



Fellowship-Wide Services Newsletter

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March 2011

Welcome to the Spring Issue of the Fellowship-Wide Services Newsletter!

PLEASE TAKE A COPY TO YOUR MEETING!

We would really, really love it if you could share this newsletter far and wide and encourage others to subscribe for free.

- Take this printable version to all your meetings.
- Subscribe now on the F.W.S. homepage, www.slaafws.org.
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Report of the CPA and Texas Attorney to the Fellowship

The BOT met with the CPA and Texas Attorney for 45 minutes on Saturday, February 12, 2011. In an effort to provide a report to the Fellowship, the two gentlemen offered to write what they, in their expert opinion, thought the BOT could share with the members at this time. The following announcement is that report.

February 16, 2011

To Our Members:

The General Manager for S.L.A.A. FWS was terminated from employment, for cause, on November 18, 2010. This was based on her failure to provide timely reports which would have allowed us to monitor the fiscal health of the organization. She was given warnings and continued to fail to provide the required information, so she was terminated. This termination for cause has been upheld by the Texas Workforce Commission, and her claim for unemployment benefits has been denied. There is presently an ongoing attempt to get the financial books and records of the fellowship in order. This is a slow process because our former general manager informed us that she had destroyed some of the records. However, we are making good progress, and we are now confident in the financial statements that we are receiving from our CPA firm.

We have enlisted the services of a Texas attorney to help guide us through this process. He and our CPA are in communication with each other as they counsel us. As we progress, we will keep you, our members, informed.

Thank you for being patient and supportive as we work through this challenging situation.

In Service,
The Board of Trustees

F.W.S. Office Supervisor Report

February 11, 2011

Please copy and distribute.

This is the 3rd report to the Fellowship sent in an effort to keep members updated about what is going on at the F.W.S. Office and in general.

There is still a 4-week delay in filling and sending orders. In the last two weeks, 63 orders have been filled/shipped, of which 48 were domestic and 15 were international orders. I placed an international order for my intergroup in Montreal and it took over 3 weeks to arrive and cost \$40 in brokerage fees, taxes, and duty for a \$100 order, that did not include \$23 in postage paid. It is becoming important to inform members who order outside the U.S. that the FWS office cannot determine what additional costs or even delays may result from custom clearance of merchandise.

The FWS office was closed Friday, Feb 4th, due to icy road conditions in San Antonio. Texas was not prepared for the cold, windy, and icy rain, so many highways were closed last week. Sam M., a volunteer from Austin, and the FWS bookkeeper, Pamela, could not come in. However, the office was open Monday, Feb 7th and there were two temps along with Sam and Pamela; and, 37 orders were sent out that day alone.

I summarize what has been happening at the FWS Office the first 10 days of February.

FWS Office Essential Services

- Open Mondays and Fridays 9-4:30pm.
- Deposits of \$3,725 were sent to the bank this past week. There were 24 checks received by mail with 2 orders for merchandise and the rest group/Intergroup or member contributions.
- Emails and phone calls are answered within 3-5 days by staff, volunteers, or board members.

Professional Services

- Two temps from a personnel agency near the FWS office came to the office Mon Feb 7th and will come again Friday, Feb 11th; both are under supervision of Sam M., a volunteer from Austin.
- There is now a CPA bookkeeper and an FWS bookkeeper. Both work to keep financial entries/reports up to date. The CPA presents the first quarterly report for Oct-Dec10 to the Board Sat Feb 12th. This report will be published in the **FWS Newsletter** as soon as feasible.

Outsourcing

- *the Journal* Sept/Oct 2010 issue was outsourced for printing/distribution and I received my copies in Montreal Feb 8th. It looks very nice and the Nov/Dec 2010 issue will be sent within a week. One member requested a partial refund due to the outsourcing of the Journal. An offer to send from the FWS office was declined.

Next BOT Visits

- I go back to the FWS office Feb 27-Mar 5th and the BOT chair, Leon C., will also be there for a few days, too.

Questions received:

1. Is it true the non-profit status of the organization has lapsed? No, the Augustine Fellowship, Sex and Love Addicts Anonymous, Fellowship-Wide Services, Inc. (F.W.S. Inc.), the full corporate name of S.L.A.A., is in good standing with the IRS. The organization was behind in submitting IRS filings as of the July, 2008 ABM (Annual Business Meeting), but, by June, 2009, a CPA was hired and the 2005, 2006, and 2007 IRS filings were submitted. Upon favourable review by the IRS, the Annual Reports to the Attorney General of

Massachusetts (where S.L.A.A. is incorporated) were sent in November 2009. The 2008 federal and state filings were submitted last year late September 2010. The BFOC chair and treasurer, Tom F., submitted the 2009 federal and state filings Thursday February 10th. The requirement for F.W.S. Inc. is to send in filings/reports by the 15th day of the 5th month after the fiscal year; that is February 15th. For the first time in years, these reports have been submitted on time.

2. An international member asks if FWS is \$50,000 in debt? Not exactly: There was a \$47,000 credit card bill after the ABM 2010 in September. There was not enough cash on hand to cover this bill. This required the board to withdraw \$47,000 from the Prudent Reserve Fund (PRF) to cover this credit card. There is at this time \$112,000 in the PRF. If this does not answer the question please let me know.
3. Why wasn't my Intergroup Contribution in the Dec10 FWS Newsletter? There were two international Intergroups that wanted to know why contributions had not been included in the last issue of the **FWS Newsletter**; and, in fact, if the contributions had been received. Both bookkeepers reviewed all deposits and entries for 2009-10. I provided the Intergroups the updated Intergroup Contributions for Oct09-Sept10 (attached) and this update will be in the upcoming **FWS Newsletter**.

In the spirit of service,

Rita H.,

Office supervisor

<http://www.slaafws.org/contact/RH>

Intergroup Contributions
October 1, 2009-September 30, 2010

STATE/ COUNTRY	INTERGROUP	AMOUNT
AZ	Tucson AZ Area Intergroup	678.73
CA	Los Angeles CA Intergroup	8,770.02
CA	Orange County CA Intergroup	1,373.00
CA	Sacramento CA Intergroup	466.04
CA	San Diego CA Intergroup	1,000.00
CT	Connecticut Intergroup	150.00
DE	Delaware Valley Intergroup	3,600.00
FL	Tampa Bay FL Intergroup	1,106.00
MA	New England Intergroup	300.00
NY	New York NY Intergroup	21.00
OH	Northeast Ohio Intergroup	250.00
PA	Western PA Intergroup	180.00
Australia	Melbourne, Australia Intergroup	200.00
Brazil	Brazil Intergroup	581.00
Canada	Montreal Intergroup	176.00
Canada	Ontario Canada Intergroup	2,934.78
UK	UK Intergroup	3,347.23
Netherlands	Netherlands Intergroup	<u>1,122.00</u>
		<u><u>26,255.80</u></u>

BOT MEETING MINUTES SUMMARIES

Summary of August 7th, 2010 BOT in person meeting

- Discussed the delayed IRS Filings and Annual Report to the Attorney General MA 2009.
- Discussed the need for a full nine person Board.
- Discussed the need to plan financially for hosting the Interfellowship Forum (IFF) in 2010-2011.
- Discussed the distribution policy for the ABM delegate contact sheet.

Summary of August 9, 2010 BOT Call

- Discussed the BOT motion to approve the idea of a 12x12 S.L.A.A. Book. BPRC chair to create a revised version of the motion
- GM presented a Financial Report for Oct `09-June 10. Increase in contributions noted.
- Discussed the possibility of internal and external auditing.

