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

BOARD OF TRUSTEES REGULAR MEETING MINUTES
2 Nov 2024
Time: 9:30 p.m. UTC, 3 hours and 15 minute 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: None
- Readings:
  - **Twelve Concepts** – Concept 11 - (Non-Chair Member with most seniority) – **Phoenix G.**
  - **Twelve Traditions** Tradition 11 - (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 – Mike T./Jack F.
  c. Timekeeper – Phoenix G.
  d. Spiritual Reminder – All

3. Announcements

a. Dave C. of San Antonio has agreed to become our new Webmaster.
b. We have a first draft of ABM minutes. The CCC, ARS and BOT Chairs are the proofreaders.
c. Update on IT Contractor Contract.
d. ONR update. We haven't received the refund so Pam emailed them on 10/25.
e. Super Service Star brochure is being printed in-house and sent with orders and will be added to the website soon (if not there already).
f. Received an email from a member regarding another member.

4. Approval of Today's Agenda – *(BOT Agenda 2 Nov 2024)*

No Objections, Approved

5. Approval of Last Month's Minutes – *(BOT Minutes and Talking Points for 3 and 4, Aug 2024 and BOT Minutes for 13 Apr 2024, 24 Aug 2024(?), 7 Sep 2024 and 6 Oct 2024)*

- *3rd and 4th August 2024 - No objections, Approved.*
  *Talking points do not need approval - therefore no voting occurred**
- *Audit was worked on by Jack F. and Chris D.*
- *13th April 2024 – Approved by a majority of trustees from last board*
- *24th August 2024 – No Objections, Approved.*

6. Monthly Action Items

- Add all trustees to the BOT Google Group and Dropbox – **BOT Secretary** (Actioned)
- Upload all the Board paperwork to the Dropbox – **BOT Secretary**
- Year End Financial Report to the Newsletter – **Treasurer**
- Forward the approved BOT Minutes to the ED for posting to the website – **BOT Secretary**
  - Latest minutes posted on website are from November 2023
- Update the SurveyMonkey password and email address back to be in control of the BOT, particularly the BOC. (Actioned)

7. Routine Reports

- Executive Director (ED) Report and ED Sales Summary – **Pam Reyes – Dropbox**
  - *Pam's written report is in Dropbox. Annual inventory count occurred October 1st.*
  - *F.W.S. office will close last Thursday & Friday for the US Thanksgiving holiday.*
  - *Pam fielded questions around shipping costs incurred by the office for literature.*

- Technology Report – **IT Contractor**
  - *This will be a written report – no report given this month.*

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

    A. Copyright Translation – **Rick B.**

- *No written report and fielded questions.*
- *Has met twice since last call.*
- *Created the projects they would like to do.*
- *Collaborated with the CTIOC.*
- *Lost one committee member, unsure about replacing this person.*
- *Member in mind who is tech savvy to help them have a more robust platform for the database.*

    B. Development – **Chris D.**

- *Report in Dropbox. No questions fielded.*

    C. Finance – **Jeff R.**

- *2023-2024 fiscal year financials approved along with the 2024-2025 budget!*
- *The bulk of the report is around working through the year-end financials and budget, which has been finished and sent off to our accountant.*
- *This will be the last time we do a budget after the fact; this will now be done in June.*
- *We do not have the best data on contributions. A lot of the treasurer's and BFC time will be needed to go through the raw data to better understand as to who is making the contributions – Intergroups, groups, or individuals.*
- *A global free giving system is needed and that any campaigns may become futile if we do not have a fee-free system. Something to keep on the BFC's radar with increasing contributions.*
- *Q: How will the BFC institutionalize preparing the budget before the ABC/M? A: This could be done by establishing a battery of transition documents for when we have a new treasurer.*

    D. HR/Personnel – **John S.**

- *No report in the Dropbox, no official meeting has occurred.*
- *John has met with Pam.*
- *Policy and process manual revision is on the cards. The last revision was 2020.*
- *Thanks to Jeff R. and the BFC for including $1000 USD for painting the office.*

    E. Outreach – **Jack F.**

- *Report in the Dropbox.*
- *Data policy & Membership Survey is in the Dropbox.*

- *Sarah B. and Jack F. meeting weekly for the newsletter – Paul H will be included moving forward if he is approved.*
- *Diana S. & Richard H. creating a list of suggestions for the Webmaster.*

