



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

## BOARD OF TRUSTEES REGULAR MEETING MINUTES 7 Sep 2024

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

### 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), Chris D. (CA)
- Regrets: none
  
- a. Readings:
  - Twelve Concepts – Concept 9 - (Non-Chair Member with most seniority) – **Phoenix G.**
  
  - Twelve Traditions Tradition 9 - (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**

### 2) Announcements

- a) Phillip W from Arkansas is the new Conference Charter Committee Chair and John D from GDVI is the new Vice Chair. Nora and Anthony rotated out of their Conference Charter Committee leadership positions.
- b) We now have Venmo and it's on our website! @slaafws.official

- c) Chris responded to messages sent through slaafws.org about some countries not being invited to the Annual Business Meeting and a request for funding for translating a document to Spanish. Messages and Chris's responses are in the Dropbox.
- d) Pam applied for a business account with Wells Fargo and learned that this type of application must be completed in person. She has an appointment on September 10 with a branch close to F.W.S.
- e) Newsletter due date extended until Sunday 9/8 US time so if you need to update your reports, or add them, please do.
- f) Jeff and Chris are planning to attend the inventory count in San Antonio October 1-2, 2024. This will not be a trip that will be expensed.
- g) Thanks to Rick who is editing the first draft of the Talking Points for the 8/3 and 8/4 BOT meetings that he sent out on 8/12, and those minutes, and to Jack for preparing the 8/24 minutes.
- h) The ABM minutes may be delayed because our recordkeeper had an accident from which they are recovering.
- i) Several members of the 2024 ABMPC and the BTC met to discuss the successes and challenges of the ABM. Minutes are in the Dropbox if interested.
- j) The anonymously donated domain names transferred to F.W.S.
- k) Zoom secondary code requirement is turned off for the BOT accounts. Pam said that as long as we change the Zoom passcodes at the beginning of each conference year, that should be sufficient.
- l) Any contact to the BOT from Conference Committees or members of the Fellowship to go to the Board of Trustees inbox or the BOT Officers in the Officer capacity.
- m) Since we have new liaisons for conference committees Jack is drafting up an email to the executive director. This is to help with the Board Committee messages that are still going to the old board members. This will be done by 09/11.

**3) Approval of Today's Agenda** - (*BOT Agenda 7 Sep 2024*) Approved with no objections.

**4) Approval of last Month's Minutes** - (*BOT Minutes for 3, 4 and 24 Aug 2024*) Tabled.

**5) Monthly Action Items**

- a) Add all Trustees to the BOT Google Group and Dropbox – **BOT Secretary** (Actioned) All BOT have access to their own Board conference committees and know the login details to the Dropbox. Few members of BOT are looking for a different platform instead of Dropbox.
- b) Upload all the Board paperwork to the Dropbox – **BOT Secretary** all contracts should be signed and put in the correct folders in the Dropbox.
- c) Post June Financial Report to the Newsletter – **Treasurer** (September edition)
- d) Forward the approved BOT Minutes to the ED for posting to the website – **BOT Secretary – Latest minutes posted on website are from November 2023**
- e) Update the SurveyMonkey password and email address back to be in control of the BOT, particularly the BOC. This is already completed.

**6) Routine Reports**

- f) Executive Director (ED) Report and ED Sales Summary – **Pam Reyes** -  
*The report is in the Dropbox. The report was discussed. A tracker is being added to this report for what was sold from now back through 2021.*  
Technology Report – **IT Contractor** No report given.