Summary of September 11, 2010 BOT Call

- Approval of a Human Resources Subcommittee to review and recommend actions and policies regarding the FWS office staff.
- The ABM 2010 Conference-approved pamphlet, Romantic Obsession, sent to the printer and available for distribution/sale in October.
- Discussed the possibility of making S.L.A.A. literature available for purchase or by donation in an electronic form.
- A draft budget for 2010-2011 was being prepared by BFOC.

Summary of October 9th BOT Call

- BFOC preparing a Final Budget 2010-11 for BOT approval.
- BGNC seeks to fill the 2 open BOT positions (ending in 2012 - high priority). Richard C. is now chair of the BGNC. The BGNC plans to improve upon the existing BOT Manual.
- The CPA, Randy Walker, participated on the call.
- Discussed the GM Annual Performance Evaluation.

Summary of November 13, 2010 BOT Call

- BPRC will review the Conference Approved Triggering Language Pamphlet, mindful of the feedback that resulted from the 2010 ABM and return the pamphlet to the BOT with suggestions as to how to proceed with the literature since it was passed with a less than 2/3 majority of ABM delegates.
- Randy Walker, CPA, participated on the call giving the BOT his professional assessment of the FWS financial reporting system.
- Jeff Gately, a Texas attorney, participated on the call giving the BOT his professional expertise regarding FWS staff matters.
- The BOT agreed upon a plan for the termination of current FWS office staff.

Summary of Dec 11 BOT Call

- Discussed the current operations of the FWS office in the wake of staff dismissals and the participation of volunteers assisting in essential office operations.
- Reviewed the costs of bookkeeping services provided by the firm of Randy Walker, CPA.
- Agreed to make a formal apology to the Los Angeles Intergroup and Fellowship regarding the cancellation of the International Recovery Convention 2011.
- Discussed the reformatted ABM 2010 Participants List (previously the dark-colored roster) and its distribution. As announced during the ABM only those participants who signed the Anonymity and Disclosure Statement would be listed and only those members signing would receive a copy.

Summary of January 8, 2011 BOT Call

- Discussed the idea of converting the current CD catalog to a catalog of MP3's purchasable via internet download. More discussion on this topic will occur in February.
- Approved a letter of apology to be sent to the Los Angeles Intergroup and the FWS newsletter for the BOT's role in the 2011 IRC cancellation.

BOARD OF TRUSTEES COMMITTEE REPORTS

Board Finance & Operating Committee (BFOC)

Report to the BOT—December 9, 2010 – February 5, 2011

Current BFOC members include:

Tom F., BOT Member, BFOC Chair (06/09-)	Pinellas Park, Florida
Rita H., BOT member, Office Supervisor (03/08 -)	Montreal, Quebec
Curtis B., Non-BOT member (08/10 -)	Boston, Massachusetts

In this period, meetings were held on December 13, December 27, January 10, and January 31. The next meeting is scheduled for February 14.

BFOC continues to support the FWS office operations and finances. At the end of each month, BFOC strives to review the office general fund account balance sheet and profit and loss statement reflecting financial data from the prior month, and review the office revenue and expense data on a month-over-month and year-over-year comparable basis. As time goes on, the information we are receiving about finances is becoming more accurate.

The FWS office continues to use the accounting services of Randy Walker & Co., CPA in San Antonio, Texas to assist in the compliance of all state and federal tax and corporations reporting. The CPA will also advise and represent the FWS office on the issue of Massachusetts and Texas sales tax collection for FWS online store purchases.

In addition, the FWS office continues to use the legal services of Valerie Jacoby, Esq. in Newton, Massachusetts to assist in general corporate matters, state reporting compliance, and in specific copyright issues. Ms. Jacoby had previously served as legal counsel for the FWS office in Dedham, Massachusetts. BFOC has also employed the services of S. Jeffery Gately, an attorney in San Antonio, TX to advise on specific legal employment issues. Mr. Gately was a recommendation from Randy Walker.

BFOC also has 3 subcommittees that meet on a regular basis. Here is an overview of their activities:

Copyright and Translations Subcommittee (CTS); meets monthly.

- Discussion on an electronic version of the basic text.
- Draft licensing agreements
- S.L.A.A. logo

Web Team; meets monthly.

- Works with web master in monitoring statistics for the S.L.A.A. / FWS website
- Keeps informed with the workings of the online store
- Registering groups and intergroups
- Website content approval process

Fellowship Wide Services Literature Reformatting Subcommittee (FWS_LRF); meeting times not determined

- Has not met yet

Also, the Office Supervisor, the Staff Task Force (STF), and the Human Resources Subcommittee (HRS) report to BFOC.

In addition, BFOC reports the following activities:

- 2010-2011 Budget
 - Not finalized yet and awaiting internal audit

- Continues to have the BFOC chair submit motions to the board for timely quarterly contributions from the Prudent Reserve Fund.
 - On hold until Prudent Reserve Fund withdrawal is repaid
- Stabilizing the office after staff reduction
 - Online store
 - Postage
 - Q-Giv software install
 - Bank accounts
 - Reconciliation by bookkeepers
 - Outstanding bills
 - Identify and remit as necessary
 - Office visit by the Office Supervisor and BFOC chair
 - BFOC chair report provided as an addendum to this report
 - Office Supervisor reports submitted to Board and Fellowship at large.
- 2009 IRS tax filings completed and awaiting approval to be submitted
 - On time for first time in years
- 2009 Report to the Massachusetts Attorney General completed and awaiting approval to be submitted
 - On time for first time in years
- Annual Business Conference / Meeting (ABC/M)
 - BFOC assuming a larger role with diminished staff at FWS office
 - Meet with Local Planning Committee (LPC)
- Journal Outsourcing
 - Approved for Journal Sep/Oct 2010 issue to be produced through outside printer
- Created and submitted policy for use of Fellowships Tax ID number
- Created and submitted policy for preferred pricing of our Basic Text
- Current and ongoing projects
 - BOT ABM Brainstorming priorities
 - Fine tuning operational and financial reports
 - Training and getting help from new bookkeeper Pamela Gaba
 - Documenting legal and financial requirements of Fellowship (referred by BOT)
 - Reimbursement forms
 - In conjunction with Conference Finance Committee (CFC)

Respectfully submitted,

Tom F.

Board Finance and Operating Committee, chair

5:21 PM
 01/03/11
 Accrual Basis

ARCHIVE FILE-The Augustine Fellowship, S.L.A.A., F.W.S.
Profit & Loss
 October 2009 through September 2010