    F. Publishing & Distribution – **Patrick D.**

- *Report in the Dropbox.*
- *Priorities include State of Grace 2nd edition. The Style Committee has edited the text since conference approval and these changes have been double-checked.*
- *The committee has recently approved booklets which have been designed by Richard H. as part of a project to redesign the webstore's PDFs.*
- *The committee is codifying key questions about its processes for the benefit of the next BPDC committee.*
- *Claudia has joined the committee and is championing the Spanish Basic Text.*
- *Jeff loved the prospect of Claudia and the Spanish Basic Text. He noted that the 50th anniversary is coming up and we should take full advantage of the 2nd edition of the State of Grace and asked about the SOG's index. A: The index would be included as the text has not been edited such that the index is made obsolete.*
- *Pam stated she will be in contact with the BPDC regarding ordering etc.*
- *The Step Question Workbook was raised and it was noted that the BPDC was the committee to provide guidance on changing it. Where did this decision belong?*
- *Rick stated it would be good to stay in contact with the Board Copyright Translation Committee regarding the Spanish Basic Text.*

    G. BABMPC – **Ari F.**

- *Report in the Dropbox.*
- *The committee's CCC member was elected yesterday (Celia G).*
- *On November 19th will discuss dates and the virtual ABC/M's host intergroup.*
- *Rick: it was a unanimous decision for the BABMPC to recommend a four-day event. The CLC is asking for a mini-ABC/M mid-year to get through literature items.*
- *Jack: What the ABM would look like if it were a four-day event? Ari: It is up to the CCC and that we are only voting scheduling of the four-day ABC/M.*

    H. Technology – **Rick**

- *Goals include including the progress form D2 from the CSM and codifying all the virtual ABC/M information. WMS to give the new webmaster direction.*
- *Q: Should the WMS guide the new webmaster rather than the board chair? A: The mission statement of the BTC is to support the new webmaster.*
- *Pam stated the WMS email responses go to Pam & the webmaster and the office usually responds via the webmaster.*
- *Ari asked the BTC who may oversee the webmaster and be included as the contact person. Rick suggested Ari be included in the WMS.*
- *John asked Rick B. to please join the BHRPC call the following week to take the pressure of the website from Pam.*

I. 7ᵗʰ Tradition – **Phoenix G.**

- *Report in Dropbox. Brief overview given.*
- *Jack F. was approved as the third BOT member on the committee.*
- *B7TC has a statement regarding board members on board committees.*
- *Continued to work on the 1976 campaign.*
- *Q: Is the goal to launch in the new year? A:The roll out time will be ASAP as it has been worked on diligently.*
- *Phoenix stated we meet 1ˢᵗ Sunday of the month, 2pm UTC time – which is tomorrow.*

9. **Board Liaison Reports**

    A. CAC (Conference Anorexia Committee) - **Rick B.**

Rick has not attended the CAC yet given his schedule. He hopes for a report soon.

    B. CBC (Conference By-Laws Committee) - **Phoenix G.**

Report in Dropbox. No questions asked.

    C. CCC (Conference Charter Committee) - **Chris D.**

Report in Dropbox. Anthony was elected as the ARS chair; Celia was elected to be the 2ⁿᵈ CCC member to the BABMPC. Concern has been expressed about the creation of the BAMBPC, that it might give the board more sway vs. Conference.

    D. CDC (Conference Diversity Committee) - **Jeff R.**

Report in Dropbox. They had one meeting where they discussed setting up the Google Group, budget and goals.

    E. CFC (Conference Finance Committee) - **Jeff R.**

No report in Dropbox. Working on expanding CFC's reach. CFC flyer created.

FYI: GDVI & UK intergroups have finance subcommittees and would be interested to hear from the CFC.

    F. CHRC (Conference Healthy Relationships Committee) – **Phoenix G.**

Report in Dropbox. Very organized and happy committee. Been working on the bundle which is on our agenda.

    G. Conference Translation and International Outreach Committee (CTIOC) and Conference Intergroup Communications Committee (CICC) - **Rick B.**

Report in the Dropbox. Intergroup forum was held this month; they had two sessions with a big turnout. Very well organised. Rick B. attended both sessions of the Intergroup forum, not the CICC & CTIOC main meetings. No questions asked.

H. CJC (Conference Journal Committee) - **John S.**

No report given. Only two members attended this morning, including John S. Agenda items included the CPIC request that the CJC allow the CPIC to use the recording for SLAA YouTube.

Jack stated the request came from the CPIC as the YouTube manager Celia G. would like the audio recordings to be included on the YouTube channel.

Patrick stated he is interested in audio recordings and creating audio versions of theJournal. John stated that the CJC already has copyright as it has been included in theJournal, so they can create audio recordings.

I. CLC (Conference Literature Committee) - **Patrick D.**

Report in the Dropbox. Stephen S. is stepping down as chair of the 50BTS, succeeded by Susan G.

