

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



**2020 Annual Business
Conference/Meeting Minutes
July 31, 2020**

Zoom Meeting

**2020 ABM
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Conference Theme

The 6th Tradition - "An S.L.A.A. group or S.L.A.A. as a whole ought never endorse, finance, or lend the S.L.A.A. name to any related facility or outside enterprise, lest problems of money, property, or prestige divert us from our primary purpose."

Abbreviations You Need to Know

(see Appendix A of the **CSM 2020**):

ABC/M	Annual Business Conference/Meeting
ARS	Agenda Review Subcommittee
<i>Basic Text</i>	<i>Sex and Love Addicts Anonymous_©1986</i>
B7TC	Board 7 th Tradition Committee
BCTC	Board Copyright Translation Committee
BDC	Board Development Committee
BFC	Board Finance Committee
BHRPC	Board Human Resources/Personnel Committee
BOC	Board Outreach Committee
BPMC	Board Programs and Membership Committee
BTC	Board Technology Committee
BOT	Board of Trustees
CSM	Conference Service Manual
HP	Higher Power
IFD	Item for Discussion
IRC	International Recovery Convention

Conference Committees

CAC	Conference Anorexia Committee
CBC	Conference By-Laws Committee
CCC	Conference Charter Committee
CDC	Conference Diversity Committee
CFC	Conference Finance Committee
CHRC	Conference Healthy Relationships Committee
CICC	Conference Intergroup Communication Committee
CJC	Conference Journal Committee
CLC	Conference Literature Committee
CMRC	Conference Member Retention Committee
CPIC	Conference Public Information Committee
CSC	Conference Service Committee
CSPC	Conference Sponsorship Committee
CSTCC	Conference Steps, Traditions and Concepts Committee
CTIOC	Conference Translation/International Outreach Committee

Friday July 31, 2020

After New Delegate Orientation sessions, a Conference Chairs Meeting, and the First Session of Conference Committee Meetings were conducted on Thursday, the General Assembly began.

General Assembly: Welcome & Introductions– 9:00 am, CST

- Facilitators – Phillip W. – CCC Chair, Seth S. – BOT Chair
- Assistant Facilitator – Gabriel G.
- Record Keeper for this ABM – Austin H.
- Timekeeper– David B.
- Chat Monitor – Christina M.
- Tech Support – Beth S.
- Screen Shares – Phillip W.

After an orientation, the session opened with a moment of silence followed by the Serenity Prayer and the following readings:

- 12 Steps, in French, by Christian A.
- 12 Traditions, in Swedish, by Fredrik L.
- 12 Concepts, in English, by Phil B.
- 12 Guidelines for Dealing with Media/Public Relations, in English, by Tyler B.

Announcements:

CCC Chair, Phillip W.:

- All participant recording has been disabled.
- We are recording chat and audio only for the purposes of producing the minutes.
- All recordings will be destroyed when the minutes are complete.
- Participants will be muted throughout the ABM.
- Please use chat, which is the same as going to the microphone and will be part of the official minutes.
- The chat monitor will be announced at the beginning of each session. Direct your chat to the monitor, who will answer your question or relay it to the proper person.
- The recording of the speaker meeting will be used to create an MP3 for sale on the F.W.S. website store.
- Chat monitor is Christina M. For technical issues, chat with Beth S. [email and phone number for Beth were posted in the chat window]

Welcome

CCC Chair, Phillip W.: Welcome to 2020 ABM via Zoom. Since we are unable to meet in person due to COVID-19, we're doing what we can, and we're glad you all are here.

CCC/ARS Statement on 2020 ABM Agenda

Due to the shortened format of the virtual ABM as a result of COVID-19 and restrictions with the Zoom platform, the CCC and ARS decided it would be best not to act upon items included in the 2020 ABM Agenda. The ARS continued its mission as originally scheduled by continuing to accept and review submitted Motions and IFDs. Since none of the 2020 ABM Agenda will be acted upon at the 2020 Virtual ABM, all Motions and IFDs

will be carried forward to the 2021 ABM Agenda, maintaining the current position, without further action on the part of the submitter.

Journal Question of the Day

Each year at in-person ABMs the delegates have been so kind to give their thoughtful answers to the question of the day for the Journal. Please take a moment of your time to fill out this form with your answers. If you would like to include your first name and city please do so- otherwise, all answers are anonymous. The Journal team is grateful for your service.

[Link posted to chat]

Count/Quorum

F.W.S. Executive Director, Pam Martin: There are 81 participants, 67 voting members present for this General Assembly. Quorum is 54, 2/3rd majority is 45; simple majority is 34.

Safety Statement

F.W.S. President, Seth S. read the following statement from the BOT:

- i. The Board cares about the safety of all members of the Fellowship and is prepared to take immediate and appropriate action if an individual or group feels threatened. Our group endeavors to provide a safe meeting place for all attendees and encourages each person here to contribute to fostering a secure and welcoming environment. As our Traditions remind us, the formation and operation of a group resides with the group conscience. Therefore, we ask that group members and others refrain from any behavior compromising the safety of others. Also please take any precautions you feel necessary to ensure your personal safety. If you feel your safety is in jeopardy, or a situation breaches the law, the individuals involved should take appropriate actions. Calling the proper authorities does not violate any Traditions and is encouraged when someone has broken the law or endangered the safety of another person.
- ii. Because this is a Virtual ABM, please be aware that ALL chats are public chats and will become a part of the record of the ABM. As previously stated, we ask that chats from all attendees of this ABM refrain from any behavior compromising the safety of others, that is insulting or that is attacking any other Fellowship member. Any ABM attendee may call a Spiritual Reminder via Zoom chat.

Board Nominations

F.W.S. President/BDC Chair, Seth S – This year, like every year, there are three positions of the Board of Trustees that are up for election or reelection. In addition, there is one position where the candidate was appointed to the BOT by the Board during the year for a term that extends beyond this year and now the Conference needs to confirm or deny the candidate their remaining term on the Board during the election process.

As the Chair of the Board Development Committee I would like to introduce the candidates running for the three (3), three (3) year terms on the BOT: Jay G. from Ohio, current Board member and Treasurer, Anne K. from Florida, current Board member, and Gabriel G, from California. All the relevant documents for these candidates are in your Binder. The appointee is Celia G., who was appointed by the BOT during the year and is on the ballot for confirmation or denial by the General Assembly during the election process for the balance of the duration of her term.

In addition, I want to acknowledge the service of Ned J. whose term of service on the BOT has come to an end

and he is rotating out of service on the Board. Ned was instrumental in getting *A State Of Grace* printed as both a limited-edition hard cover and as the smaller soft bound version. In addition, Ned spearheaded the creation of the Lifesaver Program, a monthly giving program which matches members contributions for up to \$101,000 as well as the recreation of the Endowment Fund to permit large contributions from member's wills and life insurance policies. In addition, Ned has facilitated the BOT meetings for the past six months. We are all very grateful for Ned's service to the Fellowship and to this Board. Thank you, Ned for your service.

Voting Process

All voting members of the Conference must cast a ballot. At the time of the election, all of the voting members will go into the Zoom virtual Voting Room and Pam will take a count of the number of voting members. When you are in the Voting Room your video must be on at all times and you must be visible at all times during the voting process. The only exception to this is if you are using a cell phone or tablet to attend the ABM, then when you actually cast your ballot you will not be visible. As soon as your vote is cast and you return to Zoom, you must again be visible to the other members. Do not walk away from your camera during the voting process. If we lose visibility of a voting member during the voting process, we must start the entire process over.

Reminder: all voting members of the Conference must cast a ballot. In the Voting Room once we have verified the count of the number of voting members of the Conference, you will be provided a link in Zoom chat. When you click on that link, you will be taken out of Zoom and the ballot will appear. [sample ballot was shown on a shared screen]

Nominations from the Floor

The floor is now open for nominations for a term on the Board. Floor nominations are for members who feel they are ready for Board service or for someone you know, who you have asked in advance if they would like to be on the Board. Due to the short length of this virtual ABM, the nominations will only remain open for a few short minutes. Please understand that if you decide to run for a Board term in today's election you must complete your written application and your 500-word essay and submit them to the BDC in the next 60 minutes (10:30am CST). In addition, you must complete an oral interview with two BDC members in enough time to create a transcript of the interview for inclusion in the materials and documents submitted to the General Assembly in order to be placed on the ballot today.

If you would like to nominate someone who is in attendance at this ABM, please use the chat function in Zoom to do so, as if you were going up to the microphone.

Are there any nominations for candidates for a Board of Trustees position?

[Reminder: send nominations to chat monitor, Christina M]

There were no nominations from the floor.

Nominations are now closed for the candidates for Board service.

- Question about the Agenda: what is meant by items we vote on from the 2020 Agenda will not be acted upon until 2021?

Answer/Clarification: we will not be voting on or discussing any items from the 2020 Agenda, so all those items, since they have not been acted upon, will automatically move to the 2021 Agenda as is.

Introductions

CCC Chair, Phillip W. Introduced the following participants:

- CCC members
- ARS members
- Journal Editor
- CLC Representative
- BOT members
- F.W.S. Staff
- Volunteers
- Observers
- Delegates, by Intergroup
- 8 countries are represented: USA, UK, France, Germany, Canada, Sweden, Poland, and Australia; as well as a Phone Group and an Online Group.