	<u>Oct '09 - Sep 10</u>
Income	
40000 - ABC/M Income	
40100 - ABC/M Fundraiser Income	5,106.00
40200 - ABC/M Registration	33,252.00
40300 - ABC/M TEF Income	6,000.00
Total 40000 - ABC/M Income	<u>44,358.00</u>
41000 - Contribution Income- Campaign	
41100 - Groups	2,707.09
41200 - Individual	3,621.50
41300 - Intergroups	222.00
Total 41000 - Contribution Income- Campaign	<u>6,550.59</u>
42000 - Contribution Income- Regular	
42100 - Groups	49,303.21
42200 - Individuals	28,728.08
42300 - Intergroups	21,600.10
Total 42000 - Contribution Income- Regular	<u>99,631.39</u>
45000 - Investments	
45010 - Dividend, Interest (Securities)	734.33
45000 - Investments - Other	9,448.71
Total 45000 - Investments	<u>10,183.04</u>
49000 - Operations Income	
49010 - Booklets	3,696.47
49020 - Bookmarks	300.79
49030 - Books	83,811.02
49040 - CD's/Tapes	6,571.15
49050 - Journal	3,326.50
49060 - Medallions/Chips	19,500.61
49070 - Other Product Sales	10,421.34
49080 - Pamphlets	47,033.14
49090 - Postage	29,254.24
49100 - Starter Kits	711.00
49150 - Chargebacks - Miscellaneous	-4,798.11
49200 - Merchandise Discounts	-5,157.17
49300 - Merchandise Discounts - POC	-340.54
49000 - Operations Income - Other	1,684.62
Total 49000 - Operations Income	<u>196,015.06</u>
Total Income	<u>356,738.08</u>
Cost of Goods Sold	
50000 - Cost of Goods Sold	
50100 - Booklets	83.77
50200 - Bookmarks	28.64
50300 - Books	14,020.16
50400 - CDs/Tapes	615.17
50500 - Medallions/Chips	5,785.21
50600 - Other Products	5,128.49
50700 - Pamphlets	7,697.54
50800 - Starter Kits	82.89
50000 - Cost of Goods Sold - Other	0.83
Total 50000 - Cost of Goods Sold	<u>33,442.70</u>
Total COGS	<u>33,442.70</u>
Gross Profit	<u>323,295.38</u>

5:21 PM
 01/03/11
 Accrual Basis

ARCHIVE FILE-The Augustine Fellowship, S.L.A.A., F.W.S.
Profit & Loss
 October 2009 through September 2010

	<u>Oct '09 - Sep 10</u>
Expense	
60000 - BOT	
60100 - BOT Accommodation	1,136.20
60200 - BOT Other	326.59
60300 - BOT Record Keeper	360.00
60400 - BOT Travel	230.93
Total 60000 - BOT	<u>2,053.72</u>
61000 - BOT ABC/M	
61100 - BOT ABC/M Accomodation/Food	6,727.15
61300 - BOT ABC/M Travel	1,963.00
Total 61000 - BOT ABC/M	<u>8,690.15</u>
62000 - Conference Expenses	
62100 - ABC/M Accomodation/Facilities	38,763.17
62200 - ABC/M Other	9,359.89
62400 - Conference Committee Expenses	151.32
Total 62000 - Conference Expenses	<u>48,274.38</u>
63000 - Contract Services	
63100 - Accounting Fees	5,968.00
63300 - Webmaster Services	9,634.95
63500 - Contract Services - Other	974.87
Total 63000 - Contract Services	<u>16,577.82</u>
64000 - Facilities and Equipment	
64200 - Rent & Parking	32,405.88
64300 - Telephone	8,896.64
64400 - FWS Website	1,998.38
64450 - Depreciation Expense	5,679.00
64500 - Equipment Leases Computers	2,902.73
64700 - Equipment Rental Copier	6,203.11
Total 64000 - Facilities and Equipment	<u>58,085.74</u>
65000 - General Office Expense	
65100 - Bank Charges/Fees	624.57
65200 - Credit Card Fees	11,381.94
65300 - Dues, Fees and Licenses	1,005.00
65400 - Federal and State Fees	1,296.52
65500 - Insurance - Liability, Wrk Comp	905.42
65600 - Mileage	3,750.77
65700 - Staff Development	1,128.51
Total 65000 - General Office Expense	<u>20,092.73</u>
66000 - Operations	
66100 - Computer Supplies	1,741.79
66200 - Consumable Supplies	15,843.12
66400 - Outreach	26.52
66500 - Packaging and Supplies	5,848.76
66600 - Postage, Mail Services	40,754.08
66700 - Printing and Copying	1,207.78
66800 - The Journal Printing & Paper	523.23
Total 66000 - Operations	<u>65,945.28</u>
67000 - Payroll Expense	
67200 - Employee Benefits	10,967.97
67300 - Payroll Accounting	841.00
67400 - Payroll Tax Expense	7,580.35
67500 - Salary Expense	92,105.38
Total 67000 - Payroll Expense	<u>111,494.70</u>
68000 - Reconciliation Discrepancies	0.00
999999 - Suspense	0.00
Total Expense	<u>331,214.52</u>
Net Income	<u><u>-7,919.14</u></u>

Addendum to BFOC chair report to BOT

February 5, 2011

BFOC Chair Report

San Antonio Office Visit, January 9-16, 2011

Below is a report of my visit to San Antonio. The reason for my visit was to assist the Office Supervisor in stabilizing the operation and become more familiar with the intricate workings therein. When I arrived the office was approximately 6 weeks behind in fulfilling orders of materials sent to individuals, groups, and intergroups around the world. Many of the supplies that are used as literature materials are inefficiently made in the office. When these supplies are depleted, there is a standstill in fulfillment until the supplies can be reproduced. There are many other facets to running the office as well, and the goal is to gain efficiencies for the betterment of the Fellowship at large.

It should be noted that the work of the volunteers to get us to this point has been exemplary, and I personally am truly grateful for their efforts. I can't even imagine where we would be without them.

Sunday, 1/9/11

- 0530 Travel to San Antonio.
- Arrived at office in San Antonio at noon and was greeted by Rita H. (Board member, Office Supervisor, and current Clerk of the corporation) with keys to the facility and a very long list of things to do.
- Discussed a tentative game plan for the week and decided to meet early next morning.

Monday, 1/10/11

- In at 0630 – General cleaning and sorting. Try to get familiar with supplies and needs for order fulfillment.
- Met with CPA bookkeeper Veronica Rojas and newly contracted bookkeeper Pamela Gaba and was shown reports from Quickbooks.
- Leon C. arrived after lunchtime and we met to discuss items that need immediate attention to include: Insurance, outstanding bill for Frames of Mind (bronze medallion producer from Minnesota), Konica-Minolta Bizhub contract, and finding temporary help to hire for order fulfillment.
- Quickbooks training from Veronica for Rita, Pamela, Leon, and myself.
- Out at 1930
- Went to dinner with Rita and Leon for further discussion on priorities for the week.

Tuesday, 1/11/11

- In at 0645 – Start replenishment of Journal booklets (printing, collating, restocking) and CD's (copying from master, printing, and packaging).
- Met with Brenner Printing (pamphlets, bookmarkers, envelopes, and stickers), they will be providing quotes for pamphlets.
- Has an S.L.A.A. meeting with Rita, Leon, Pamela (new bookkeeper) and myself.
- Out at 1830
- To dinner with Rita and Leon for further discussion on priorities and findings/updates.

Wednesday, 1/12/11

- In at 0700
- Continued making Journal booklets and CD's.
- Contacted Frames of Mind for status on our account
- Reviewed contracts for Konica Minolta (Bizhub C-450 copier) and called to order supplies and determine status of contract/lease.
- Out at 1930

Thursday, 1/13/11

- In at 0800
- Prepare for and go out to meet with attorney Jeff Gately for meet and greet and discussion about denied unemployment benefits for former GM and possibility of suits for wrongdoing. Also discussed unemployment benefits for Richard Gallegos and how we pay for his benefit.
- Next, meet with CPA Randy Walker via conference call at his office (he was away from the office for a family matter) to discuss the 2010 (fiscal year 10/01/09-09/30/10) filings for the IRS and MA Attorney General. Return to office and finish producing CD's.
- Begin processing international orders, finish November orders and prepare for shipment.
- Out at 1930

Friday, 1/14/10

- Process orders for December with new bookkeeper (training) and prepare for shipment.
- Post office run and office supplies.
- Met again with Brenner printing to discuss and request quotes for items printed on Bizhub.
- Out at 1730
- Dinner and discussion/debrief with Rita.

