



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

## BOARD OF TRUSTEES REGULAR MEETING MINUTES

11 May 2024

Time: 11:00 am ET, 10:00 am CT, 8:00 am PT, 1:00 am (Darwin, AU): 3-hour meeting

### 1) Opening Matters

- a. Check-Ins/Sobriety Statements – Hernan V. (CA), Sam E. (NY), Rick B (FL), Chris D. (CA), Jack F. (AUS), Juanita J. (MD), Suzanne D. (TX)
- b. Regrets: Phoenix, G. (TX)
- c. Readings:
  - [Twelve Concepts](#) – Concept 5 - (Non-Chair Member with most seniority) – **Hernan V.**
  - [Twelve Traditions](#) Tradition 5 - (Member next most seniority on the BOT) – **Sam E.**
  - [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. – Phoenix G. (Member with the third-most seniority on the BOT) Today it was Chris D.*

### Start Recording (\*9)

### 2) Assign roles

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

### 2) Announcements

- Reports are due for the Newsletter by tomorrow and send them to the Newsletter portal on the website (<https://slaafws.org/fwsnews-submit/>).
- BFC has a request for us and we can talk about that towards the end of the meeting.
- Committee reports are due to F.W.S. for the ABM binders on July 1, 2024. Emphasized that the timely delivery of these to F.W.S. is critical.

3) **Approval of Today's Agenda** - (*BOT Meeting Agenda 11 May 2024*) Approved with edits. The Augustine Recovery App should be moved to a higher priority because of its age.

4) **Approval of last Month's Minutes** - (*BOT Meeting Minutes 9 Mar and 13 April 2024*) Tabled to next month. 9 Mar to be created by BOT based on the transcript. **ACTION ITEM**: Rick to forward the March meeting recording/transcript to us and we, the BOT, are to put the March minutes together.

5) **Monthly Action Items**

- a) Upload BOT Meeting Agenda to Dropbox – Suzanne D.
- b) Upload prior month BOT Meeting minutes to the Dropbox – Rick B.
- c) Forward the approved BOT Minutes to the ED for posting to the website – Rick B.

6) **Routine Reports**

- d) Executive Director (ED) Report and ED Sales Summary – Pam Reyes  
Written report provided.

Could you perhaps add to your report how much revenue is generated from the pdfs that are sold through the F.W.S. portal? Basically, the pamphlets are \$.99 and the booklets sell for their individual price. Minimal production costs.

More medallions should be on their way.

SuzAnne: There was a large debit (extra approx. \$3,000) to our checking account this month. This was fees associated with the fraud we had. Dave was able to get them refunded by the bank.

8.) **Board Committee Chair Reports** – Only in odd months (Verify)

- d) Copyright Translation – **Rick B.**
  - a. Written report provided
- e) Development – **Suzanne D.**
  - a. Phoenix G.
  - b. Rick B.
  - c. Written report provided. Sam and Hernan received their letter about their last year term. Due date is mid-June.
- f) Finance – **Hernan V.**
  - d. Sam E.
  - e. Rick B.
  - f. Minutes Provided
  - g. Update on ABM scholarships?
    - i. There was an amount of \$1,900 set aside with 20 folks receiving \$95 and it was submitted to Chris to be discussed with the ABM PC and then brought to the BOT.

- ii. Discussion about whether a scholarship is needed with the low registration cost.
  - iii. We believe that the BFC made this determination so that it can be used right now.
  - iv. When determination is made by ABM PC on Thursday, **ACTION ITEM** Chris to send an email to BOT to vote. Chris to nudge those who don't quickly respond via every means possible, not just email.
  - v. Once this is approved by the BOT, Pam will talk to Dave about creating a link for the scholarship. What about the 19 who have already registered? To be decided.
  - vi. We could vote on this now.
- g) HR/Personnel – **Juanita J.**
  - h. Chris D.
    - i. We've received four RFPs from potential IT Contractors. I'm going to be recommending we have a one-hour interview with three of the four. **ACTION ITEM** for Juanita: We still need a contract and a list of questions. She'll send the questions to the entire BOT via her personal email in addition to the Dropbox.
    - ii. SuzAnne, Juanita and Chris will be part of the panel. Can we ask David W to be on the panel? **ACTION ITEM**: Chris will do that and will schedule interviews.
- h) Outreach – **Sam E.**
  - a. Two meeting agendas provided.
- i) Publishing & Distribution – **Rick B.**
  - i. LCEP – **Rick B.**
  - j. Hernan V.
    - i. It looks like the Spanish Speaking text will be meeting. We did get the Argentine Speaking text. Rick is meeting again with the Spanish Speaking text tomorrow. I'm hoping that the BCTC will author our licensing agreement to retain the digital rights to all translated material so we can sell translated material.
- j) Programs and Memberships – **Chris D.**
  - k. Jack F.
    - i. Written report provided.
    - ii. We had our first Archive Committee meeting recently.
    - iii. We had an intergroup in Brazil looking for 31-year-old letter from F.W.S. A member of the Archives committee provided it to the office very quickly.
- k) Technology – **Phoenix G.**
  - l. Juanita J.
    - i. Chris updated. The BTC has had a number of meetings recently. David W has been working on determining how to best use ONR. He sent several questions to ONR to see if that could make the process easier. We've also discussed whether to use Survey Monkey instead. We may also be able to use Zoom for the non-BOT election votes. The next BTC meeting is 5/19.
    - ii. Perhaps we can pre-write the Agenda item number in the ONR ballot versus the verbiage of the item – would be easier.