Jack asked the status of the HOW Sponsorship Guide and asked if that would be ready for the next ABC/M. Patrick responded that he would investigate that question.

J. CMRC (Conference Member Retention Committee) – **Ari**

Report in the Dropbox.

K. Conference Public Information Committee (CPIC) - **Jack F**.

Report in the Dropbox. Overview given on YouTube name change and the subsequent motions. A new IFD system is now in place meaning that an IFD can be introduced and, the following month, the corresponding motion can take place. Attendance of 3 meetings is now required to vote.

L. Conference Service Committee (CSC) - **John S.**

No report given as the committee has not met yet.

M. Conference Sponsorship Committee (CSPC) - **Patrick D.**

Report in the Dropbox.

N. Conference Steps, Traditions and Concepts Committee (CSTCC) - **Jack F.**

Report in the Dropbox. Updated the PDF schedule with the new Zoom. Looking at getting access to the website to update the ESH on business items posted on the website. Motions have been made to help protect the group's safety and security.

      O. Office Supervisor – **John S./Chris D.**

John stated he would like to arrange a meeting with all F.W.S. office staffers and the board chair. No date given as yet.

   10. <u>Business</u>

ELEVATED PRIORITY

   a) ***Vote on Non-BOT Board Committee Members.***

     - James J. for BHRPC; John S./Jack F., date submitted: 10/18/2024

Motion: James J as a non-board member of the BHRPC with a 90-day trial period.
Vote: <mark style="background-color:#00FF00">Approved</mark>

     - Paul H. for BOC; Jack F./John S., date submitted 11/02/2024

Motion: Paul H as a non-board member of the BOC with a 90-day trial period.
Vote: <mark style="background-color:#00FF00">Approved</mark>

  <mark style="background-color:#FFFF00">***Ari has left the call – quorum is still met****</mark>

   b)   ***IFD: Who should the new webmaster report into – which structure…***
<mark style="background-color:#FFFF00">**** Ari returned – all present ****</mark>
Round robins occurred - 90 seconds.

- It has always been the office supervisor.
  Should include the BTC and a working Website Management System (WMS). The BTC should totally come into play. A report every month should be made to provide oversight to the position.
- I want to nominate myself (Ari) as the point of contact for the webmaster. I go on the website often and it'll be useful as chair of BABMC. Rick from the BTC to work with new webmaster is a good suggestion....
- I want to make sure there is a person as opposed to a committee for the Webmaster to go to so Dave will have a clear idea of who to listen to.
- I guess it would be someone with space on their schedule and willing to be of service. Also someone who possesses great organizational skills as requests will come from everywhere.

- I make a motion that the Office Supervisor have the responsibility so that one person (Office Supervisor) would have an opportunity to work with the WMS, have other board committees to give suggestions, and ensure things get done in a timely manner.
- Similar comments to before – John S. should take the lead. Let's get John's plate full.
- I concur, John's unique abilities are well suited for this type of position. He would be ideal for the myriads of requests coming in.
- Being in charge gives me the opportunity to interact with people that I normally wouldn't. I know how to delegate and work effectively. I have a good relationship with Pam, and I know how to get ahold of Chris.
- It does make sense for the contractor to report to the Office Supervisor.
- I will second the motion for John S. and I'm happy to support you if you need it.
- I have no trouble with John – that is great – however, how does that work with the WMS? Will they be a resource for John and will Pam go to the WMS with questions?

Motion: The IT contractor report directly to the board member assigned to the Office Supervisor.
Motion: Rick B.   **Seconded:** Ari F.
Another round robin requested - 60 seconds.

- Continuity would be good – as this board will rotate – and for future boards to know that responsibility will go along with the role of Office Supervisor. We can always adjust.
- WMS will be a resource for the Office Supervisor and the office. Hopefully, Ari will be of assistance to the WMS and the things they can't get to will go to the Office Supervisor by being CC'ed in.
- At this point I will recuse myself.
- Please time us for 30 seconds before we vote on the motion.

Motion: The IT contractor reports directly to the board member assigned to the Office Supervisor.
Motion: Rick   **Seconded:** Ari   **Vote:** 8-0-0, Approved.

c) ***MOTION: Authorize the CCC to schedule a four-day Virtual ABM in 2025. (Ari F., 10/25/2024/Jeff R.)***
Round robins occurred - 90 seconds.
- I am against this; we could do a three-day with a highly time-efficient schedule. Four-days taken off doesn't impact those who are retired but I take paid days off to attend the ABM. We had the highest attendance this one, making it four doesn't guarantee efficiency. Burnout is very likely.