CCC Announcements and Information

CCC Chair, Phillip W. shared the following announcements and information:

- Policy regarding photographs: In the spirit of anonymity and our Twelfth Tradition, we ask that there be no video or still images taken at the General Assemblies, Conference Committee Sessions or Social Functions. This includes screen shots from your PC or phone. This is also why we are recording audio only.
- Please use chat in the place of the microphones when speaking, you will be muted throughout the ABM and must use chat for any questions. Please send questions and comments to the chat moderator announced at the beginning of each session. All tech questions please chat with Beth S.
- Guidelines for Virtual 2020 ABM Chats:
 - Public chat is disabled during general assembly; you may send private chats to the designated chat monitor/moderator.
 - When the floor is open all questions will be read aloud by the moderator, who will identify the name and intergroup represented before asking their question.
 - Scheduled Q&A sessions have time limits and answers to questions will be timed.
 - During Q&A sessions, please limit yourself to one question. If there is time, more questions may be asked after everyone in the chat queue has had their turn.
 - Please be considerate, respectful, and collaborative.
 - A record of all chats, including private chats, will be made available to ABC/M staff for the purpose of creating minutes.
 - Harassment will not be tolerated, including offensive comments, deliberate intimidation, sustained disruption of conversation, or potentially triggering language or imagery.
 - Anyone violating these rules will be warned and/or moved from the general assembly to a private breakout room. If actions are repeated, you may be ejected from the ABC/M and will not be readmitted.
- ***Everyone who may vote must vote in the BOT election. You must complete a ballot. You can vote for none of the candidates, but you must submit a ballot.***

- Order of candidate names is randomized on ballots so no one candidate is listed first on all ballots.
- Do not leave Zoom during breaks, otherwise you will have to be checked-in again. Leave Zoom open for the entire ABM.
- If you leave Zoom and are not back in time for the 3:00pm voting session, you must remain in the waiting room until voting is completed.
- Chat is open and unmonitored during breaks. If you have a question for the floor, send it to the chat monitor during a monitored session.
- Overview of the supplemental packet contents and the ABM Binder, including the CSM 2020, and its Appendix.
- A Conference Committee Chair, Vice-chair, Co-chair or designated representative needs to fill out 3 forms during the Conference Committee Sessions/Meetings and hand in on Friday afternoon after the last General Assembly. See Appendix D, pp. 57-65 of the CSM, forms D-1, D-2, and D-3. (fillable PDF forms are available for D-1, D-2, D-3).
- Conference Committees, see also:
 - Request for Reimbursement Form – Appendix E page 66
 - Policy for Merging Conference Committees – Appendix F page 67.
 - The Conference Committee Conflict Resolution Process – page 49 CSM 2020.

Question of the Day link was posted to chat

- **Question:** why were 2020 Agendas distributed if they won't be voted on at this ABM? If we have that many in 2021, how will they all be handled?

Answer: Agendas were sent as required by our deadlines, which we did not change. ARS continued to process items as if nothing changed. We are not able to work on them through Zoom, so the 2020 ABM Agenda Fourth Version becomes the 2021 ABM Agenda First Version (plus any new items processed before the deadline of the ABM Agenda First Version). We'll have to be time conscious to get through entire ABM Agenda in 2021, and we may not. It's possible some items will carry over to 2022. We wanted to make sure the Fellowship could see and comment on what had been submitted. Also, to allow for literature feedback throughout the year.
- **Question:** other than lunch will we have time to review BOT candidates?

Answer: Yes, during get to know candidates session after lunch.

The ABM Agenda and Appendix will be posted to the S.L.A.A. Service Forum since it is not a public-facing website. Available for anyone in the Fellowship to see and comment on.

The session ended at 10:00 am CST for a 15-minute break.

General Assembly: Friday July 31, 2020– 10:15 am

- Facilitator - Gabriel G.
- Assistant Facilitator - Phillip W.
- Chat Monitor -Phillip W.
- Timekeeper– David B.
- Screen Shares – Phillip W.

Announcements:

- Fillable forms for D-1, D-2, D-3 have been added to digital binder. You will need to re-download binder

to access.

- If you are speaking, increase input volume on your microphone so we can hear you better

Getting to Know the BOT

Each BOT member was given 90 seconds for introductions.

Nancy G.: I'm a sex and love addict. This year I had a Co-Chair assignment as Supervisor to the Executive Director, an easy and rewarding job because our Executive Director is a reliable woman of many talents. I'm Chair of BHRPC, Liaison to CSPC and CSTCC, with 3.5 years on the BOT. I served 1.5 years as an appointee, then was re-elected and have completed 2 years of a 3-year term.. I have 13.5 years in S.L.A.A., and about 30 years in 12-step programs – my incubator for growing up. I have 8 years of Conference service, including 5 yrs. of Conference Committee service prior to BOT service, and this is my 8th consecutive ABM.

Ned J.: I'm a sex and love addict. I entered S.L.A.A. in 1990. I'm Chair of B7TC, Chair of BOC, and liaison to CHRC and CPIC. Previously served on CJC and CDC as board liaison. I'm transitioning off BOT after 3 years of service and want to express my heartfelt gratitude and thanks to my fellow BOT members. Reading *A State Of Grace* this morning and it ended with, "I practice tolerance today and appreciate differences of opinion," and I thought that was prescient. Walking in the shoes of a trustee serving the Fellowship I've become a better man, a more sober man. This experience has been extraordinary for me, I'm proud of the accomplishments that I view having made. I served and I walk away in gratitude. S.L.A.A. saved my life and leaving the board is now giving me back my life.

PA K.: I'm a sex and love addict and anorexic. I started in S.L.A.A. in 2001. This is my 6th ABM, and this will be my 3rd year on the board. I'm Chair of the BPMC and the ABM Planning Committee, a member of BDC, and liaison to CAC and CSC.

Jay G.: I'm a sex and love addict. Finishing 2yrs on the board. I was appointed almost two years ago and was confirmed at the 2019 ABM. I am the board Treasurer and Chair of the BFC. I'm also on the BCTC and liaison to CFC, Conference Chairs, and CCC. I put in 40-50 hrs. per month and get much more out of it than I put in.

Seth S.: I'm a sex and love addict, the current President of F.W.S., from Cape Cod, Massachusetts, and it's a hot & sticky summer day on the Cape. This is my 5th ABM. I was the Chair of the LPC for my very first ABM and chair of the LPC of the last International Recovery Convention, both in 2016. I recently retired from my solo law practice in early June (although I'm still working). I've been on the Board since April 2019 and just completed my first year of a three-year term. I'm Chair of the BTC and BDC, a member of the BHRPC, B7TC, and ABM planning committee. I'm the board liaison to the CLC. I previously served as chair of my local intergroup and the CICC. It's good to see so many of you have been able to attend this ABM.

Christina M.: I'm a sex and love addict from Los Angeles. I'm the board Secretary, so I take the minutes for all the board meetings. I was elected last year for a three-year commitment, so I have two more years on the board. I'm currently liaison to the CDC, and a member of the BOC and BTC. I came up through the LA Intergroup starting as a Rep. I worked my way up to become the meeting registrar, which is a position I created because I got addicted to intergroup and didn't want to leave. I became a delegate two years ago and completed that two-year commitment. I was pregnant when I ran for the board and was scared about saying yes and serving, but I had a healthy, lovely baby girl in February, Everett Grace. She's asleep in the other room and I'm so grateful she slept through the check-ins today and she's still asleep now. Thanks for letting me be of service.

Rick S.: I'm an anorectic sex and love avoidant. I'm finishing my first year of a three-year term, elected last year with Christina. I serve on the BFC, Chair the BCTC, and liaison to CBC and CJC. I served 5-6 years on the Greater Delaware Valley Intergroup (GDVI), one year as co-chair, and almost 2 years as chair of Intergroup. I stepped down after being elected to the board. I have 15.5 years in another program, am sober there also. I am grateful for

service to the board and for my recovery.

Anne K.: I'm a grateful recovering sex and love addict from Tampa Bay. I was appointed to the board in January to serve the remainder of a term that ends now. I've been a member of BFC, BPMC, and IRC planning committee. I'm liaison to CTIOC, and CMRC. My first ABM was in 2015 after several years with Intergroup. I was responsible for the women's phone service, and now I'm a coordinator with my sponsor and she's the one who got me here. I was involved in CSC and CSPC. Sponsorship is a passion of mine. I was blessed to be the chair and to be involved in creating the Focus on Sponsorship call, which is still going on. I've been active in FL Roundup and planning committee for about 6 years and have 6 sponsees.

Celia G.: I'm from Australia. We have 45 meetings a week and growing with close links to Fellowships in New Zealand and Indonesia. It's a huge honor and a privilege. I attended my first ABM in 2019. I've been a professional director in the non-for-profit sector for a couple of decades, so I came to see how I could be of service. I joined the BDC. There was a vacancy on the board and I was appointed two months ago. I've been in S.L.A.A. 4 years, sober in another program 17 years. Prior to appointment to the board I was on the CICC, CCC, and the ARS, which was wonderful. I'm now the board liaison to the CICC and attend the CCC.

Questions from the floor

- **Question:** How does BOT interface with Intergroups?

Christina M.: I joined the Intergroup Service Forum.

Anne K.: I attend my intergroup meetings and report what's going on with the board, so the intergroup is aware of what's going on and the process, and we encourage delegates to share information.

Seth S.: The board needs to be a better communicator with Intergroups and we encourage Intergroups to open communications with us. I was at the LA and San Diego Intergroups in December. It's good for Intergroups to have more access to the board and I encourage Intergroups to reach out to the board to talk with us about their issues and how we can help them.

Ned J.: At our last session the board discussed inviting intergroup chairs to a conference call with BOT on biannual basis so we can better understand what's happening at the Intergroup level.

PA K.: I share board updates and Board/Conference committee work and service opportunities with my local intergroup.

Jay G.: S.L.A.A. has an Inverted pyramid of service. The BOT serves the entire fellowship through the conference, conference committees, intergroups, and meetings, all the way up to the individual member. The more contact the board has with intergroups, the better.

