to the Board Committee flier and the Board Committee Application (Rick B., 9/14/2024/Jack F., previously tabled)
Rick proposed moving the motion to 4th January BOT meeting to get the Membership Survey discussed

- d) **MOTION:** The list of membership roles stated in the BOT motion that created the BABMPC be non-exclusive. (Phoenix G., 10/4/2024/Chris D., previously tabled)
Rick proposed moving the motion to 4th January BOT meeting to get the Membership Survey discussed

- e) **MOTION:** Approve updates on the Membership Survey from BOC. (Jack F., 8/27/2024)

Jack presented the newly approved membership survey from 30th September 2024 (approved by the Board Outreach Committee) – which was in the drop box.

Jack fielded questions from board members below...

Q: Why do I feel a little alarmed, as I do not know what this is? And why do I not feel I've ever seen a survey with this much detail. Is this something we are starting?

A: *The last membership survey was 2018, and we have been going off that data for the last 6 years. The intentions of last year's Board Outreach Committee were to get one going and get it out there. It wasn't perfect, but to get it going we had to fix three to four things up.*

Q: Great idea. It is just going to get published and then the results come in?

A: *It will get fed through the SurveyMonkey platform to get it out. Nicole M will collect the data every three months and present it to the board.*

Comments: I do not feel it's helpful to have BDSM in the survey and do not want to put that into a flier going out to fellowship. Asexual was discussed also. The reason why we included how much money you made was for the B7TC. I like the changes to disability as it wasn't good on the other one.

Some editing needed. Why do we need this information? Is it helpful? These questions aren't really helpful. I know y'all worked a lot on this but why? Who's it shared with? Can this be legally used against me? If I submit this to the fellowship, can this be used in divorce proceedings? I have a lot of hesitations. It's okay to question why we want to continue doing it. I do not like the labels of homosexual and heterosexual, and you included more, but I do not like those labels.

Round robin

- I do not like the labels of homosexual and heterosexual, and you included more, but I do not like those labels.
- I really am concerned about the questions when they say asexual as if that is not being devoured by anorexia, and are we really okay with that? The BDSM is not necessary as you put it into the pie chart and do not want to see that. It's either your addicted to sex or not – BDSM will fall into that....having how much money you make would be helpful 10k 20k etc. - we could use money and not include the dollar sign.... If we have rich members, ask them to give a bit more. Where it says multiethnic – it needs to say mutli-racial.
- We did do some edits on it. We could sit here for until next year discussing edits for the membership survey. It just got approved in June with heaps of edits last Conference year. We have not had a membership survey since 2018. Yes, we have held it up for three months as members were saying it looks funky with drop downs and questions. We are trying our best to clean it up – this is our best effort to clean it up. We have just had a BOC meeting, and we decided in group conscience if this one is not approved, we will put the June one into SurveyMonkey as that it already approved. This is a cleaner version of the one approved in June. The data policy for the survey was not sent to the board in June and that also got a cleanup and I look forward to discussing that as well.
- Learning all this now. It's a case of first impressions and all the nuances.
- Something has come up in the last 10 years. The world of identification of people, such as LGBTQIQ, has changed. You either want to identify all the labels or you go back to being generic about the whole thing. When members see the drop downs you might recognize that, or you choose your own. Answer it or not – this is not a mandatory thing.
- There are useful things to know market research wise. Things relevant to B7TC purposes and even the CLC as to what people are interested in. I share reservations surrounding BDSM, and am wondering if friendly amendment could be made. That question could be used to help us look at controversial things like what fellows like to identify as.
- If this is going on SurveyMonkey – then periods need to be made in S.L.A.A. If we include income, it should say range but US dollars. BOC was going to check every three months, then it should be called the membership survey 2025. Ideal for going to Jan – June (6 months of data) so we have something to review before ABM.
- Learning a lot about the different surveys from this conversation. We will not all be happy with everything as it's hard to get agreement on something so complex. It would be anonymous. I do not know if the board is ready to vote and approve this tonight.

Jack stated that John S was at the last meeting where the June survey was approved; that was board approved however BOC had concerns regarding the data policy.

Questions:

How does it open us to liability?