- l) 7<sup>th</sup> Tradition – **Jack F.**
  - m. Rick B.
    - i. Oral report provided. We've been doing a marketing campaign on the 60/40.
    - ii. Helpful to communicate on GoogleGroups on BOT Committees versus WhatsApp so it's archived.

**ACTION ITEM:** Juanita to reach out to Phoenix to get back onto the BOT WhatsApp group.

## 7) Board Liaison Reports

- m) **Hernan** – CICC
  - a. The CICC has fully merged with the CTIOC. There was significant discussion because this combined group has great ideas and they have to create a technology committee.
- n) **Sam** – CAC, CJC
  - a. CJC doesn't complete minutes. CAC does and I will forward when they are completed.
  - b. Rotation of service of the Journal Editor? The Editor welcomes the opportunity to rotate off. This is a conversation that's been ongoing for many years but there isn't anyone to take the role. FYI: the AA Grapevine's editor is not a rotating position. There is no chair of the CJC.
- o) **Suzanne** – CCC, Chairs
  - a. The CCC did vote to approve the CSM with the draft mark on it. They're looking to change Chapter 3 so if you have any major red flags, email me.
- p) **Phoenix** – CSTCC
  - a. Chris: They are an active committee because they submitted something to the F.W.S. Newsletter.
- q) **Rick** – CLC, CTIOC
  - a. Now the CTIOC has nine members altogether with the CICC as a subcommittee.
  - b. Q: Could I recommend that Hernan take over the CTIOC liaison role because Rick has two BOT Committees? A: Hernan is the Treasurer, which is why he doesn't have the same number of liaison responsibilities.
- r) **Chris** – CBC, CSPC
  - a. CBC – we still need feedback from the former trustee about the indemnification issue. There is additional action after the vote passes and that is for the CBC to correct the By-laws to get them approved and added to the website.
- s) **Jack** – CFC, CHRC, CSC, CPIC, CMRC
  - a. The CSC is now a subgroup of the CMRC. They're all in the Dropbox for April but will be added to May's folder.
- t) **Juanita** – CDC, Office Supervisor

## **BUSINESS**

### **ELEVATED PRIORITY:**

- u) 990 forms and Financial Statements review for approval – **Hernan V., Treasurer** (*April/May 2024*)
  - a. **Motion** to approve 990 forms. Hernan/SuzAnne.
    - i. **Vote** approved: **7/0/0**.
  - b. **Motion** to approve the Financial Statements from the CPA. Chris/Juanita
    - i. This is not an audit, simply a review. The CPA is saying that they don't find any discrepancies in the way we prepare our financial reports. They prepared this in January and there have been no changes. Hernan discussed the review.
    - ii. There were small inconsistencies in last year's report but they're not material errors. This year, the total net assets are the same in all three financial reports, the 990, the Financial Statements from the CPA, and our internal reports.
    - iii. We had to finance our 2023 \$60K losses by access to our endowment fund of \$49K. We're not having an in-person ABM to avoid creating a negative budget for the 2024 conference year.
    - iv. From the auditor's perspective, approximately 87% of our total spending is for programmatic spending, which is slightly more than the standard in the U.S. non-profit, so that's positive.
    - v. **Vote** approved: **7/0/0**.
  - c. Quarterly financial statements tabled for either email or our next meeting because there was something incorrect in the Budget v Actual.
- v) **Motion** to approve Jenny R. and Seth S. to the BPMC committee archives sub-committee – **Chris D., BPMC Chair** (*11 April 2024*)
  - a. Motion to approve **Seth** to be a member of the Archives Subcommittee. Chris/Jack
  - b. Discussion held.
  - c. **Vote**: Member approved.
  - d. Motion to approve **Jenny** to be a member of the Archives Subcommittee. Chris/Rick
  - e. Discussion held.
  - f. **Vote**: Member approved.
- w) **Motion** to approve the revised 2024 Membership Survey – **BOC Committee** (*May 6, 2024*) Sam/Jack
  - a. We had some questions via email.
  - b. Reminder that this survey was previously approved, rescinded last month, and now we're looking to approve again.
  - c. The 2018 membership survey had very standard questions on it and this one has none of the medical questions and none of the childhood adverse traumatic event questions or anything like that. It's age, race, ethnicity, country of origin, questions like that have been asked for the last three or four surveys. The only additions were annual salary, language that you practice your recovery in, country of origin, and no schooling whatsoever as an option. The three questions removed were about the website and we don't have a webmaster so we don't need those. It's the 2018 survey with those changes.
  - d. Did we also make it gender friendly as we voted? We don't ask pronouns.
  - e. I wouldn't want questioned someone's pronouns.
  - f. We say that all questions are optional but please answer so we can have the information.