- **Question :** Is the board considering a hybrid (combined virtual and in-person) ABM for 2021 to enable more attendance?

Seth S.: We don't know what COVID will look like for 2021. We hope we can do an in-person ABM. I've personally gotten a lot out of the ABMs I've attended over the years. We're looking at all the possibilities for expanding the footprint and making it a bigger tent. Hybrid ABM is one way to do that. Need to assess how the 2020 virtual ABM went. We see the opportunity for more participation online, and we see the benefit to in-person ABMs, but for 2021 we just don't know yet.

Jay G.: It would be nice to get the best of all worlds. It's not just what happens in the general assemblies and conference committees. At in-person ABMs, people make connections, exchange ideas, help each other, and help in groups at meal times, in the hospitality suite, during free time. There are lots of benefits to a virtual meeting. I hope the next board will explore some combination of both, COVID

willing.

- **Question:** Are observers allowed to attend board meetings?

Seth S.: By invitation only and that's rare. They're not very exciting. It's the business of the Fellowship and I'm not sure how interesting it would be to outsiders. So, no, but we are available and approachable to answer your questions and be responsive to your needs. Please reach out to us.

Jay G.: Most of our work comes through Board committees, which all have non-board members and you can reach out to any board member to express interest in joining a board committee as a non-board member. Start with the BDC, Seth is the current chair, but you can reach out to any board member, but the paperwork goes through the BDC. You can contact the board through the F.W.S. website.

Christina M.: Our last meeting was 5 hours long, including dinner breaks. We suggest if you want to observe that you stay the entire time.

Jay G.: Regular board meetings are two or three hours. I'm all about transparency. The detailed BOT minutes are posted to the F.W.S. website.

Board Committee Reports

- Facilitator - Gabriel G.
- Assistant Facilitator - Phillip W.
- Chat Monitor -Christina M.
- Timekeeper– David B.
- Screen Shares – Phillip W.
- **B7TC** Chair Ned J.: Thanks to the very smart people who served on the committee with me: Jack H. (TX), Roger R. (CA), who unfortunately passed this year, God bless you, Roger; Lyndsey H. (FL), and Seth S. (MA). Shout out to our amazing Treasurer Jay G. for his advice. We set out to understand the available giving opportunities for S.L.A.A. compared to other 12 step groups and sought to understand what folks want in terms of 7th Tradition giving. 7th Tradition says we are fully self-supporting, declining outside contributions and we can only go to you for funds. We realized we were woefully inadequate in our 7th Tradition programs. Folks want options - a variety of programs, easy to give, lots of ways to give, and they like to know how their money is being used. We now have tons of ways to give: PayPal, Echeck, Venmo, ApplePay, GPay, credit card, check. More programs than ever – at cash register giving, designated giving programs (think GoFundMe), a new endowment fund, and the spectacularly popular Lifesaver Program – a monthly recurring giving program. If every member gave \$1-\$2/month the well-being of our Fellowship would be clearly established and maintained. You can sign up on the F.W.S. website. Currently have a generous matching program where every dollar you give is matched by generous donors. I am personally asking you, and on behalf of the board, every one of whom has signed up for the Lifesaver Program, I implore you to sign up for this program. We need your money in this time of pandemic. Jay will talk about how contributions have saved us, and I am begging you to remember the importance of 7th Tradition giving.
- **BCTC** Chair Rick S.: Two functions – (1) approve S.L.A.A. literature that has been translated into other languages and collect appropriate royalties. (2) guard our copyright and make sure literature is being used/shared in an appropriate manner. *Is It Really Necessary* pamphlet explains appropriate usage of our copyrighted material. Up to 300 words from copyrighted material can be used/quoted/shared. Pam and Beth do periodic checking up on S.L.A.A. websites to make sure things are being used appropriately. This year we signed licensing agreements with Iceland, Poland, Montreal, Sweden for various translated materials. We approved an Intergroup's request to begin translating the *Basic Text* into Hebrew. Went

after some groups that had PDFs of pamphlets available for download, or those who had posted far more than 300 words. Often done in the spirit of recovery but need to protect copyright and groups were cooperative and took things down or stopped distributing PDFs when it was brought to their attention.

- **BDC Chair Seth S.:** We review and update Board staffing policies with primary focus of recruiting and selecting new Board members, but it goes deeper than that. Our role is to identify people in the Conference who have skills necessary to be future board members and help them develop the background, skills, knowledge, and experience needed to step into a board position. This year the BDC nominated two BOT candidates for Board appointment during the Conference year. Both Anne K. and Celia G. were added to the BOT during the year, making this a full nine (9) member Board for the first time in a few years. The BDC also helps to facilitate the annual Board self-evaluation process, where the Board inventories what it did well and what it needs to do better, and what we need to work on for the next year.

We've been very focused on how to conduct a fair and equitable election during the first virtual ABM and have been discussing this election process at length during special weekly meetings for the past three months. I want to commend the tireless efforts and service of Board members P.A. and Celia, as well as our former Trustee, Rick B.

- **BFC Chair Jay G.:** Major accomplishment of the past two years: creating a detailed prudent reserve policy and procedure, documenting everything about the prudent reserve. What is it, what it should be used for, decision-making process for its use, and how the reserve amount is calculated. Policy was presented to and adopted by the BOT. I'm happy with the process we used to develop the policy. We worked with B7TC and CFC for their input. We had 4 non-board members for most of this year and need new people as others rotate off. No accounting or finance experience is necessary. Those with the least finance/accounting experience tend to ask the best questions. We're also involved with a lot of operational things like insurance, office lease, and expense approvals.
- **BHRPC Chair Nancy G.:** I want to acknowledge the thorough and dedicated work of non-BOT members, Scott F., Jacquelyn P., Lyndsey H., Executive Director Pam Martin, and Seth S. Shout out to Scott F, who had skillsets and tools to help our review of technology and the webmaster contract this year. We focus on matters related to staff, volunteers, and contractors, fair and equitable performance management systems, reward and acknowledgement systems, and personnel policies and procedures being updated, distributed, and consistently implemented. This was the year of technology, the webmaster, knowledge transfer and developing knowledge redundancies, pricing webmaster jobs. We looked carefully at our webmaster contract. BOT was very interested, supportive, and involved with what came up in the process. It became clear we needed more information about our existing technologies, needs, and practices. We worked with the BOT and Beth to create a survey to learn about the hopes and dreams of the Fellowship regarding technology. We also worked to support the F.W.S. office during shelter-in-place to keep our staff safe and our services secure and functioning. They've been very reliable and diligent about their own health and the health of the Fellowship.
- **BOC Chair Ned J.:** Thanks to Beth S., Christina M., Cate B., non-BOT member. Special thanks to Lee W., CLC observer. Thoughtfully and carefully responded to a dozen media requests from around the world. Edited *The Gift of No Contact* and *The Step Question Workbook*. Created a collaborative editing process with the CLC. Board approved a subcommittee to conduct a top to bottom review of literature creation/editing/approval within the Fellowship. Will have equal number of members from BOC, CCC, CLC, and possibly Board Alumni. Four new pieces of literature now available. First Workbook produced by S.L.A.A., *The Gift of No Contact*, two editions of *A State of Grace* – limited edition hardcover, some still available, now available in softcover. One of our most successful pieces of literature, sales

commonly outpace *Basic Text*. If media requests, literature editing and process interest you, join the BOC.

- **BPMC** Chair PA K.: Members: Anne K. and non-board members Jim B. (CA), Austin H. (TX), Gabriel G. (CA). We help with the ABM and other programs in the fellowship. We are assigned projects from the ABM and IRC. We are updating the ABM/IRC manual, developed the North American ABM scholarship, and we review applications for ABM/IRC host city. 2021 applications are on hold because of COVID-19. ABM and IRC planning committees are subcommittees of the BPMC and chaired by me. BPMC helps move things forward for these events.
- **BTC** Chair Seth S.: Committee was formed in February 2020 to address the technology needs of the Fellowship. Almost immediately, our focus shifted to figure out how to construct, run, and host a virtual ABM on the Zoom platform so that we could meet the requirements of our bylaws and Texas state law. It's been a challenge, there was no roadmap, and we've been figuring this out as we go to make the ABM happen as seamlessly as possible. If we had not formed the BTC in February, it would have been a lot harder to pull this off. The Fellowship has numerous technology needs, such as providing electronic copies of all our literature, and an app for finding meetings. These are major projects that require more operating revenue than we currently have for resources and technology, and we ask that you consider joining the Lifesaver Program to help.

Thanks for the tireless work of the BTC: Board member Christina M., Webmaster, Beth S., Phillip W. (AR), and David W. (CA).