**8.) Board Committee Chair Reports & goals for the conference year – Only in odd months**

- g) Copyright Translation – **Rick B.**  
*The copyright translation committee didn't meet in august. Will be meeting in september.*  
Goals:
- a) *To make a manual that will include a calendar so that the successor will have all the information.*
  - b) *review licensing agreement to retain rights to translated documents that will be created. This will allow us to sell them through iBooks and Amazon. This will require money to have a lawyer look through the contract.*
  - c) *Update documents to make sure the documents are correct and updated. Will also review "Requests for Information" to approve authorizing the licensing agreements while working on the spanish basic texts.*
- h) Board Development Committee – **Chris D.**  
*Board Development Committee identified our three main goals for this Conference year as:*
- a) *Board Of Trustees Appointments for 2024 and development of potential Board Of Trustees members for 2025; Whistleblower Investigator Appointment.*
  - b) *Assisting Board Committees with their membership; however, Board Committees are ultimately responsible for their own staffing. The Board Development Committee recommends at least two non-Board Of Trustees committee members for each Board Committee except for the Board Annual Board Meeting Planning Committee which has predetermined members.*
  - c) *Assist the Board Of Trustees in creating and implementing new development (Board Development Committee), finance/7th Tradition (Board 7th Tradition Committee) and outreach (Board Outreach Committee) strategic plans.*
- i) Board Finance Committee – **Jeff R.**  
*The committee had two meetings over the course of the last month. They have 6 full members and Phoenix, Jack and Chris attended as well.*  
Goals: *(a and b are unanimously agreed, c is still up for discussion)*
- a) *Maintain a financially stable 501c3 nonprofit organization that is accountable and transparent*
  - b) *Guide, recommend, and educate the Board Of Trustees on the most prudent financial course of action as voted by the Board Finance Committees.*
  - c) *Repay the prudent reserve back of the \$50,000 that has been borrowed over the last couple of years.*
- j) Board HR/Personnel Committee– **John S.**  
*The committee will have the first meeting 09/11. No update as of yet. Goals are still to be determined*

k) Board Outreach Committee— **Jack F.**

Goals:

- a) *Conduct an audit on all outreach materials provided by F.W.S including public information content published by the Conference Steps Traditions and Concepts Committee.*
- b) *Creation of outreach resources folder where future Board Outreach Committee members may revise and revamp - future proofing all public information & outreach publications remaining within 7 years of approved status, mandating future Board Outreach Committees committee's refresh where necessary and bring to the board for approval.*
- c) *Implement, Monitor and Evaluate the membership survey [SLAA 2024 Survey Explanation](#) (primary goal).*
- d) *Research other 12 step fellowships newsletters and establish a document outlining the targeted 5 Ps of marketing & where we aim to explore new environments.*
- e) *Ensure fellowship engagement with Annual Business Meeting participants and Intergroups Worldwide in the research phase of F.W.S newsletter. Encouraging feedback where possible.*
- f) *Revamp the F.W.S Newsletter and [Guidelines](#) with the following vision in mind: Content must remain palatable to international fellows and allow participation of Intergroups whilst keeping **F.W.S guidelines consistent**.*
- g) *Revamp [Suggestions for Public Outreach](#). Board Of Trustees approved April 2015 + Collaborate with CPIC on the [S.L.A.A Digital Outreach Plan](#)*

l) Board Publishing & Distribution Committee – **Patrick D**

*Patrick read his report. The Board Publishing & Distribution Committee's goals have been narrowed to these five:*

- a. *Get on top of the DRM cataloging system*
- b. *A State of Grace 2nd Edition*
- c. *Publish the two approved conference documents*
- d. *Improve the processes underlying the BPDC*
- e. *Address the issues surrounding the Step Questions Workbook*

*The questions were asked:*

*"How much does the spiral bound process cost for the workbook?" Research was needed for this question.*

*Point of clarification: "The outgoing treasurer was okay with not doing the spiral bound process."*

*Suggestion given: "Test the non-spiral bound books before committing to them."*

m) Board Annual Business Meeting Planning Committee – **Phoenix G.**

*This committee has not met. The minutes for the post-mortem of the Annual Business Meeting were shared in the Dropbox. The discussion was about the meeting being 3 days or 4 days.*

n) Board Technology Committee— **Vacant**

o) Board 7<sup>th</sup> Tradition Committee – **Phoenix G.**

*The Board 7th Tradition Committee met on Sunday. It contains Phoenix and Patrick.*

Goals:

- a) *Create a 1976 campaign- asking for individual contributions in the form of “1976.”*
- b) *Facilitate and communicate options for contributions especially looking at options for international contributions.*
- c) *Help to promote a heightened awareness of intergroups*