Saturday 1/15/11

- In at 0700
- Create CD's for redo of lost international order.
- Meet and greet volunteers from Houston (Kathy and Kieth).
- Create supplies with volunteers.
- Have lunch and an S.L.A.A. meeting with Rita, Kathy, Kieth, Pamela, and myself.
- Make another office supply run.
- Fill orders and prepare for shipment for December and January.
- Out at 1900
- Dinner with Rita to debrief for the day.

Sunday, 1/16/11

- 0530 – Meet Rita for breakfast. Discuss her game plan for the next few days.
- In at 0630
- Sign off on checks (12) for Rita to take back home so bills can be paid as needed.
- Restock the mailroom in preparation for volunteers on Monday.
- Out at 0930
- 1100 Travel back to Pinellas Park

As of Sunday, 1/16/11, we were 11 days behind in orders and set up so volunteers could start the task of getting completely caught up immediately. There are many inefficiencies that were discovered and I will be working with the Office Supervisor, BFOC, and the Board of Trustees in the coming weeks to further stabilize the office. Once we are back on track, we can begin the task of growing the Fellowship to its fullest potential.

Respectfully submitted,

Tom F.

Board Finance and Operating Committee, chair

**Board Governance & Nominating Committee
December 12, 2010 to February 11, 2011**

Current Members: Richard C., Chair (MA-2010), Leon C. (TX-2009), Ken F. (OH-2010).

Since the December 11, 2010 BOT meeting, we have held two meetings on January 5, 2011 and February 10, 2011.

During this period, we acted on the following business:

1. BOT Recruitment
 - a. Formalized the board committee candidate recruitment application form
 - b. Focused on recruiting non-BOT members to BOT committees.
2. Identified priorities for upcoming meetings
 - a. BOT member recruitment
 - b. BOT policy manual review, update and revision
 - c. Implementation of the 12 Concepts

We are scheduled to meet every three weeks until we approach the ABM.

In grateful service,
Richard C., Chair

BOT PUBLIC RELATIONS COMMITTEE (BPRC) REPORT

- Members of this committee include: Ayana P. (BOT Member), Deb W. (non-BOT member), Steve T. (non-BOT member), Rob P. (non-BOT member), and Chris D. (non-BOT member.)
- Since the departure of Kim B. from the BOT, this BOT committee does not have a chairperson. Ayana P. has been assuming the responsibility of calling the monthly meetings, setting the agenda, and facilitating the calls, but because of other BOT duties, cannot assume chairmanship at this time. All members decided to move forward with the agenda items, despite having no chair, and appreciated Ayana's willingness to facilitate the work of this committee.
- Members set the agenda to focus on: FWS Newsletter, Triggers Pamphlet, and Podcasting.
- The FWS Newsletter continues to go out 4x/year, with an occasional Special Edition. A Special Edition went out to include upcoming ABM materials. The editor will encourage all that submit to the newsletter to use the FWS News web address: <http://www.slaafws.org/fwsnews-submit>
- Steve and Chris have been working on the Triggers Pamphlet.
- A policy for Podcasting has been submitted for editing. Some rules discussed were: to avoid triggering language and explicit descriptions of behaviors when acting out, pre-sobriety; refrain from naming specific persons, locations, publications, etc., related to acting out. The committee worked on the development of a process to upload podcasts with help of the Web Team.
- In the wake of Kim B.'s departure, the committee voted to temporarily archive the following tabled items: Professional Literature Development Process, Starter Kits, Outreach Responses.
- BPRC has downloaded all of the BPRC files on GoogleGroups and intends to find alternate storage for these documents.

Respectfully submitted by: Deb W. and Ayana P.

ATTRACTION/PROMOTION

The comments below were given by various members of the Conference Steps and Traditions Committee and do not represent a group conscience of the entire committee. The opinions expressed here are solely that of the person giving them. Take what you like and leave the rest.

Q – WHAT IS ATTRACTION? WHAT IS PROMOTION? WHERE DO WE DRAW THE LINE BETWEEN THEM?

Tradition 11 speaks to the fact that our public relations policy is based on attraction rather than promotion. In order to be attracted to something, we need to have some knowledge of what it is. We can easily use anonymous means to increase the attraction for S.L.A.A. These can be through outreach mailings sent out to the professional, religious, and legal communities with general information regarding S.L.A.A. These people can be a great asset in providing us with new members coming into our meetings. We can also use things like Craig's List or even public notices in publications which would be targeted to various areas of the population of our areas. We also have the electronic medium of websites, which can be valuable in getting the word out to those who are in need of recovery. We do not have to go out and purchase announcements, providing spokespersons or identifying ourselves as members of S.L.A.A.

Another way that we can use attraction is in our practice of Step 12, "...practice these principles in all areas of our lives." If we are living Step 12, those around us will notice because we are living in a different manner than we used to live. There are those with whom we come in daily contact who might be suffering from this addiction and knowing that we used to be involved with it and now seeing the changes which have come into our lives, they can be attracted, and even ask us what is different.

We do not need to resort to glitz and hype in order to attract members, we just need to go about living our lives in a sober manner and people will be influenced.

The simplest part of this question to me is how we deal with family, friends, co-workers, etc., in our lives who seem to have a sex and love addiction problem. It would be promotion to give them pamphlets, or to talk about how much S.L.A.A. helped you even though that person had never confided in you about his/her problems, and you were working on gossip only.

Attraction is, first of all, living a life based on the spiritual principles of the program. When and if the subject of that person's misadventures in the sexual and romantic arena came up in conversation, you can identify, and perhaps share an example or two about your own addictive history and express gratitude for the change in your life today, again giving a concrete example or two. If that person asks how you did it, you can talk about S.L.A.A. and the program of recovery.

Promotion in the media is using attractive actors to "sell" people on trying the program with promises or examples of recovery, and pictures of people enjoying withdrawal in luxury. Attraction is giving true (but anonymous) stories of people who have recovered, or numbers of people across the world who have found recovery, with true statements about the difficulty of recovery and the help S.L.A.A. can give in terms of support, etc., while people go through the difficult process of turning their lives around.

Promotion is using famous people in recovery as media spokespersons. Attraction is one person making themselves available to invite people to a meeting and using their own story as a way for the other person to identify.

Attraction is Twelfth Step work with humility, one on one. Promotion is Twelfth Step work designed out of ego and "bragging" about the advantages of recovery to others who may or may not have a problem.

.....

I think the line is drawn based on information. If something is done or said to educate others about our program, I don't think that is promotion. Promotion is like a commercial, it tries to sell something. A person has to understand S.L.A.A. before he or she can be attracted to it, so anything we do genuinely to inform more people, has a basis in attraction. However, we cross that line when we push the program or "sell" it, if you will. A campaign ad (ugh) promotes, but a documentary gives us information and may or may not attract us.

.....

The CSTC is a group of volunteers, some of whom were ABM delegates, and others who volunteered out of interest. We do not represent a group conscience of S.L.A.A., but are committed to bringing thoughtful discussion and study of 12 Step Fellowship literature and experience to the questions that are brought to us. Other non-S.L.A.A. literature, such as AA or Al-Anon literature may have been accessed in order to see how other 12 Step Recovery Fellowships have addressed these issues. We offer this summary as the result of our discussions. We present the major points of concern in the hope that wider discussion in the Fellowship will help us evolve our customs and practice of the S.L.A.A. program of recovery to better represent the loving guidance of a Higher Power. Always we affirm the autonomy of each group and the need for each individual to follow her/his own conscience. No decision of this group, or any other, is ever forced upon another, even when we believe a practice is clearly in conflict with the Steps and Traditions.