Conference Committee Reports

- Facilitator - Phillip W.
- Assistant Facilitator - Gabriel G.
- Chat Monitor -Christina M.
- Timekeeper– David B.
- Screen Shares – Phillip W.
- **CAC** Austin H. Chair: Mission statement: carries the message to the S.L.A.A. community that sexual, social, and emotional anorexia can be an inherent part of sex and love addiction and encourages integrating this idea into all areas of the Fellowship and its literature. Projects: (a) *Anorexia 8-9 Working the Program and not the Problem* draft planning to submit it as an IFD for 2021 Agenda. (b) Clean-up & clarify anorexia literature: reviewing existing conference approved anorexia-focus literature for consistency, clarity and cohesion, recommendations to simplify language. (c) Anorexia 10-11-12 Workbook writing group (d) raising visibility, accessibility, inclusion of anorexia in the Fellowship. Regular meeting 4th Sunday of the month, 11am Central, via Zoom
- **CBC** Rick B Chair: Mission statement: responsible for maintaining and updating the current S.L.A.A. by-laws in cooperation with the BOT and acts in an advisory capacity with the BOT, F.W.S., and the Conference regarding requested by-laws changes. Also works with BOT to facilitate changes to by-laws in accordance with Article XIV of the by-laws. Members: Barry B. (OH), Phillip W. (AR), Sean H. (CA), BOT liaison Rick S. We read the by-laws and 12 concepts at each meeting because the concepts have a lot to say about how the by-laws are written. Drafted a concerns letter to the BOT for clarification of usage of "Conference member" as it relates to F.W.S. staff. Working with the CCC standardize usage of "Conference" in the by-laws. Is it referring to the annual business conference or conference committees? Addressed questions from last year's delegates, delegating them to other committees as needed. Appreciate the commitment to service and the group conscience process in evaluating the by-laws. Regular meeting third Sunday of the month, 4pm Eastern.
- **CCC** Joe C. Vice-Chair: Mission statement: responsible for planning and facilitation of the ABM, in

cooperation with BOT and F.W.S. We create the Agenda and chair the ABM. Liaison for the entire Conference to the BOT and F.W.S. should they need assistance. Thanks to chair Phillip W. This year's accomplishments and responsibilities include producing last year's ABM minutes and summary of motions and IFDs in the required time frame. Reviewed ABC/M surveys for improvements to make, annual review and update to CSM. We facilitate and record minutes for the quarterly chairs call, participate in the ABM planning committee, create the ABM schedule, and facilitate the delegate mentoring program. Regular meeting, first Sunday of the month 2pm Central. Always looking for new members.

- **CDC.** Christina M. (BOT liaison, speaking on behalf of chair): This year we finalized a draft of the Conference Diversity statement, which was approved as an IFD for the 2020 Agenda; refined participant and facilitator materials for the Conscious Inclusion Workshop, a Diversity & Inclusion workshop that was piloted with committee members and invited guests. We received strong positive feedback and ideas for improvement, with excellent discussion. We need more voices from people of color and marginalized groups and are reaching out to intergroups for that. We see the Service Forum as another opportunity for discussion. 13 attendees at yesterday's meeting. Current chair, Iris F., who has been an incredible resource, is stepping down. Take the message to your intergroups, there is a strong effort championing diversity. As a woman of color on the BOT and a participant in the diversity committee, I encourage those voices to enter the room and know they have a place here. We support you and want you to continue to show up for service in this way.
- **CFC** Joe C. (on behalf of the committee): Mission statement: allocate funds budgeted by the BOT for conference committees. We need more members; currently do not have a chair or vice chair. Regular attendees: Joe C. (AR), Ava H. (NY), Cory F. (TX), Robert F. (CA), and BOT liaison Jay G., who has been very helpful and instrumental in our group. Looking at possible revisions to the conference budgeting process to make it easier for committees. Spent \$0 of our \$700 budget for the year, did not have to reallocate funds for any committees. We meet first Sunday of the month at 10 am Central. Come join us. Not heavy lifting but important work.
- **CHRC.** Lyndsey H. (FL), (on behalf of chair, Anna F. (TX): Mission: assist in development and implementation of resources and tools that enhance our recovery as sex and love addicts by increasing our capacity to build and sustain relationships of all types. Members: Anna F. (TX), BOT liaison Ned J. (FL), Stephen U. (CA), Stephen D. (CA), Lyndsey H. (FL). This year *The Gift of No Contact* was published, we updated the mission statement to better explain the scope of our work, added a healthy relationship resource page on F.W.S. website CHRC committee page with a list of existing conference approved materials with a healthy relationship focus that are available with direct links to the store. New project in early stages of development: creating a list of 12 signs of healthy relationships. Regular meeting first Sunday of the month at 11am Pacific.
- **CICC.** Jeff C. (UK) Chair: Mission: help the Fellowship communicate among members across the world, sharing information in service. Meet monthly on Zoom at a time enabling members from across the globe to participate. Small group, looking for new members. Last ABM we launched the Intergroup Forum almost 250 members and 5,000 page views/month. 71 topics, 28 categories, renamed to Service Forum. It's a place to connect with others doing service and share struggles and solutions. Safe, private forum, only available to registered users. Categories cover all conference committees, new ones added by request. We encourage service on the Forum, specific needs for moderators, content creators, and techies. You can volunteer on the Forum and/or join the CICC. We are effectively becoming the technology committee for the conference. We envision the Service Forum functioning as a knowledge bank, support network, literature creation resource, promoting transparency, accessibility, and helping to carry the message. [Link to the Service Forum shared in chat]

- **CJC** Cate B. Chair: Thanks to all the CJC members, F.W.S. office staff, and the many contributors to The Journal for all their work this year on Journal projects. Several teams: Production team on schedule meeting all internal/external deadlines this year. Thanks to proofreaders Beth L. and Chris D., art director Fiona D., outreach director Becca, and F.W.S. staff. The Journal Editor Lisa C., Executive Director Pam Martin, and previous chair Susan G. made a great team. Subcommittee working on eJournal, Beth S., Cate B., Christian A., and Lisa C. has been collaborating online and planning to merge efforts into the BTC as they digitize all S.L.A.A. literature. 11 audio recordings of The Journal available for purchase. Another 5 are being recorded. We also have subcommittees working on focus-issues of The Journal. Spirituality issue: Lisa, Becca, Kirsten, Susan. Other focus issues seeking volunteers: Healthy Relationships, International (stories in native language and English), Diversity, and Member Retention. Future projects: come join our committee.
- **CLC** Lee W. Chair: Mission statement: create quality literature in support of S.L.A.A. recovery, guide the planning, writing, and editing of literature from writers in writing groups or service bodies of S.L.A.A. and approve draft literature prior to submission for full conference approval. Meet 4th Saturday of the month, Noon Eastern. Last year, worked with BOC to collaboratively finalize approved literature for publication. Several projects on 2020 Agenda, please read and comment on them before the next ABM – changes can still be made prior to final Agenda for 2021. Super Service Star brochure, 22 chapters of 12 & 12 draft, 12 steps of S.L.A.A. in simplified English, importance of making outreach calls – a 1-2 page brochure you can start using now. Next year – working with CAC on Anorexia 8-9 IFD, HOW sponsorship document, sponsorship pamphlet, internet pornography pamphlet. Working with CSTCC on 12 Concepts booklet, possibly rolling into 12&12. 50th anniversary of *Basic Text*.
- **CMRC** Mona E. Chair: Mission statement: develop and implement tools and methods to retain members and access wisdom, experience, strength, and hope of long-time members. We want to know why people get recovery in S.L.A.A. and leave and what can we do to encourage those people to stick around. Thanks members Ari F., Doug P., John, Nora B., Chris D., Anne K., BOT liaison. We are looking for new members and a new vice chair. Regular meeting: 2nd Sunday of the month 1pm Eastern, 10am Pacific. Committee was defunct at ABM two years ago, several of us got together and fired it back up, first project, led by Nora: 18-month sobriety medallion, which was approved last year. Currently working on a pamphlet, working title: Suggestions for Long-Term Members. Identifying unique challenges for long term members and provide tangible solutions to keep those members engaged and active in S.L.A.A.. To keep board alumni engaged in the Conference, Chris D. started Board Alumni Trustee (BAT) google group with virtual meetings for former board members. Planning a member retention panel breakout session for next IRC, or virtually
- **CPIC** Shoky P. Chair: Mission statement: carry the message to the addict who still suffers by working with international service entities, intergroups and local groups to convey information to the general public provide materials to help members carry the message, and encouraging the creating of public information entities at regional and local levels. Regular meeting: first Sunday of the month, members: Shoky P. (NY), Dave B. (MA), Dave W. (CA). Projects: compiling video PSAs from other fellowships as examples, created guidelines for building S.L.A.A. websites, enhanced CPIC page on F.W.S. website, absorbed the CHIC committee as a subcommittee of CPIC. Have an Educational Outreach subcommittee focusing on universities. Internet Technology Subcommittee. Dormant subcommittee: Inter-Fellowship Forum – connection with other S-programs. Tried to help reactivate an Intergroup in India.
- **CSC** Ari F. Co-Chair: Continuing work on Super Service Star brochure, IFD last year – tri-fold color brochure – pg. 120-121 of 4th Agenda attachment. Highlights all aspects of service/levels of service, includes inverted pyramid with descriptions of levels of service (from CSM). Purpose to get attention about service, be different, offer topics to discuss with other fellows in the program, sponsors, and

sponsees – to discuss approaching service as a service dog would, without expectation of return. Members: Jack H. (Chair), and PA K., BOT liaison. Looking for new chair/co-chair. Considering connecting/merging with CICC.

- **CSPC** Ari F. Chair: Looking for co-chair with a passion for sponsorship – will work with new members to determine regular meeting date/time. Literature working group meets monthly to review Sponsorship pamphlet for updates - retitled as *Strengthening Sobriety Through Sponsorship*, wanting to add content on service sponsorship, dating sponsorship, other forms of sponsorship. Outreach and communications subcommittee responds to requests for information on sponsorship.
- **CSTCC** Jim B. Chair: Mission statement: promotes the study, understanding, and application of the 12 Steps, 12 Traditions, and 12 Concepts throughout the Fellowship. Working on 12 Concepts booklet, but possibly rolling it into 12x12 book. Draft complete and with CLC for review. We respond to questions from the Fellowship about the Steps, Traditions, and Concepts. We compile responses from committee members, send them to the requesting party, and post them to F.W.S. website. There is an archive of questions answered by the CSTCC on the F.W.S. website. Members – Sam E. (Vice Chair), Dave G., Lee W., Jay G., Rachel W. Standard meeting time 4th Sunday, 2pm Pacific. Membership requirement a willingness to serve and to learn. Concepts and traditions are more than just business, they are a spiritual way of living.
- **CTIOC** Christian A. (on behalf of Chair, Fredrik L): Meets last Sunday of month 10 am P, 7pm Central European time. Meeting via Zoom since last year's ABM. Main project: create questionnaire for international intergroups, to send to all intergroups outside the US. Work in progress, some intergroup contact info out of date. Intend to help with Intergroup creation, if needed. We encourage international intergroups to translate 12 Concepts to local language. We are reviewing the format of core documents on F.W.S. website to suggest corrections/enhancements. Helping to finalizing Spanish translation of *Basic Text*. Seeking members who are multilingual or interested in translation of S.L.A.A. conference-approved literature.