- g. We removed some language so we don't need the policies previously discussed, but we're going to create the policies anyway. We're going to say that the survey is going to a third party.
  - h. Juanita asked some of her questions in her email including why ethnicity is only Hispanic / Non-Hispanic. Changing multi-ethnic to multi-racial, native language to primary language. Occupation has unemployed/disabled but they're not the same thing.
  - i. The standard question is Hispanic/Non-Hispanic. It should be multi-racial.
  - j. Rick's friendly amendment would be to make these changes: multi-racial versus multi-ethnic, separate unemployed from disabled, primary language versus native language, and the survey sent on the platform of the BOC's choosing.
  - k. **Sam accepted this friendly amendment and then the amended motion was seconded by Jack.**
  - l. **Vote:** approved. 7/0/0.
- x) SLAA web addresses gift – revisited – **Suzanne D. BOT Chair** (November BOT meeting, 2023)
- a. Round Robin about whether we want to take on the expense of purchasing these web addresses.
    - i. Many big corporations spend a lot of money to protect their domains. I don't know to what extent these domains could cause confusion, but they may. If it's not expensive, may be worth it.
    - ii. I'm in favor.
    - iii. The BCTC does a lot of work trying to remove things from the Internet that are our copyrighted literature. Pam has to address them. They showed us a website that could confuse new folks as to whether they're us or not. Approval is not expensive.
    - iv. Cost is about \$100.
    - v. I'll say yes.
    - vi. We need to protect our copyrights.
    - vii. I own some web addresses that I've given to the Fellowship even though I still pay.
    - viii. Let's protect what we can when we can.
  - b. **Motion** to accept the gift of the websites presented to us earlier and assume the ownership and recurring annual cost of those websites. SuzAnne/Chris
    - i. **Vote** approved: 7/0/0.

## REGULAR PRIORITY:

- y) IFD Cost of Living/Salaries discussion – **BOT** (April 13, 2024)
  - a. Brief discussion. **ACTION ITEM** for Juanita: Team's salaries to be sent to us by Juanita.

### The remaining items tabled.

- z) Motion to have the FWS office to update the FWS website after all ABMs after any bylaw amendments within a quick time frame (2 weeks after ABM)- **Jack F.** (March 19, 2024)
- aa) Motion to have the F.W.S. office to instantly change the contact us [committee forms](#) on the FWS website as a matter of good housekeeping after all ABM's **VS** getting the BOT liaison or chairs to do so (1 week to amend)- **Jack F.** (March 19, 2024)
- bb) **Motion - After the ABM (within two weeks) - the BOT must set two days aside to develop + strategize our plan for the new conference year:**
  - We will prioritize what needs to be delivered....
  - What are our goals & tasks....

- What resources do we need...
  - Incorporating feedback from conference
  - Allocations of tasks to each board committee...
  - Appointments of members to each committee.....
  - Establishing time frames & reporting obligations – **Jack F. (March 19, 2024)**
- cc) B7TC fund-raising campaign for approval. – **B7TC Chair, Jack F. (October 10, 2023 email)** –  
*Tabled until further notice*
- dd) Provide the BFC Chair with las year's ABC/M Cost v. This Year's Budget –
- ee) Discuss and possibly vote on hiring an attorney to provide template for contractors – **BHRPC Member (13 April 2024)**
- ff) The Augustine Recovery App BOT Member (26 July 2023)

### Stop Recording (\*9)

gg) **Closing Matters:**

**Check-outs:** Hernan V. (CA), Sam E. (NY), Phoenix G. (TX), Rick B. (FL), Chris D. (CA), Jack F. (AUS), Juanita J. (MD), Suzanne D. (TX)

### 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.*  
– **Juanita J. (Member with the least seniority on the BOT)**

### Meeting Schedule for Conference Year 2023-2024 (All 3 hours)

<del>09 Sept 23—Regular</del>	<del>14 Oct 23—Interim</del>	<del>11 Nov 23—Regular</del>
<del>09 Dec 23—Interim</del>	<del>13 Jan 24—Regular</del>	10 Feb 24 – Interim
<del>09 Mar 24—Regular</del>	<del>13 Apr 24—Interim</del>	11 May 24 – Regular
08 Jun 24 – Interim	13 Jul 24 – Regular	F2F (TBD) Aug 2024