PAID WORKERS

The comments below were given by various members of the Conference Steps and Traditions Committee and do not represent a group conscience of the entire committee. The opinions expressed here are solely that of the person giving them. Take what you like and leave the rest.

Q – What is your opinion concerning service rotation of paid S.L.A.A. members who work in the service office? And, is it better to employ non S.L.A.A. members as to avoid rotation related problems? (This issue could arise in the FWS office or in international offices.)

.....

As I studied the Traditions to help formulate an answer to this question, I discovered that, in the early days, Al-Anon relied on dedicated volunteers to help out in the office. These volunteers did such a good job at spreading the message that the organization grew, which required hiring paid workers to keep up with the workload. This dilemma encompasses Tradition , "Every S.L.A.A. group ought to be fully self-

supporting, declining outside contributions.” From what I read, that organization uses a combination of paid workers and volunteers. This reduces expenses for the organization. The volunteers most likely rotate more than the paid workers. This honors both the spirit of rotation of service, while still providing much needed continuity.

For the paid workers to rotate frequently, the organization suffers a loss of stability. I think paid workers should be evaluated like in any business and replaced if their job performance does not meet the needs of the organization.

The problem we have at the FWS (our International headquarters) office in San Antonio is that, with no functioning S.L.A.A. meetings, there are no volunteers available. My own belief is that a business system such as ours would function best with a combination of S.L.A.A. members and non-S.L.A.A. members, as well as both paid workers and volunteers.

+++++

The staff members who are employed by the FWS office are paid employees; special workers as defined in Tradition 8. On the volunteer side of service it is important that we have a rotation of service so as to not have one member who has served in a given capacity for so many years that they might, whether wittingly or not, seem to yield undue influence and power in that position. For examples of this, we need look no farther than our BOT. A BOT member is elected for a certain number of years and is restricted from serving more than the specified number of consecutive terms. We also see the same example being carried forth within the Conference Committees, where chairs and vice chairs are elected each year and usually after a couple of terms they voluntarily step aside so that others might assume that "leadership" role. This is also important so as to avoid burnout within committees. ABM Delegates are chosen for 2 years terms by their Intergroups and it is suggested that they serve for no more than 2 consecutive terms. That being said, volunteers who might help out or do work in the FWS office ought also to rotate in order to allow room for others to serve.

However, when it comes to paid employees in the FWS office, whether members or not, we have a different situation. These are not volunteers or trusted servants who are working with either the BOT, a Conference Committee, or even as an ABM Delegate. They are hired and paid to perform certain support tasks for the Fellowship. To require a rotation in these jobs would make it difficult to maintain consistent service to the fellowship in the support areas which they provide. It would also require a hiring and training of new personnel every few years which in turn would give those employees little job security.

As to whether or not it would be better to employ non-members in these positions, I would suggest that it is very difficult to have non-members providing these services because they do not have a good understanding of what S.L.A.A. has to deal with in ways of recovery and the needs which have to be met. Although we have done this in the past, and it is possible that we will have non-member employees in the future, I would personally prefer that we have at least one S.L.A.A. member working in the office in order that the needs of the Fellowship could be met in a timely and appropriate manner. Having employees with some type of 12 Step Recovery experience could be helpful due to the fact that they do have an understanding of the Steps and Traditions which guide us.

These are my feelings and opinions on this question.

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The CSTC is a group of volunteers, some of whom were ABM delegates, and others who volunteered out of interest. We do not represent a group conscience of S.L.A.A., but are committed to bringing thoughtful discussion and study of 12 Step Fellowship literature and experience to the questions that are brought to us. Other non-S.L.A.A. literature, such as AA or Al-Anon literature may have been accessed in order to see how other 12 Step Recovery Fellowships have addressed these issues. We offer this summary as the result of our discussions. We present the major points of concern in the hope that wider discussion in the Fellowship will help us evolve our customs and practice of the S.L.A.A. program of recovery to better represent the loving guidance of a Higher Power. Always we affirm the autonomy of each group and the need for each individual to follow her/his own conscience. No decision of this group, or any other, is ever forced upon another, even when we believe a practice is clearly in conflict with the Steps and Traditions.



The Augustine Fellowship Sex and Love Addicts Anonymous Fellowship-Wide Services, Inc

Local Website Guidelines for Websites Created or Managed by S.L.A.A. Groups or Intergroups

Approved by the BPRC and CIC June 2009
updated by the Web Team June 2010

According to our Fellowship's 5th Tradition, each S.L.A.A. Group has but one primary purpose – to carry its message to the sex and love addict who still suffers. Many S.L.A.A. Groups and Intergroups have created websites to help fulfill this purpose. Such websites can reflect the experience, strength and hope of local S.L.A.A. members, Groups and Intergroups. The following guidelines were created to assist S.L.A.A. Groups and Intergroups in creating and maintaining websites which are locally managed so that they may remain consistent with the Twelve Steps and Twelve Traditions of S.L.A.A. and also ensure the ongoing legal protection of copyrighted S.L.A.A. materials.

12 Recommended Website Guidelines for Groups and Intergroups

1. Clarify that a Group or Intergroup does not speak for S.L.A.A.
 - a. All Groups and Intergroups should display the following statement on their website:
Our [Group/Intergroup] does not speak for all of S.L.A.A. This website is not the official S.L.A.A. Fellowship-Wide Services (F.W.S.) website. We are autonomous except in matters affecting other Groups or S.L.A.A. as a whole.
 - b. The S.L.A.A. acronym may be used as part of a Group or Intergroup name so long as the location and the term "Group" or "Intergroup" are also included. An example would be "S.L.A.A. Denmark Intergroup".
 - c. A link to the Official S.L.A.A. F.W.S. Website at <http://www.slaafws.org> should be displayed.
2. Ensure that the website adheres to the Conference-approval and copyright policies of S.L.A.A.^a
 - a. S.L.A.A. Conference-approved literature passages must be marked with the copyright emblem © and appropriate copyright notice.
 - b. The 300 total word limit on duplication of S.L.A.A. copyrighted material must be observed.
 - c. Conference-approved pamphlets may not be stored or hosted at the website for downloading, but a link may be provided to the pamphlet at the F.W.S. website.
 - d. Any local, non Conference-approved content must be annotated as such.
3. State that S.L.A.A. is a Twelve Step and Twelve Tradition oriented recovery fellowship.
4. Include the Twelve Steps and Twelve Traditions of S.L.A.A.^b
5. Strive for welcome, acceptance, inclusiveness and unity wherever possible.
6. Reflect the Seventh Tradition by being self-supporting through voluntary contributions of local members and be ever mindful of the Third and Sixth Traditions by avoiding sponsorships, endorsements or commercial affiliations.^c
7. Link to other "S" Fellowship Twelve Step programs as appropriate while ensuring that any links to non-S.L.A.A. sites include a non-affiliation disclaimer.^d
8. Respect anonymity and security.^e
9. Consider using the A.A. website, <http://www.aa.org> as a source for ideas since S.L.A.A. is based on the model pioneered by Alcoholics Anonymous.
10. Seek to obtain Group or Intergroup website design and maintenance decisions (e.g., content, presentation, funding, etc.) by the Group conscience of at least two sober members of the Group or Intergroup (preferably those with experience in practicing the S.L.A.A. Traditions). *S.L.A.A.-content websites reflecting the decisions of a single individual are not encouraged.*
11. Establish a minimum level of sobriety from self-defined bottom line behavior for persons designing and maintaining the website which is similar to what is required of other such trusted servants (e.g., meeting secretary, Group treasurer or Intergroup representative) in the region.
12. Ensure the listing of complete, accurate information on how to contact F.W.S.