- We have had four-day ABM for a very long time, but they were laborious, and we couldn't get through the agenda. I do not think the recent ABM was well oiled or monitored. CCC needs to come up with a parliamentarian. The members expect the ABM to get to stuff yet we only got through 7 items. If they need it and they want it, give it to them.
- I am all for three days.
- I love this motion and all for the four-day experience. I don't think four days means time drunk. Well-oiled and highly efficient motions plus an extra day will help. We moved very slowly getting literature processed.
- I would be for a three-day if we could be sure to get through the agenda – perhaps if they eliminate all in-person reports and put them into the binder. If they had all qualified people doing the moderating. The tragedy is we are hired to do the business of S.L.A.A. and we failed at that. Each item took a whole general assembly and this is totally unacceptable.
- I agree with not solving the problem by adding more days. The problem was not the number of days but with organization. However, since there is so much business, it may be reasonable to have a four-day ABM, more organized.
- Four-day ABMs were tried for many years. I am an independent contractor so I take days off and do not get paid either.
- The four-day has worked in the past, this one has not.
- The ABM schedule this year was US centric and we are an international fellowship. Let's look at a schedule that looks at all time zones. The schedule I came up with was very time efficient. 19 hours of general assemblies were on my schedule.
- If the CLC wants to have a four-day and wants to have one in the middle of the year, great. Ask the CCC, "hey, we have an agenda item; can we approve this?" The fellowship wants a four-day, and how will they look at me if I don't give it to them?
- I have been guided by Phoenix's amazing schedule and going to stick by this fellow who has done so much research into this. I do want to be at my computer for four days, it was time drunk. Members have come to me letting me know they are disheartened by the whole thing.
- I agree that there is no reason this has to be US time-centric.
- You just elected me as the Office Manager, and I would have to cringe knowing I have to kick those items down the road to someone else. I don't think it's possible as there are too many items on the agenda. The last ABM failed miserably.
- With an extra day, chances are high that discussion just expands as people get less efficient. I don't think we can get it all done in three but that puts me on the fence.
- Pam is our ED and we would be paying her overtime. Two of the days will be a weekend and during the week (potentially). We had twenty internationals

attending, it was a high rate. Four days is great and I do appreciate Phoenix's work.

- We won't be able to get everything done and we won't be expert facilitators. People were pissed off. So there is great incentive to have a longer schedule.
Another round robin requested - 60 seconds.

- Time is money. What comes up is giving someone $100 and they blow it and then saying, "here is $150. Do better next time". This is time drunk and that time is wasted.
- I am guessing time is a spiritual resource and the fellowship wants resources that will help the spirituality of the fellowship.
- I will go with group conscience.
- Happy to respect group conscience and still in favor of four days.
- I am going to stick with four days and appreciate the time sensitivity.
- Four days and thanks everyone.
- I will be voting for four days.

MOTION: Authorize the CCC to schedule a four-day Virtual ABM in 2025.
Motion by: Ari F.   **Seconded:** Jeff R.   **Vote:** 5-3-0, Minority heard.
Revote: 6-2-0 Approved.

------------------------------ **Remaining motions tabled**------------------------------

d) **IFD:** Email confession to F.W.S.
e) **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)
f) **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)
g) **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)
h) **MOTION**: Approve updates on the Membership Survey from BOC. (Jack F., 8/27/2024)
i) **MOTION:** Approve the Data Policy from BOC. (Jack F., 8/27/2024)
j) **IFD**: Statement needed from the BOT about what we want done with the YouTube Channel and why the board doesn't want ownership of a Conference asset to be transferred an individual intergroup. (Jack F., 9/2/2024) on behalf of the CPIC Dos Chair
k) **IFD:** 50th anniversary merchandise.

REGULAR PRIORITY

A. **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)

B. **MOTION:** All F.W.S outreach materials must be within 7 years of board's approval. (Jack F., 8/27/2024)
C. **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)
D. **MOTION:** That the F.W.S. policy regarding temporary employee time card submittal entitled F.W.S. Policy for Office Staff Timecard dated July 2012 be rescinded. (Chris D., 20 Oct 2024)
   <mark>Successful on email voting, approved</mark>
E. **IFD:** Errors and Omissions insurance for BOT non-officers?
F. **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)
G. **IFD:** please add board committee information getting posted to F.W.S. site with descriptions and/or applications. (Ari F., 9 Oct 2024)
H. **IFD:** B.O.T. recovery meetings?
I. **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.
J. **IFD:** Endowment fund donation maximums?

Stop Recording (*9) and turn off transcript

11. **<u>Closing Matters</u>**

   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)

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

   <u>**Meeting Schedule for CY 2024-2025 (Central Time, All 3 hours)**</u>

~~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		