Question of the Day link posted to chat.

Drawing for subscription to The Journal via spinning wheel – winner Fredrik L.

Announcements: Chat is not monitored during breaks. Please do NOT leave the Zoom meeting

The session ended at 12:00 pm with general announcements and a 1-hour break.

General Session: Friday July 31, 2020- 1:00 pm CST

- Facilitator –Phillip W.
- Assistant Facilitator – Gabriel G.
- Chat Monitor –Christina M.
- Screen Share – Jay G.

Voting Members Present

65 of 69 checked in

BOT Financial Report

Jay G., BOT Treasurer and BFC Chair, gave the BOT Financial Report with a Power Point presentation that was provided in digital format to all participants.

General Information

- List of functions of the F.W.S. office was provided.

- As a 501 (c)3 not-for-profit organization, we are not subject to federal income tax, and individual contributions can be tax deductible as charitable contributions. However, we are required to file a detailed form 990 federal return to the IRS to maintain our tax -exempt status.
- We pay Texas personal property tax on equipment and inventory, collect and remit Texas sales tax for shipments within Texas, and we remit employer's share of payroll taxes, same as any other employer in the US.
- Fiscal year is October 1 through September 30th. Through March 31st of this fiscal year, 22% of income was from contributions/donations (last two fiscal years 23% and 25% respectively) and 75% was from literature (last two fiscal years 62% and 64% respectively). There was an Increase in sales and decrease in contributions through March 31.
- Sales decreased and contributions increased since March, but we continue to rely heavily on sales for funds.
- Summary of our financial position: despite COVID-19, we are able to maintain our operations due to sales and the generous donations of individuals, groups, and intergroups.
- Remainder of report is based on the latest fiscal year (October 1, 2018 – September 30, 2019) and the first half of this fiscal year, (October 1, 2019 – March 31, 2020).
- Financial statements are published quarterly in the F.W.S. Newsletter
- For the past three years, financial records have been reviewed by the CPA firm Williams, Crow, Mask of San Antonio. Reviewed statements are available for your inspection.
- Eight members of BFC, four BOT (Anne K, Celia G, Rick S, Jay G) and four non-BOT (Ava H, Michael S, Seven S, Cory F).

Balance Sheet

- The Balance Sheet, also known as the Statement of Financial Position, is a snapshot of our financial condition at any one given moment. The Income Statement, also referred to as Profit and Loss statement, is the detail of money that comes in and money that goes out.
- Cash on hand as of March 31st Prudent Reserve: \$201,465, up from last year
- Operating Fund: \$54,103, down from last year.
- Up to March 31st of this fiscal year, the total liability and equity is \$333,056, down from last year.
- A comparison of the last 4 years (2017 – 2020) was presented for Cash on Hand (excluding petty cash), Inventory on Hand, and Total Assets.

Income Statements

- The Income Statement lists the income received by F.W.S. and all the expenses of the corporation. The Income Statement, also referred to as Profit and Loss statement, is the detail of money that comes in and money that goes out.
- Primary sources of income include ABC/M revenue, Contributions (7th Tradition), and Merchandise
- Comparisons for each primary source of income was provided for each of the last two fiscal years and the first half of the 2019/2020 fiscal year and the same six-month period from the previous fiscal year.
- ABC/M revenue was down, Contributions were down, and Merchandise were down.
- A comparison of the last 4 full fiscal years (2017-2019) was provided for 7th Tradition Contributions and Merchandise Revenue (products and e-products).

Expenses

- Cost of Goods Sold (COGS) cost to purchase or produce merchandise we sell. Accrual basis – we keep inventory and book COGS when items are sold (not when it's added to inventory/distribution center).
- ABM expenses – we typically spend more than we take in for ABM because we cover some of the costs for BOT expenses as well as subsidizing the cost of delegates to attend.
- An overview of other expenses, such as facilities and equipment, general office expenses, operations expenses, and payroll was provided.
- Last fiscal year had a net loss of (\$9,375), as opposed to a net surplus of \$23,734 in 2017/2018 fiscal year.

Budget

- 2019-20 budget was distributed to the Fellowship and is in your ABM binder.
- The board approved a preliminary budget for the 2020/2021 fiscal year, which continues the 25% discount for literature sales outside North America and \$3000 in ABM scholarships for international (outside North America) delegates.
- The board will assign a single budget amount for Conference Committees, which the CFC will allocate to committees based on their budget requests. Historically, Conference Committees rarely spend their full budgets. They have spent less than 10% of the money allocated for this fiscal year.

Additional Comments from Treasurer:

- For questions, you can contact the Treasurer at <https://slaafws.org/treasurer>; you can submit comments and questions to the board at <https://slaafws.org/board>.

Questions from the Floor

- **Q:** What is the exact or total stated plus related expenses of The Journal?
A: For the last full fiscal year, revenue for The Journal was \$4313, expense was \$2200. We're doing a better job at capturing Journal expenses. I don't consider The Journal a fundraiser or money-making enterprise. It exists to serve the fellowship.
- **Q:** Please review the formula for calculating the prudent reserve.
A: According to Prudent Reserve Policy, the ideal amount is calculated as 75% of the totals for specified operating expenses in the last budget approved by the BOT. For the last approved budget (2019/2020) the ideal amount would be approximately \$206,000. We currently have \$201,000, so any interest earned on the prudent reserve account stays in the account as long as the cap (ideal amount based on the formula) is not reached. If the cap is reached, the surplus goes toward operating expenses.
- **Q:** Clarifying question: is the current budget included in the binder?
A: The current budget (FY 2019/2020) follows the BFC report, in the binder under 07 Reports – BOT and Committees
- **Q:** How many months of expenses does the prudent reserve cover? Are we continuing to deposit money into the prudent reserve? Is there a cap for the prudent reserve? Another point
A: People can designate a contribution to the Prudent Reserve, that's one way money is added to the prudent reserve. The Prudent reserve is in an income-earning Vanguard money market fund. All the earned interest stays in the PR until we reach the cap (\$206,000). If we reach the cap, surplus would go to the operating fund. Interest rates fluctuate. Maximum/Ideal prudent reserve amount is designed to cover 9 months of most, but not all of our operating expenses.

- **Q:** What is our prudent reserve goal?

A: The goal is \$206,000, based on the formula. Based on the preliminary budget for the next fiscal year (2020/2021), the goal will be \$212,000. In extraordinary circumstances, as described in the prudent reserve policy, to use money from the prudent reserve requires a supermajority vote of the BOT. We have other protections in place to guard against financial catastrophe, such as insurance to cover inventory loss, car insurance for when staff rents a car, our employees are bonded, and the like.

- **Q:** In percentages, how does our income deviation compare to AA, Al-Anon, and/or NA.?

A: I don't know. I know one other S-fellowship reported their sales had dropped by 70% as a direct result of COVID. Our numbers through June show our sales tracking with where they were last year.

- **Q:** Is it fitting with the 7th Tradition that S.L.A.A. is living on revenue from sales?

A: I don't consider it a 7th Tradition issue, because we're selling merchandise to ourselves, to sex and love addicts. Even for items that go through Hazelden, a large customer for our *Basic Text*, they're selling it to sex and love addicts. I consider our reliance on sales as a planning and best practices issue. We'd much rather rely more heavily on contributions, especially regular, consistent contributions, such as the LifeSaver program. If contributions are regular, and we can count on them, we can budget based on them. We could commit in advance to conference committee budgets, we could add programs, employee benefits, technology updates. Sales can be heavily reliant on new literature.

Additional questions in the chat queue will be collected and forwarded to Jay G. for response.

General Assembly: Friday July 31, 2020– 1:30 pm CST

- Facilitator – Phillip W. – CCC Chair
- Assistant Facilitator – Phillip W.
- Timekeeper– David B.
- Chat Monitor – Christina M.

Voting Process

Seth S. explained the [Voting Process](#) and Ballot [Error! Reference source not found.](#).

BOT Nominees Tradition 6

Three minutes to speak about Tradition Six *An S.L.A.A. group or S.L.A.A. as a whole ought never endorse, finance, or lend the S.L.A.A. name to any related facility or outside enterprise, lest problems of money, property, or prestige divert us from our primary purpose.*

- Anne K. – I'm a sex and love addict and my sobriety date is January 1991. Traditions and the Steps are very personal to me. When I came into our Fellowship I knew how to fulfill roles, but I didn't know how to be a person. Until I worked the Steps and started living them, I truly didn't know how to just be me unless I had something to do or attach to, especially someone else. When I found the Traditions, it was like, 'oh my goodness, there's more instruction!' and I really needed that. They explained how I could be sure I had a Fellowship to keep coming back to. This is also how I learned to interact with other people. One thing I really love within our Traditions is that the Concepts are referred to and strengthened. Tradition Five says our primary purpose is to carry the message and Tradition Six says this is how you do it – you carry the message by staying focused on the message, by not getting distracted, by not letting other issues come in. Ours is a spiritual program and we value anonymity, there it is in Twelve, it's the spiritual foundation for our Fellowship. How could I endorse something and remain anonymous? That's how this Tradition came about in AA – someone had an opportunity to endorse an education program, but the person involved would have to reveal themselves as an AA. They saw that this could potentially

damage the Fellowship and said no. Another thing for me personally, is that any time I've been involved in an organization where there were important commitments, something would eventually come up that I couldn't agree with. I would be expected to endorse or support some issue other than my immediate issue and I would have to leave because I could not embrace the whole thing. Here I can completely embrace that we are here to share our message. We're here to stay sober by giving away what we get. I'm appreciative, I live it, because it gives me a life I feel good about. I'm grateful to have the opportunity to keep coming back.