Address:

The Augustine Fellowship,
Sex and Love Addicts Anonymous,
Fellowship-Wide Services, Inc.
1550 NE Loop 410 Suite 118
San Antonio, TX 78209

Telephone: 210-828-7900

Website: <http://www.slaafws.org>

Email:

<http://www.slaafws.org/contact/General+Questions>

Endnotes:

^a Protecting S.L.A.A. copyright is a very important part of Intellectual Property Rights: Adhere to legal requirements.

When S.L.A.A. copyrighted material is quoted, include the copyright symbol ©, the year in which the work was published, the name of the copyright owner (The Augustine Fellowship, Sex and Love Addicts Anonymous, Fellowship-Wide Services, Inc.) and the title of the piece of S.L.A.A. literature with page #.

Conference-approved pamphlets may not be copied to a personal website or to a meeting or Intergroup website unless explicitly given permission to do so, in writing, by the copyright owner which is F.W.S. (Fellowship-Wide Services, Inc.). It is preferred that a link from the local website be made to S.L.A.A. Conference-approved pamphlets on the official S.L.A.A. F.W.S. Website, <http://www.slaafws.org>.

Please note that the Basic Text (*Sex and Love Addicts Anonymous*) and the pamphlets distributed by F.W.S. are the only S.L.A.A. Conference-approved literature at this time. Currently, a total of 300 words of any S.L.A.A. literature may be copied without the need to obtain permission from S.L.A.A. We provide our seven most important documents (**7 Core Documents of S.L.A.A.**) on the official F.W.S. Website <http://www.slaafws.org>. It is suggested to display links to these files instead of copying the documents for website download.

Be sure to honor the © held by other entities in general.

^b All of the following must be present on the local website exactly as listed below, including the permission statement between The Augustine Fellowship, Sex and Love Addicts Anonymous, Fellowship-Wide Services, Inc., and Alcoholics Anonymous World Services, Inc. Linking to the official S.L.A.A. website instead is permitted and preferred.

The Twelve Steps of S.L.A.A.*

1. We admitted we were powerless over sex and love addiction - that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood God.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked God to remove our shortcomings.
8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
10. Continued to take personal inventory, and when we were wrong promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with a Power greater than ourselves, praying only for knowledge of God's will for us and the power to carry that out.
12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to sex and love addicts, and to practice these principles in all areas of our lives.

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The Twelve Steps of Alcoholics Anonymous ©1955

1. We admitted we were powerless over alcohol — that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood Him.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked Him to remove our shortcomings.
8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
10. Continued to take personal inventory and when we were wrong promptly admitted it.
11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to alcoholics, and to practice these principles in all our affairs.

The Twelve Traditions of S.L.A.A.**

1. Our common welfare should come first; personal recovery depends upon S.L.A.A. unity.
2. For our Group purpose there is but one ultimate authority -- a loving God as this Power may be expressed through our Group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for S.L.A.A. membership is the desire to stop living out a pattern of sex and love addiction. Any two or more persons gathered together for mutual aid in recovering from sex and love addiction may call themselves an S.L.A.A. Group, provided that as a Group they have no other affiliation.
4. Each Group should be autonomous except in matters affecting other Groups or S.L.A.A. as a whole.
5. Each Group has but one primary purpose -- to carry its message to the sex and love addict who still suffers.
6. An S.L.A.A. Group or S.L.A.A. as a whole ought never to 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.
7. Every S.L.A.A. Group ought to be fully self-supporting, declining outside contributions.
8. S.L.A.A. should remain forever nonprofessional, but our service centers may employ special workers.
9. S.L.A.A. as such ought never to be organized; but we may create service boards or committees directly responsible to those they serve.
10. S.L.A.A. has no opinion on outside issues; hence the S.L.A.A. name ought never to be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, TV, film, and other public media. We need guard with special care the anonymity of all fellow S.L.A.A. members.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.

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The Twelve Traditions of Alcoholics Anonymous ©1955

1. Our common welfare should come first; personal recovery depends upon A.A. unity.
2. For our Group purpose there is but one ultimate authority — a loving God as He may express Himself in our Group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for A.A. membership is a desire to stop drinking.
4. Each Group should be autonomous except in matters affecting other Groups or A.A. as a whole.
5. Each Group has but one primary purpose — to carry its message to the alcoholic who still suffers.
6. An A.A. Group ought never endorse, finance, or lend the A.A. name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
7. Every A.A. Group ought to be fully self-supporting, declining outside contributions.
8. Alcoholics Anonymous should remain forever non-professional, but our service centers may employ special workers.
9. A.A., as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Alcoholics Anonymous has no opinion on outside issues; hence the A.A. name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio and films.
12. Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.

^c Non-S.L.A.A. promotion in banners, advertisements, commercial products and services or other activity, seminars, particular philosophies or religions are strongly discouraged, as they violate our Twelve Traditions. Strive to be mindful that such promotion might be distracting or inappropriate during a face-to-face meeting as well as distracting or inappropriate on a website.

^d Suggested disclaimer statement to be present on all pages featuring links to other “S” related websites: Sex and Love Addicts Anonymous neither endorses nor recommends the following organizations; their sites are identified only to provide individuals with the opportunity to learn about other Twelve Step, Twelve Tradition recovery Groups dealing with addiction to sex, love, and relationships.

^e Use firewalls and other security devices as necessary, out of respect for the anonymity of persons accessing the website. Ensure that Group/Intergroup mail contact information is anonymous through aliases, or blind email accounts. List anonymous Group or Intergroup telephone numbers rather than personal telephone numbers.

INTERNATIONAL PAGE



SWEDEN

En livshistoria i SLAA (Sverige)

Så länge jag kan minnas har jag känt mig separerad. Som barn avslöjade jag sällan vad som pågick i mitt inre, rädd för att inte bli accepterad. Vi flyttade till Tanzania där jag hade självsex för första gången, vilket erbjöd en värld av lättnad från min känsla av ensamhet. Snart hade jag en mängd strategier, och pendlande fram och tillbaka mellan att kontrollera eller förlora mig i sex, relationer eller vad som fanns tillgängligt. Till slut kraschade jag i ett nervöst sammanbrott. På mina fötter igen fortsatte jag täckta min inre smärta genom yttre förändringar; som att börja jogga eller skaffa en ny flickvän – men snart var jag tillbaka i min självmedicinering.

Detta mönster upprepade sig ett antal gånger tills jag fann mig "utbränd" på ett tolvstegsmöte. Trots att jag lärde mig stegen hindrade det mig inte från att ha sexuella och/eller romantiska relationer, och efter en konfrontation blev jag ledd av min högre kraft till SLAA. Att tillfriskna betydde att ge upp mina beteenden, känslor, attityder, till och med min kunskap, erfarenheter och mina planer (och slutligen också "min" och "mitt").

Vägen upp verkade gå nedåt även i service; en fungerande ledning i programmet representerades av en upp-och-nedvänd triangel vilket kunde illustrera att ju "högre" serviceposition, desto fler att göra service för. I Sverige ökar antalet människor som söker hjälp; det finns för närvarande ungefär tjugofem grupper, ej inkluderat Skype- och Onlinegruppen. Som ordförande i SLAA Sverige kan jag säga att det finns en bättre chans att tillfriskna här idag, att finna helande från vår separation.