**7) Board Liaison Reports**

- p) CAC (Conference Anorexia Committee) - **Rick B.**  
*no report given.*
- q) CBC (Conference By-Laws Committee) - **Phoenix G.**  
*no report given.*
- r) CCC (Conference Charter Committee) - **Chris D.**  
*New officers elected, see the above announcements for more information.*
- s) CDC (Conference Diversity Committee) - **Jeff R.**  
*no reports available*
- t) CFC (Conference Finance Committee) - **Jeff R.**  
*no report available*
- u) CHRC (Conference Healthy Relationships Committee) – **Phoenix G.**  
*no report available*
- v) CTIOC (Conference Translation and International Outreach Committee) and CICC (Conference Intergroup Communications Committee) - **Rick B.**  
*no report available*
- w) CJC (Conference Journal Committee) - **John S.**  
*no report available*
- x) CLC (Conference Literature Committee) - **Patrick D.**  
*The report is in the Dropbox. They talked about the Annual Business Meeting. There was a note sent that was requesting an additional ABM discussion. There are dead links on the F.W.S website that they will fix. They are still working on the 50th anniversary basic text and are open to new stories.*
- y) CMRC (Conference Member Retention Committee) – **Phoenix G.**  
*no report available*
- z) CPIC (Conference Public Information Committee) - **Jack F.**  
*They continued work on the digital outreach plan and discussed the membership survey. The report is in the Dropbox*
- aa) CSC (Conference Service Committee) - **John S.**  
*no report given*
- bb) CSPC (Conference Sponsorship Committee) - **Patrick D.**  
*The report is in the Dropbox. Steve P is the new chair of the committee.*
- cc) Conference Steps, Traditions and Concepts Committee (CSTCC) - **Jack F.**  
*Noah is stepping down as chair. Kevin was elected as chair and Atlanta as vice. Motion: “personal texts from CSTCC members whether in the meeting or the google group are not acceptable. Anyone violating this will be sanctioned up to and including removal from the group.” Brought forth by: Jim B. approved by unanimous vote.*

*Motion: "Any new fellows who join CSTCC must attend 2 meetings consecutively to have their email added to the google group." Brought forth by Jayke K, unanimous approval.*

dd)Office Supervisor- **John S.**  
*no report given as have not met yet.*

## **BUSINESS**

### **ELEVATED PRIORITY:**

- ee)Approve 2024-2025 third quarter plus July financial report. **Jeff R**  
*Jeff R gave a presentation about the SLAA financials from October 2023- July 2024. The line by line of the financials can be found in the Dropbox, as can the presentation given. The questions about the presentation were answered by Jeff R and can be found below.*
- "At what interval would you want to see [the operating account] at \$15,000?"- Patrick  
*This should be constantly at or above \$15,000. Employees are paid at \$10,000 a month, bookkeeping, rent, legal fees etc.*
- "What is the total for all repeating bills?"- Patrick  
*That is information that is being compiled and will be available next month.*
- "How did we have \$761,000 in 'total equity'?"- Rick  
*The bookkeeper isn't sure, we are setting up a time to get a better explanation.*
- "How badly does subsidized shipping hurt us?"- John  
*We will get to this later when we compare the budget.*
- "Explain the difference between groups and intergroups? and why are they separate? Can we change groups to meetings?"- Phoenix  
*A group is a term for individual meetings. There are some meetings that do not have an intergroup. Intergroups are groups of meetings like SLAA Virtual and Chicago intergroup.*
- "What would happen if we were to go to weekly paychecks instead of biweekly paychecks?" -Jack  
*I will talk with John and get back to you all at the next meeting with this information.*
- "The 'key point takeaways' are versus the previous year?" - Jack  
*Correct.*
- "Was PayPal newly added to the website?"- Jack  
*No, PayPal has been on the website but Venmo is new.*
- "How close are we to not being able to be called a 'not for profit'?" - Patrick  
*I am still researching that with the BFC. This is more than likely a year over year pattern, but as the Board Finance Committee researches it I will report back and of course if there is any emergency I will get back to you all sooner.*
- "How much of the profit or loss is from the ABM?"- Patrick  
*That requires more information to calculate. This will be given at the next meeting.*
- "Will this PowerPoint be able to be shared with fellowship?" -Phoenix

Yes.