- Jay G.- When I think of this Tradition I think of singularity of purpose. We have one purpose as a group. Primary purpose might be understated. Our purpose is to reach out to the sex and love addict who still suffers. The Tradition, which helps inform the group, tells us we can't afford to get involved with outside issues or any disagreements or lack of focus that would cause. We're here for sobriety, and there are other Traditions that get us to the same place and really make us focus on singularity of purpose. That flows throughout our traditions. Not only is it a good thing for the group, it helps keep us alive as a group, but over the last several years I've started thinking about how the traditions also influence me and my own program and how I work the program. Any reminder of why I'm there in the rooms, why I'm practicing the program, trying to do the 5 major resources we talk about in our preamble; I'm there to stay sober. As a group we say we reach out for the sex and love addict who still suffers, I still suffer, and I'm not a newcomer. I'm thankful I've put 10 years of continuous sobriety together. I'm confident I'll be sober for the next nine hours and 18 minutes in this day, but I'm there to stay sober. The magic part is, when we all go and stick with that purpose we help each other. That's why I'm not just sitting at home reading about this stuff, or just talking to a therapist, or just praying, or just meditating, although I do all those things. I have to go to meetings and share and learn from others sharing and I can't afford to get distracted by other issues.
- Gabriel G.: Hello, Gabriel, sex and love addict. I am super happy to be here again, happy to be in this seat in this session to talk to you. I've watched this session happen so many times, always so curious about the new board members willing to take on that amazing service, that amazing amount of service, and knowing what it takes because of my experience. My sobriety date is March 18, 2012, this is my 15th ABM. I love this process. I'm a member of the CCC, and we help put this ABM together, as the CCC does. Grateful to finally be the host city as of 2019 – I was LPC Chair and got to see all that, which is a whole different thing than what the CCC does. To all you LPC Chairs out there, I honor you! This discussion is so interesting. When I came into program the Traditions were never highlighted for me. My sponsor wasn't really connected to the Traditions and it made me very curious because I knew it was a part of our program. I joined what is now the CSTCC, and they fielded questions from outside the program and concentrated on the traditions as one of the aspects. For me, in thinking about this and researching it a little, looking at the Traditions Checklist in AA, and I encourage you to look for that if you haven't seen it, and I liken it to treatment centers. I've heard from a number of friends who've been to treatment centers and my understanding is if there's someone on staff at a center who is a member of S.L.A.A., they should never mention that they're in S.L.A.A. or that they hold a position in S.L.A.A. in their position at that treatment center.
- Celia G.: Hi everybody, Celia, sex and love anorexic. This is such an interesting Tradition. On the surface, it seems simple – spirituality and materiality just don't mix. We are a Fellowship in the spirit of love and spirit and money don't mix. I've been thinking about not just how the Traditions apply – originally when I got into Twelve Step I thought I didn't need to worry too much about the Traditions, they apply to the business of the Fellowship, which has nothing to do with me. It's quite different a few years later where I'm responsible as a guardian of the Traditions to insure, it does apply to me. But I'm also trying to put the Traditions in my own life, so I thought about the key themes that speak to me in this Tradition: focus, inclusion, humility, and outreach. My first observation about Tradition Six is obviously it's to avoid

being diverted or distracted. I'm the kind of addict easily distracted by grand plans to save the world, anything other than myself, and the Traditions remind me to keep it simple. S.L.A.A. survives and thrives by remaining dedicated to singleness of purpose. Tradition Six, with all the Traditions, exists to preserve the integrity of our program and maintain our primary spiritual purpose. First, focus. Second, inclusion. I think the new draft Twelve and Twelve is beautiful, it's on the Service Forum, and they say it better than I can "We characterize ourselves by our openness to all human traditions. We make room for all beliefs and customs, using our Twelve Traditions as our guide on how to live and work together. And so we do not endorse any particular ideology, any religion, any social custom, any society. We try to remove all barriers to membership in our Fellowship." I believe I live that value and will continue to do so if I'm privileged to continue to serve as a board member. Humility, another theme of Tradition Six is remembering to remain right-sized and stay committed to singleness of purpose in my own recovery and in my service. I might want to go and build hospitals and other outside enterprises in my own capacity if I wish and one of the gifts of sobriety is we can go out and fulfill our dreams and be a successful, productive member of society, but never in my capacity as a S.L.A.A. member and never purporting to do so on behalf of S.L.A.A. Finally, outreach. Tradition Six is not a call to be passive. It's not saying we don't endorse so we are insular, an inward looking community that keeps to itself – quite the opposite. Whilst we can't endorse others, they can endorse us, and we are friendly with our friends.

Reminder Candidate information is in the binders.

Questions (two minutes per candidate per question)

- For Anne K. – What have you learned about yourself and the fellowship as a whole in your 7 months on the board?

Anne K: I've learned a lot, and it's also in my written statement. I've learned a lot by being on the BFC; I have a much greater understanding of how we handle our finances and why, and what we're looking for, and what we need to support. I've learned a lot about process and patience, when to listen more, and when to share. I've learned that I personally need to be sure I don't sit back and hesitate. The board I've been a part of is so supportive and genuinely interested in the best for this Fellowship and it makes it possible for me to risk. I'm kind of a people pleaser and can be hesitant sometimes to say something, but not with this group of people. I've learned there's an unusual opportunity because we support each other. I've also learned this really is a different kind of service – I have to be somewhat professional with hats to take on and off. I can be just Anne in regular S.L.A.A. meetings, but I have this other piece of me now that always has to be aware of what's best for the Fellowship, what's going on, what might be an issue. And I'm learning to balance it and I'm grateful for the opportunity to stretch that – I hadn't been in a professional role in a number of years. I'm also learning how vast the opportunities are and the things people are doing. Being liaison for the CTIOC has opened my eyes to what's going on across the world.

- For Jay G. – Several years ago you stood on the floor of the ABM and said the general manager (GM) was not worth the money we pay her. You have denigrated the board and called the BOT derogatory names. You stood for election two years ago and through group conscience failed to be elected. Why would I vote for you?

Jay G. – I don't remember standing on the floor of the ABM or anywhere else and saying the GM wasn't worth what we pay her so I can't respond to that. Many BOT members, including current board members got their first opportunity by being appointed to fill a vacancy. That happened to me in late 2018, after the ABM. I was fortunate to be confirmed by the Conference at the 2019 ABM. I have the confidence of the Conference. I hope you'll consider whether I'm making a contribution as Treasurer, as a board liaison, and a board committee member that's worthy of your vote. I think I've earned it but I respect your right to not vote for me.

- For Gabriel G. – If you’ve voted onto the board, do you have fears of missing out on all the planning and commitments you’re involved with in other areas of the Fellowship/Intergroup/Etc.?

Gabriel G.– That’s a great question, thank you, Ari. I have waited some time for this position, and gratefully was nudged by some friends and others who will remain anonymous, to step into this role and be willing to go through this process. And yes, it was made clear I would need to leave behind some things I’ve been doing. I don’t hold an officer position in my Intergroup (chair of LPC is not a voting position in our intergroup). BOT meeting times conflict with our Intergroup, so I couldn’t be involved with Intergroup meetings. Possibly a subcommittee – we’re reviewing our by-laws and I’m involved with that. But, no I’m in realization, I understand that, but no, fear is something I’m really leaving behind in my life. I recognize it but try not to pay too much attention to it. It’s a thought and a feeling I like to watch sail by.

- For Celia G. – how does identifying as a sex and love anorectic honor or work with Tradition 1? Or, more generally for others, is it important to identify in to maintain unity – Tradition 1.

Celia G. – Thanks for the question. I’m a sex and love addict in anorexia, I’ve acted out before and the last couple of years have been acting in. I never rest on my laurels and think that not acting out is enough. I’m always working on my recovery, bit by bit, and I believe that anorexia and active addiction are the same disease but I know that everyone has their own, there are many conflicting views about that. I believe they all start from the same cause and we are unified in our fear of intimacy, our intimacy disorder, for want of a better word, that we are [garbled] there are many different symptoms, one of them is anorexia but It is the same core disease, and we are unified in our shared recovery.

Point of Clarification: Christina M: I allowed an anonymous question but we are supposed to identify ourselves, the same as going to the microphone when we’re in the room, so from this point on, I will be identifying everyone who send a question through chat. I appreciate the pass for the last one; they specifically asked, but from here on out all questions will be public.

- For Jay G. – you say you are here to stay sober, why don’t you say you’re here to stay sober by saving lives?

Jay G. – I am in the Fellowship to work the 12 Step 12 Tradition program for my sex and love addiction. My primary – first things first, every day – is to be sober today. Otherwise I can’t be useful to anyone else, or myself. Some of you have heard me talk about why I’m of service and I’ve expanded on that, sort of along the lines, that you’re talking about. I have three goals on the board – stay sober, be of service, and have fun. I know when the first is achieved, the second one I’ll leave to other people, such as my board colleagues who have told me to keep doing what I’m doing, that I’m of service. Having fun? Not so much, but I do have fun on the board and enjoy everyone else on the board.