Tillit och kärlek, Mikael

A Lifestory in S.L.A.A. (Sweden)

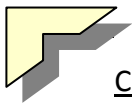
As long as I can remember I've felt separated. As a child, I seldom revealed what happened on the inside, afraid of not being accepted. We moved to Tanzania where I had my first experience of sex with myself, offering a world of relief from my loneliness. Soon I had adopted a range of strategies, swinging back and forth between controlling or losing myself with sex, relationships, or what was available. Finally, I crashed in a nervous breakdown.

On my feet again, I continued to cover my inner pain by making external changes; like jogging or having a new girlfriend – but soon I was back on my self-medication. This pattern turned up a few times until I found myself “burned-out” at a twelve-step meeting. Still, learning the steps didn’t stop me from having romantic and/or sexual relationships, and after a confrontation my higher power led me to S.L.A.A. Recovering meant letting go of my behaviors, emotions, attitudes, even my knowledge, experiences, and plans (and eventually the “my”).

The way up seemed down even in service; orderly management in the program was represented by a triangle standing on its head, which could illustrate that the “higher” the service-position, the more people to be of service to. In Sweden, the number of people seeking help is increasing: there are approximately twenty-five groups, not including a Skype-group, and an online group. As chairman of S.L.A.A. in Sweden, I can say that there is a better chance for recovering here these days, to find healing from our separation.

Faith and love, Mikael

CONFERENCE COMMITTEE CORNER



CONFERENCE BYLAWS COMMITTEE

Revision of By-Laws Proposed by Conference By-Laws Committee (CBC)

The Conference By-Laws Committee (CBC) is proposing a change to Article V, Section 4, of the S.L.A.A. By-Laws. This change will be submitted to the Business Review Subcommittee for inclusion in the agenda of this year’s Annual Business Meeting. The CBC thinks it may be helpful to inform the Fellowship of this proposed change now, in order to begin discussion of the proposal.

The proposal is made primarily to modify the definition of “quorum” in the By-Laws. Other changes are also suggested to make the affected section more understandable. Below is Article V, Section 4, as it currently exists; a description of the changes proposed; then the By-Laws section as it would read after amendment. Questions regarding this proposal may be sent to the committee using the committee communication tool on the FWS website.

Current language found in Article V, Section 4:

The Fellowship-Wide Services Conference will act as advisor to the Board of Trustees and its related service Corporation. A two-thirds vote of all authorized voters who have checked in at the Annual Business Conference shall be considered binding upon the Board of Trustees. A quorum shall consist of all the Conference members registered and seated. The number of Conference members seated shall be the number of voting members signed in at any time during the course of the ABM. This number of seated members can increase but not decrease during the course of the ABM. If an alternate replaces a

seated Conference member, the number of voting members does not change. However, no vote by the Conference may impair the right of the Augustine Fellowship, S.L.A.A., Fellowship-Wide Services, Inc., Board of Trustees to conduct business, meet legal obligations, and exercise its fiduciary obligations to the Corporation. The Board of Trustees should first consult the Conference before taking any action likely to greatly affect S.L.A.A. as a whole. The Board ordinarily reserves the right to decide which of its actions or decisions may require the approval of the Conference.

Problems:

1. Definition of Quorum Currently, “quorum” is defined in our By-Laws as “all the Conference members registered and seated.” From Robert’s Rules of Order Newly Revised, 10th Edition, 2000, page 20, “The minimum number of members who must be present at the meetings of a deliberative assembly for business to be legally transacted is the *quorum* of the assembly” and page 336, “In the absence of a quorum, any business transacted is null and void.” This means that technically, no business can be conducted (certainly no vote can be taken) unless every Conference member is present. If someone needs to be out of the meeting room, then business cannot be conducted. The definition for quorum in the By-Laws needs to be amended to some percentage that allows for potential absences.

The suggested requirement for a quorum is 4/5 of the Conference. This ratio would allow for some absences, but would be high enough to require significant representation of the Conference. The 4/5 requirement would allow a vote of 2/3 of the Conference without all members present voting in favor of a motion. For instance, if the Conference consisted of 60 members, then 48 members would be required for a quorum, but only 40 members would be required for a 2/3 vote of the Conference.

2. Description of “Conference” Current language of the By-Laws defines Conference members participating in the Annual Business Meeting in three ways: “authorized voters who have checked in,” “Conference members registered and seated,” and “Conference members seated.” Using consistent language to describe Conference members in attendance at the ABM would make this section clearer. A suggested change would be “authorized voters who have checked in at an Annual Business Meeting.” Once this is clarified, the section could simply refer to “Conference members.”

3. Conference Vote Binding Board Language regarding a Conference vote which is binding on the Board of Trustees, has become separated from the qualification which applies to it. Putting these two sentences together would make the section clearer.

4. Clean-up Separating the various elements within this section of the By-Laws would make it easier to read. Changing “Annual Business Conference” and “ABM” to “Annual Business Meeting” would make this section conform to standard usage in the By-Laws.

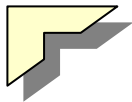
Suggested revision of Article V, Section 4

a. The Fellowship-Wide Services Conference will act as advisor to the Board of Trustees and its related service Corporation.

b. The Conference shall consist of all authorized voters who have checked in at an Annual Business Meeting. The number of Conference members shall be the number of authorized voters checked in at any time during the course of the Annual Business Meeting. The number of Conference members can increase, but not decrease, during the course of an Annual Business Meeting. If an alternate replaces a Conference member, the number of Conference members does not change. A quorum shall consist of 4/5 of all Conference members.

c. A two-thirds vote of all Conference members at an Annual Business Meeting shall be considered binding upon the Board of Trustees. However, no vote by the Conference may impair the right of the Augustine Fellowship, S.L.A.A., Fellowship-Wide Services, Inc., Board of Trustees to conduct business, meet legal obligations, and exercise its fiduciary obligations to the Corporation.

d. The Board of Trustees should first consult the Conference before taking any action likely to greatly affect S.L.A.A. as a whole. The Board ordinarily reserves the right to decide which of its actions or decisions may require the approval of the Conference.



HEALTHY RELATIONSHIPS COMMITTEE

AN INVITATION FROM THE HEALTHY RELATIONSHIPS COMMITTEE

2010-11 TELEMEEETING SERIES – 3rd Saturdays Monthly (DATE CHANGE!)

Topic: Skills for Healthy Loving

- March 19, 2011

Object/ gift love behaviors: giving gifts that demonstrate how much we care for our partner.

Receptional love behaviors: acts and words that show that we appreciate and acknowledge when any of the previous behaviors were done for us.

JOIN US AS WE EXPLORE HEALTHY LOVE BEHAVIOR!

This is the last one-hour Telemeeting for this topic, it will be on **Saturday, at 9:00am Pacific /12:00 PM Eastern / 5:00pm London**. SLAA members may attend any or all meetings without RSVP. Access code for everyone is **225844#**. To receive our schedule of telephone meetings and topics simply email:

<http://www.slaafws.org/contact/chrc>

****Call is recorded for later playback.****

Playback number: 712-432-1281 with same access code

Call in numbers:

US: (712) 432-1600

Austria: 0820 4000 1552

Belgium: 070 35 9974

France: 0826 100 256

Germany: 01805 00 76 09

Ireland: 0818 270 021

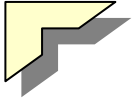
Italy: 848 390 156

Netherlands: 0870 001 920

Spain: 902 886025

Switzerland: 0848 560 179

UK: 0844 581 9102



CONFERENCE SERVICE COMMITTEE

VACANT VOLUNTEER SERVICE POSITIONS

February 2011

The Conference Service Committee (CSC) is committed to informing members of Conference committee vacancies. We hope you will print this and share it with your friends at your home group and Intergroup. All S.L.A.A. members, including both non-delegates and former delegates, are welcome to serve in these positions. Service by former delegates is especially helpful with institutional memory. There are no length of 'time in program' or sobriety requirements for these service positions.