I asked this about the data policy three months ago and didn't really get an answer. How do you know you have my data as it's anonymous? How can I sue you if there is no whatever?

I'm ready to vote on this motion. They have approved this and let's trust the work of this committee. Data policy is irrelevant as it's anonymous.

Phoenix brought a motion to table (Vote: 3-5-0, not tabled)

Motion: To approve the membership Survey with two minor edits to demographics.

Motion by: Jack F. **Seconded:** Ari F. **Vote:** 5-2-1, minority heard

Re-Vote: 5-3-0, Approved

G) MOTION: Approve the Data Policy from BOC. (Jack F., 8/27/2024)

This motion doesn't need approval as it is an anonymous survey – removed from the agenda

Agenda Items Below Not Reached - Tabled to 4th January BOT meeting

- f) **IFD or MOTION?:** Add all BOT members to all board committee google groups, to attend if they want; 3rd BOT members for board committees with low attendance. (Phoenix G., 9/1/2024)

- g) **IFD:** Statement needed from the BOT regarding SLAA Youtube. (Jack F., 9/2/2024)

REGULAR PRIORITY:

- g) **MOTION:** All F.W.S outreach materials must be within 7 years of board's approval. (Jack F., 8/27/2024)
- h) **MOTION:** To make the F.W.S. office update all conference committees contact us pages with the new chairs & bot liaisons within four weeks from the ABC/M. (Jack F., 9/8/2024)
- i) **MOTION:** Eliminate Hazelton's special pricing of \$11.50 per Basic Text and charge them the same price as others based on the amount they order. (Chris D., 10/3/2024)
- j) **IFD:** please add board committee information getting posted to fws site with descriptions and/or applications. (Ari F., 9 Oct 2024)
- k) **MOTION:** All future policies be drafted using the term "persons" and remove all pronoun references. Current policies will incorporate 'persons' terminology and remove all pronoun references when they are next revised. (Chris, 21 Oct 2024/Ari F.)
- l) **MOTION:** Approve the CHRC Healthy Relationship Bundle, proposed by the CHRC, for sale on the FWS website. (Phoenix G., 30 Oct 2024)

- m) **MOTION:** Pay printing costs of the conference-approved literature, "The Importance of Making Outreach Calls" (Phoenix G., 11/27/2024).
- n) **IFD:** SLAA YouTube. (Jack, 11/18/2024)
- o) **MOTION:** The Executive Director has the authority to make non-substantive changes to S.L.A.A. policies to ensure consistency, clarity, and alignment without requiring prior approval from the Board of Trustees (BOT). Non-substantive changes are edits that do not alter the intent, meaning, or fundamental provisions of a policy. Examples include: Correcting typographical errors, grammatical issues, or formatting inconsistencies and updating references to addresses or committee titles, for example. The Executive Director will notify the BOT of any non-substantive changes at the next scheduled BOT meeting or before. A record of all non-substantive changes will be maintained and made available for review. (Chris/John, 11/18/2024)
- p) **IFD:** Definition of a group.
- q) **IFD:** BOT recovery meetings?
- r) **IFD:** Schedule a Strategy Summit to Review of Board Self-Assessment (Action Items) and form BOT Annual goals – 3 year goals and 5 year goals- Chris D.
- s) **IFD:** Endowment fund donation maximums?

IFD: 50th anniversary merchandise.

IFD: Errors and Omissions insurance for BOT non-officers?

Stop Recording (*9) and turn off transcript

Closing Matters:

- a. **Check-outs:** Phoenix G. (TX), Rick B. (FL.), Jack F. (AUS), Jeff R. (WA), John S. (CA), Patrick D. (UK), Ari F. (NJ), Chris D. (CA)

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. – (Member with the least seniority on the BOT) – Ari F.

Meeting Schedule for CY 2024-2025 (Central Time, All 3 hours)

24 Aug 24 — Special/BOT Orientation	7 Sep 2024	5 Oct 2024
2 Nov 2024	7 Dec 2024	4 Jan 2025
1 Feb 2025	1 Mar 2025	5 Apr 2025
3 May 2025	7 Jun 2025	5 Jul 2025
2 Aug 2025		