- For Gabriel G. – As you’ve had extensive experience with F.W.S., how will you incorporate outside ideas to transform the Fellowship?

Gabriel G.: My professional background is in negotiating contracts and finance, so I bring all of that. Organizing and being part of committees and groups all incorporates and encompasses my experience to bring me to this place in my Conference service career. Yes, I bring my professional experience and professionalism, but above all else, because I would not be here without this program, I bring my serenity and my peace, and my experience through my program. The base, the fundamental, is everything for me.

- General question – Outreach is very important, Argentina, Spain, and Mexico S.L.A.A. groups are using the CODA literature. What do you think about approving the publishing of the already translated Spanish S.L.A.A. textbook?

Anne K.- It's essential and overdue that we have a Spanish translation of our text. We're in an unusual situation where we don't yet in process the exact way we can do it. We have to create that process. In the past, when we had a translation that came from the country that spoke the language, there was a process for that. We have to create that path [for the Spanish translation]. That is the essence of why I do service. When there is an important need, we get together and do it. We work with Higher Power and each other and it doesn't matter whether it's 8 people or two, the commitment is to get it done. I want to actively be part of getting this done.

Jay G. – We have Spanish translations of several of our pamphlets. Concerning the *Basic Text*, I'd love to see it. If there are people who are ready and willing and able to translate it or finish the previous translation as volunteers, then it will definitely happen. The first step is to get a translation that people who know Spanish are happy with

- General question – the current climate has brought to light the disparity of representation in communities from different backgrounds and beliefs. So many intergroups have discussed how they can support their local intergroups with diversity and inclusion. What do you see as a vision for our Fellowship in this area and how do you see yourself supporting this?

Jay G. – This is nothing new to S.L.A.A. with what's going on in the world or our country today. We talked at the last two ABMs about the need for diversity. When I think of leadership roles, not just for the board, one factor I look at is diversity in all its forms – age race, color, geography, gender identity, sexual orientation, skill set. We need diversity. I'm glad there's diversity training in the works. I need diversity training. Maybe intergroups could tap into that training.

- For Jay G. – I've personally heard you yell and swear on the conference floor in years past, and I didn't feel safe around you. How have you been able to get along with your fellow board members in the last year?

Jay G. – We get along great. We don't always agree, and that's a good thing. Speaking of diversity, we have diversity of ideas and diversity of thought, as opposed to group think. We disagree and learn from each other. We also like each other a lot.

Christina M.: Speaking for myself and not on behalf of the board, I like you a lot.

Gabriel G. – I've seen a lot in my years of service, outside and inside the ABM. I like to see someone being excited, no matter what the presentation is. It might be aggressive or loud, but it's always followed with enthusiasm and I can feel that. What is our purpose here? We're all focused on our program and the best outcome for [the Fellowship]. When I see someone like that, I try to look past it because there's a message in there. If you listen for the message, you'll hear the question, you'll hear the answer. I've seen a lot of it during my time in conference level service and I try to sit outside of it and listen to that person because that's the most important thing. I can tell you, because I'm passionate about service, that I've had those lapses in personality – I call it a fluctuation in consciousness, now; character defects still working, work in progress – and I'm aware of it and I accept other people for that.

- For Celia G. – as a board member living abroad, how would you expand the fellowship's reach in the APAC (Asia-Pacific) region?

Celia G.: Through intergroups, participation in continued production of excellent literature, and outreach of the newsletter and The Journal. At a personal level, I've been trying What'sApp to create closed, encrypted, private communities in our region. We now have hundreds in our anorexia group, our healthy relationships group, our sponsorship group. Hundreds of active S.L.A.A. members sharing

resources between meetings. When the pandemic came and we had to transition to Zoom – there’s a perception that 12 Step organizations are slow to change and stuck in their ways. The pandemic has proven that’s just not true. We’ve embraced technology and moved rapidly. People come to me with ideas and they know me because I’ve reached out and said, “here I am.” I recommend all BOT members regularly reach out, because this Fellowship is about personal connection. We can post a lot of documents for people to read, but in the end we are privileged to be a channel of God’s healing by simply reaching out and forming personal connection. Around me the Fellowship is flourishing but it’s certainly not me, it’s my Higher Power.

- For Jay G. – Do you value radical honesty, honesty, some honesty, or no honesty?

Jay G. – I value absolute honesty – honesty is one of the absolutes. That doesn’t mean I have to stand on a street with a sign that says I’m Jay and I’m a sex and love addict. That doesn’t mean I have to engage in brutal honesty that hurts people.

F.W.S. Webmaster Report

Hi, I’m Beth S. and I’m a sex and love addict. This is my 7th ABM and 13th year as the F.W.S. Webmaster. I get to work with some really awesome people, I love my job, and love this Fellowship Report is in two parts: 1-*What we are doing now*, 2-*What we are doing next*. Information is for the calendar year 2019, not the conference fiscal year.

What are we doing now?

- F.W.S. Website is built in WordPress – powerful and scalable content management system. We have an SSL certificate, so entire site is secure. We are current with recent data privacy legislation (GDPR, CCPA).
- What’s on the F.W.S. website:
 - 8 Core documents in 19 languages – thank you CTIOC (12 Concepts are being translated)
 - F.W.S. store – all literature (print and, in some cases, e-book formats) and recovery items (chips/medallions, audio recordings, etc)
 - Worldwide meeting directory
 - Free digital meeting starter kits (regular and business meeting formats)
 - The Journal – available in print format; electronic version discontinued because of platform problems. Researching replacement options. Some audio recordings of The Journal are now available.
 - F.W.S. Newsletter (over 1,300 subscribers)
 - Online forms for contributions, ABM registration, surveys,
 - Committee Resources, Projects, and Documents. Committees have a Committee Corner on the website where they can post events and flyers and ask for participation from the Fellowship.
 - CSTCC Articles – Discussions of issues and questions posed to the CSTCC over the years by members, groups and intergroups, and how those issues relate to the Steps, Traditions, and Concepts. Archived in a searchable data base. Real issues with lots of insight. Articles don’t represent a consensus of F.W.S. or the CSTCC, but info is really useful.
 - S.L.A.A. event listings for groups or intergroups and form to submit event info for posting.
 - Contacts for F.W.S., BOT, Conference Committees. F.W.S. website fields over 100 support and outreach emails a month.
- Website had 262,265 visitors in 2020 (up about 14,250 from last year). Over 800,000 page views (up about 5,000 from last year).
- 1000+ unique domains link to us from the Internet. Most of those come from Intergroup websites. Also links from counseling/therapy practices, hospitals, universities, addiction treatment centers, and articles on popular news outlets and talk show websites. On many of these, we are the only S fellowship

mentioned. Links to S.L.A.A. website also frequently and increasingly appear on websites and blogs where acting out may be common

- 208 Countries (and territories) Reached. Top 10: US, Canada, UK, India, Australia, Italy, Netherlands, Germany, France, and Sweden.
- 1010 Registered Groups
- 78 Registered Intergroups
- Make sure your group/intergroup is registered on the website so people can find you on the meeting directory.
- 2294 online orders placed in 2019 (up 234 from 2018).
- Hector “faster than Amazon” hand packed 80,177 items (not including phone and mail orders)
- Online store is mobile-friendly, has wish list feature if you create an account, also keeps track of past orders on accounts.
- Store accepts PayPal.
- 25% discount available for all international orders to help offset some of the shipping costs, duties and taxes for orders outside the US and Canada. Showed where to enter discount code. International delegates can combine this discount with ABM discount code.
- New Contributions page to show all the giving options. We use Qgiv for one-time and auto-recurring contributions. Create a Qgiv account to keep track of giving for yourself, your group, or intergroup. Accepts Credit, Debit, PayPal, and e-checks.
- We use a third-party service to integrate with Venmo to comply Venmo terms of service for donations.
- Text to donate and QR code to donate via mobile. Accepts Apple Pay, G Pay, Venmo, PayPal
- New Lifesaver program – recurring monthly giving program. Matching funds available for donations of \$1 or more per month.

What are we doing next?

- Working with BTC and subcommittees.
- Developing new F.W.S. website – will need feedback and input from the Fellowship
- Expanding electronic literature offerings
- New meeting database and/or app
- Expanding resources, furthering outreach
- Expanding resources (new literature approved at previous ABMs)
- 2018 membership survey had 841 responses. BOT, Conference Committees, and F.W.S. office will be using this data. Still analyzing data.
- Info sheet in your binder with report summary and helpful links to share with your intergroup and update on your websites.
- Your service moves S.L.A.A. forward into the future thank you to everyone for your service.

F.W.S. Executive Director Report

I’m Pam, the F.W.S. Executive Director. At the F.W.S. office we answer phones, help people find meetings, and

ship out literature. I work closely with Hector and Christina in the office, plus Beth and all the BOT members.

Who are we reaching? What are we shipping at the Office? July 2019 – June 2020 Report in binder.

- 3470 total orders, 2989 physical order shipments, 481 non-physical items (digital, outreach, committee resources)
- Of the 2989 shipments, 2693 (95%) went to US recipients and 148 (5%) to international.
- International shipments included: 60 to Europe/UK; 45 Australia/New Zealand; 31 N. America (Mexico/Canada); 9 Asia; 2 Middle East, 1 Africa.
- Who got *The Journal* this year? 157 print subscriptions that are printed and shipped in-house. 19 are international subscriptions (15 Canada, 1 Australia, 1 ea. Ireland, Iceland, France); Some difficulties getting issues to international subscribers (seized by customs, delayed or lost, mangled); there are 14 remaining digital subscribers with 11 1-yr and 3 2-yr subscriptions remaining although digital platform is no longer being produced. They are being contacted to determine how to handle remaining issues.
- Who is buying the *Basic Text* as an e-Book? Available on Amazon and iTunes. 1435 total downloads: 1047 US, 245 UK, 58 Canada, 48 Australia, 13 Germany, 7 France. Also, Brazil, Japan, India, and Spain. English-only version.