“Last year we were up 14k but doesn’t that include the money we took out of the prudent reserve? so we were down 30k.” -Rick

*I am not sure when exactly the money was taken from the prudent reserve. We won’t know until we get the end of the year budget.*

“How hard is it for the B7TC to get reports? They had trouble getting them last year to check their effectiveness.” -Rick

*They are in the general ledger, but the data can be unreliable due to the amount of information that has to be input for a contribution. That is a big effort but we are working towards that. I would like this information as well.*

“In publishing these numbers we should have some context, because they could be overwhelming.” -Chris

*This is a doc to contextualize for the board. It can be updated for sharing with the fellowship.*

“If we reduce free shipping, the sales numbers may go down since we offer it when sales are above a certain threshold.” - Phoenix

*We can talk about this with the ABM numbers next month.*

**Key Points from the treasurer were as follows:**

**18.37%** down on group contributions

**25.99%** down on Intergroup donations

**43.77%** down on Individual contributions

**MOTION:** To accept the balance sheet and profit & loss statements for months of April - July 2024

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

*The only discussion was a question about if there had been an increase in price in products, and it was clarified that there was a 10% increase last year.*

**Vote:** Unanimous

ff) **MOTION:** To hold the 2025 ABC/M completely virtually. (**BOT Chair**, 9/3/2024)

**Motion by:** Chris D     **Seconded:** Rick B

*Much of the discussion around the ABC/M being completely virtual was that the in-person ABC/M would be missed but that the finances do not support an in person ABC/M. There was an idea of making 5 or 6 co-work spaces for delegates to allow them the ability for the same sort of in-person experience if they could afford it. There were few in agreement with the BOT meeting up face to face a few days before the ABC/M. A cost/benefit for the in-person ABC/M was requested. The virtual is the option that will allow the international fellowship the best ability to have more attendees from all over the world.*

**Vote:** Unanimous

gg) **Motion/IFD:** “If the 2024-2025 ABM is going to be virtual, authorize the CCC to schedule a fourth ABM day to complete business, if necessary.” Motion by: Chris D. Seconded by: Jack F.

*This discussion was started as a motion but the motion was withdrawn after round robin discussion and instead listed as an Item for Discussion. The discussion was surrounding the need for a more time efficient schedule. There was a plan discussed, but not in detail that would allow more time to be in session. There was more time*



*needed in session, more time with board committees and a help desk to help mitigate the starts and stops from the various points of information or clarification.*

hh) **MOTION:** Appoint Ari F to the BOT for a term of 2 years - transitioning off the BOT at the 2026 ABC/M.

*The board went into executive session and came back approving Ari F for the Board of Trustees.*

**Action item:** The Board Chair, Chris D., will let Ari F know of her appointment.

**Motion by:** Chris D on behalf of BDC **Seconded:** Jack F **Vote:** Approved

ii) **MOTION: Appoint Ari F to the BABMPC as board chair**

*The Board went into executive session. They came back appointing her to be the board chair for the Board Annual Business Meeting Planning Committee and as liaison to conference member retention committee.*

**Motion by:** Chris D **Seconded:** John S **Vote:** Approved

jj) **MOTION:** To approve Rick B as Interim BTC Chair. (Rick B., 8/24/2024; seconded by Chris D.) -motion tabled-

kk) **MOTION:** Approve contract for IT Contractor. (**BOT Chair**, 9/6/2024) -motion tabled-

ll) Discuss Non-BOT Board Committee Members. -motion tabled-

mm) **MOTION:** All F.W.S outreach materials must be within 7 years of board's approval. (Jack F., 8/27/2024) -motion tabled-

#### **REGULAR PRIORITY:**

g) **MOTION:** Service Superstar Brochure to be added to the Webstore as a free pamphlet. **BPDC Chair** – (email on 6 March 2024) -motion tabled-

h) 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. -tabled-

i) IFD: Daylight Savings Time impact on BOT meeting time -tabled-

j) Add all BOT members to all board committee google groups, to attend if they want; 3rd BOT members for board committees with low attendance -tabled-

k) **Motion:** Approve updates on the Membership Survey from BOC. (Jack F., 8/27/2024) -motion tabled-

l) **Motion:** Approve the Data Policy from BOC. (Jack F., 8/27/2024) -motion tabled-

**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), 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) – Patrick D.*

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

<del>24 Aug 24</del> —Special/BOT Orientation	<del>7 Sep 2024</del>	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		