Questions from floor

- **Q:** For Beth: Is it possible to send automatic notifications when events calendar is updated and send notifications to newsletter subscribers?
A: Events should be in the newsletter, but there's already a lot of content because it comes out quarterly. Events should be added, thanks for the suggestion.
- **Q:** For Beth: Thanks for your service. How are you selected and how long is each term of service?
A: I'm a contractor hired by FWS, and have been webmaster for 13 years. It's an enormous job and too much for volunteers and rotation of service.
- **Q:** For Beth: When discussing growing our digital reach by selling PDFs or downloads of literature, what are the considerations regarding possible reuse or sharing the documents instead of purchasing? Will F.W.S. increase the price for digital versions in case sales slip?
A: It's a touchy subject to make our literature electronically and we need to be mindful. That's why it's taking some time to make all our literature electronic. PDFs are too easily saved and shared. We'd love to exist purely on donations, but our fiscal stability depends on literature sales so we must protect the copyright. We're considering Amazon and iTunes, that provide the digital rights management we need to protect our copyright.
- **Q:** For Beth: How do you determine the 25% discount for international orders? Could it be higher to help carry the message?
A: The discount is approved by the BOT. Possible increase isn't something I can speak to, but the BOT will hear your suggestion. The discount has been helpful for large orders intergroups place.
- **Q:** For Beth: How long will the Lifesaver program be active?
A: There is no end date for the program, and no deadline for matching the \$101,000. The purpose of the program is to encourage regular monthly giving so F.W.S. can be more certain of projected donations and plan around that.
- **Q:** For Beth: Due to turnover in meetings, many meetings don't have their ID number – can intergroups

obtain the IDs for their associated meetings?

A: Yes. I'm invested in getting the meeting database as accurate and current as possible. It has its flaws, and we have big plans for the meeting database. You can contact me and I can send you the IDs for every meeting in your intergroup. We can work together to make sure the information is correct. When service positions rotate, information gets lost. I really want to help resolve that and improve on that so our information is accurate in the database.

- **Q:** For Beth or Pam: Are we asking Journal subscribers if they want to resubscribe on their last issue? Like a last issue notice? If not, why not?

A: Pam: Two ways we do that— we send a letter before your last issue is mailed, and we stamp “this is your last issue, please renew today” on the back of the final issue.

- **Q:** For Beth or Pam? Have we considered using a fulfillment service to store and dispatch literature to reduce costs?

Clarifying Question: Are we talking about a service to distribute the literature, as in physical shipping or electronic?

Clarifying Comment: The UK Intergroup has successfully integrated a fulfillment service to the UK Intergroup website to send literature for a low cost.

A: (Beth) That's something we can look into. I think shipping has always been in house and I don't know what the logistics would be. The suggestion will be recorded and we can look at it.

- **Q:-** Should there be a link to the S.L.A.A. Service forum on the list of links you sent?

A: If it's not there, it should be and that's an oversight on my part. It is linked on the front page of slaafws.org, as well as under Service Opportunities

- **Q:** For Pam: Where in Africa did that one shipment go?

A: South Africa.

- **Q:** For Pam: Is F.W.S. planning to release an audio version (audiobook) of the *Basic Text*?

A: It's available on the website in CD format. We had an MP3 of the audio *Basic Text* but it was appearing on YouTube being shared for free on the Internet, so we've removed the MP3 from the store due to copyright infringement.

Announcements:

Do not leave Zoom during the break. If you leave and are not back by 3:00pm, you will not be allowed in until after voting is complete.

15-minute break started at 2:45 pm

General Session 3:00pm Central BOT Election

- Facilitator: Phillip W.
- Chat Monitor: Christina M.

Voting Process

BDC Chair, Seth. S. reviewed the [Voting Process](#) and the Ballot.

Questions/Comments About the Voting Process

Seth S – We will not be taking questions about the voting process in the voting room, so if you have a question, ask now. We will address technical issues in the voting room.

Question: How do you close the browser window?

A: Click the button at the top that closes the window.

Question: Is it possible to vote twice? If that happens, what is the outcome?

A: It is possible to vote twice. I don't recommend it. If you vote twice, neither vote counts. You can vote as many times as you want, but if you vote more than once, none of your votes count.

Point of Clarification: If someone votes more than once, do we have to start the process again?

No. If you accidentally vote twice, your votes are invalidated, and we will not restart the voting process.

Point of Clarification: The 7 digit number is not the passcode for Zoom, it is your 7 digit registration number from the email Beth sent. The big red number, not the Zoom passcode.

Question: Can we confirm that everyone has the [registration number] before we leave here so we don't have to do this again?

A: No one has indicated in chat so far that they have not located their [registration number]. I suggest doing that now before calamity ensues.

Point of Clarification: If you vote for no candidates and another candidate on that part of the ballot, your ballot is invalidated and will not be counted.

Question: Will you be repeating the instructions for a fourth time?

A: No. When we enter the voting room, after Pam verifies the count, we'll post the link in chat, you'll get the ballot, and vote.

Question: How many open positions are there? If one of the nominees does not get selected, what happens to the slot?

A: The slot remains open until the BDC decides there is a viable candidate to fill it. That recommendation would be sent to the BOT and the BOT would vote whether to appoint that candidate to the BOT.

Question: How many votes does a candidate need to be approved by the Conference?

A: Earlier count was 69 voting [members]. 50% of that is 35 votes, so to be elected you need at least 35 votes.

Question: Can you minimize the ballot to make certain you don't cancel out of Zoom?

A: After you're done voting you can either minimize the ballot window or exit out of the window, and your Zoom window should be behind that.

Chat was closed

Election

Voting Members were moved to the voting room for the election.

Speaker Share

Voting members returned to the main room and Gabriel G. introduced Deb W., who shared her story.

Election Results

Seth S. – We have a valid election. The Conference confirmed Celia G. for the balance of her term. Anne K., Gabriel G., and Jay G. were each elected to three-year terms.

ARS Report:

The ARS received 10 submissions between November 2019 and April 2020. All are on the ABM Agenda Fourth Version, except for one, which was withdrawn by the submitter. There are 7 IFDs, including 4 literature IFDs, and 2 motions. The ARS is a subcommittee of the CCC and does not usually have a budget. One member incurred a \$40 bill using freeconferencecall.com, which was reimbursed using the reserve fund of the CFC. Celia G. was appointed to the BOT mid-year so the ARS went from a 4 person to 3 person committee. Eight items were submitted prior to the ABM Agenda Fourth Version deadline. Because the CCC decided not to address the ABM Agenda this year, those items will be reviewed for the 2021 ABM Agenda. Will meet weekly to process those submissions.

Closing items:

- QOD posted to chat
- Journal subscription giveaway – winner Jon A!
- The following Conference Committees were confirmed by voice vote for the 2020/2021 Conference year:
 - CAC – Conference Anorexia Committee
 - CBC – Conference By-Laws Committee
 - CCC – Conference Charter Committee
 - CDC – Conference Diversity Committee
 - CFC – Conference Finance Committee
 - CHRC – Conference Healthy Relationships Committee
 - CICC – Conference Intergroup Communication Committee
 - CJC – Conference Journal Committee
 - CLC – Conference Literature Committee
 - CMRC – Conference Member Retention Committee
 - CPIC – Conference Public Information Committee
 - CSC – Conference Service Committee
 - CSPC – Conference Sponsorship Committee
 - CSTCC – Conference Steps, Traditions and Concepts Committee
 - CTIOC – Conference Translation/International outreach Committee
- Thanks to everyone for being here, thanks for everyone’s hard work in putting this on and for help with the mock ABMs.
- Watch for post-ABM survey link from Beth and in your binder

Motion to Close the 2020 ABC/M

Voice vote. All those in favor say “aye” (all), all opposed say “nay” (none). Motion passes.

The 2020 ABC/M is now closed.

Board Updates

The BOT met after the ABM and have elected the following officers for the 2021 CY:

- Chair/President: Seth S.
- Treasurer: Jay G.
- Secretary: Celia G.

The Board Committee assignments are as follows:

- B7TC: Seth S. (Chair), Rick S.
- BCTC: Rick S. (Chair), Anne K.
- BDC: Anne K. (Chair), Jay G.
- BFC: Jay G. (Chair), Gabriel G., Celia G.
- BHRPC*: Nancy G. (Chair), Seth S.
- BPMC: PA K. (Chair), Anne K., Gabriel G.
- BOC: Celia G. (Chair), Christina M.
- BTC: Christina M. (Chair), Celia G.
- BPDC**: Christina M. (Chair), Nancy G.

* Nancy G. will remain as the Office Supervisor

** BPDC is a new Board committee - Board Publishing and Distribution Committee established and approved by the Board today.

The Board Liaison assignments are as follows:

- CAC - PA K.
- CBC – Gabriel G.
- CCC – Seth S.
 - Chairs Call – Seth S.
- CDC – PA K.
- CFC – Jay G.
- CHRC – Rick S.
- CICC – Celia G.
- CJC – Christina M.
- CLC – Nancy G.
- CMRC – Jay G.
- CPIC – Gabriel G.
- CSC – Celia G.
- CSpC – Anne K.
- CSTCC – Rick S.
- CTIOC – Anne K.