Any trusted servant may submit vacancies for inclusion in future announcements using the e-mail form at www.slaafws.org/csc. Use the same form to remove vacancies from the list.

Conference Committee Officers

- Anorexia Committee Vice Chair
- Conference Charter Committee Secretary
- Diversity Committee Vice Chair
- Healthy Relationships Committee Vice Chair
- Literature Committee Secretary
- Service Committee Vice Chair
- Sponsorship Committee Chair

Conference Committee volunteers needed

- Long distance sponsorship program
- Concepts Subcommittee members
- 12X12 Book Project Subcommittee
- Literature Committee

- Literature Committee Liaison Subcommittee
- Traditions Study Subcommittee members
- Writers/Editors

Become a 'Friend' of a Conference Committee

- "Friends" of the 12X12 Book Project
- "Friends" of the Anorexia Committee
- "Friends" of the Literature Committee
- "Friends" of other Conference Committees and Writing Groups

Writing Groups Seeking Members

- 12x12 Book Project
- 40 Ways to Serve Writing Group
- Anorexia Recovery Tools Writing Group
- Help for the Newcomer: Getting Started
- Service Sponsorship Writing Group
- Sponsorship Pamphlet supplement Writing Group
- People of Color Pamphlet (POCP) Writing Group
- S.L.A.A. Recovery Tools Writing Group
- Sober Surfer Writing Group

For more information or to volunteer, email us using the www.slaafws.org/csc form or call or write to:
Fellowship Wide Services Conference Service Committee
1550 NE Loop 410 Ste 118
San Antonio, TX 78209-1626
210-828-7900 or Fax 210-828-7922

Questions, comments and suggestions are welcome.
RonG, CSC Chair

LADDER OF SERVICE (member/group/Intergroup/Conference) Sun-13-Feb-2011

The Conference Service Committee (CSC) is asking Conference Committees, local groups and Intergroups to consider how members move into service. Some types of service require no preparation, while other types may require a far greater commitment and level of preparation.

The CSC is designing a 'ladder of service' that may help members assess their service choices. The goal of the service ladder is to better prepare members for service at the Conference level and perhaps increase the number of available experienced candidates for Conference Committee work. Other goals are to provide the Conference Committees with continuity and to promote rotation of service.

The concept of a service ladder is not new and many groups and Intergroups currently have guidelines or a system for introducing members into various levels of service. The ideas on this ladder are –only– suggestions. A few of these activities require election by a group, but many are available to anyone choosing to volunteer and can be used by a group or Intergroup at any time.

The suggested rungs on the ladder are considered a start and do not need to be followed in the order listed. Variations are welcome, as groups and Intergroups are unique and autonomous. Discussions among Conference members, Conference Committees, Conference Friends, Intergroups, Groups and members are encouraged.

The CSC has a particular interest in how members become elected Delegates. Preparation that can familiarize a member with Conference work before being elected Delegate is to our Fellowship's advantage. For that reason, the CSC suggests Alternate Delegates serve on a Conference Committee of their choice before Delegate candidacy.

The CSC suggests that future Delegates and Alternate Delegates participate on a Conference Committee before volunteering to be a Delegate or Alternate Delegate, or start as soon as they are elected.

The CSC suggests that past Delegates serve on a Conference Committee for at least 2 or 3 years after attending an ABC/M.

For more information or to volunteer at the FWS level, contact the CSC (Conference Service Committee) or any Conference Committee using www.slaafws.org/committeecontacts.

Ladder of Service

Local face-to-face (f2f) meetings:

- Set up
- Clean up
- Coffee maker
- Greeter(s)
- Meeting Leader – reads the format and calls upon shares
- Timekeeper
- Literature person (sales of Conference Approved Literature)
- International Representative
- Information person – provides copies of information available by email or from the web. (Includes copies of draft literature being prepared for Conference Approval.)
- Group Secretary
- Group Chair
- Group Treasurer
- Meeting Material Custodian (box keeper)
- Other local f2f meeting service positions
- Key holder (person with the key to the church or meeting location)
- Intergroup service (optional) without being the Intergroup representative
- Intergroup Representative

Local Intergroup meetings:

- Contact your Intergroup or Group's Intergroup Representative for service opportunities

International (FWS) level service – Conference Committees, Conference Subcommittees and Writing Groups:

- Friend of Conference Committee(s)
- Non-delegate newcomer to Conference Subcommittee service
- Non-delegate newcomer to Conference Committee service
- Writing Group member
- Writing Group Chairperson
- Conference Literature Committee (CLC) liaison to a Writing Group
- Conference Committee member
- Conference Subcommittee Vice-Chair
- Conference Subcommittee Chair
- Alternate Delegate of Intergroup or Lone Group
- Delegate of Intergroup or Lone Group
- Service Sponsor (A service sponsor may sponsor a number of members regarding service and Traditions and ideally announce their availability to do this at meetings.)
- Conference Committee Vice-Chair
- Conference Committee Chair
- Conference Committee Mentor – mentoring Chair, Vice-Chair, Subcommittee Chair(s) and Vice-Chair(s), members, newcomers, inquirers and visitors based upon prior Conference Committee experience, strength and hope. (This person might hold a position of Conference Committee Vice-Chair.)

CONFERENCE COMMITTEE LIST 2010/11

Created by the Service Committee (CSC)

What is a Conference Committee?

Conference Committees are made up of members (not limited to delegates) serving in small groups throughout the year, who focus on specific projects such as literature, outreach, and other methods of member support. Through telemeetings and email, the Committees prepare suggestions for consideration by the entire conference.

There are no 'time in program' or sobriety requirements to do service on most Conference Committees.

We hope you will print this and share it with your friends at your home group and Intergroup. All S.L.A.A. members, including both non-delegates and former delegates, are welcome to serve these committees.

Conference Anorexia Committee (CAC)

Compiling anorexia stories, writing anorexia literature and supporting anorexia recovery

Conference By-Laws Committee (CBC)

Maintains and updates the S.L.A.A. By-Laws with the BOT

Concepts Subcommittee

Developing S.L.A.A.'s 12 Concepts

Conference Charter Committee (CCC)

Facilitates the Annual Business Conference Meeting (ABC/M) with the Board of Trustees (BOT) and F.W.S.

Conference Diversity Committee (CDC)

Helps to promote diversity and unity in S.L.A.A.

LGBT Subcommittee

Lesbian, Gay, Bisexual and Transgender support

Conference Finance Committee (CFC)

Works with the BOT to increase S.L.A.A. donations and to distribute monies to the Conference committees based on availability and requests

Conference Healthy Relationships Committee (CHRC) *Develops S.L.A.A. Step-based and God-centered skills and tools to maintain healthy relationships with ourselves, God and others*

Conference Interfellowship Committee (CIFC)

Shares information with other "S" 12-Step programs in the spirit of boosting resources to S.L.A.A. members.

Conference Internet Committee (CIC)

Works with the BOT to develop and maintain S.L.A.A.'s Internet presence and to address associated legal and 12 Step/Tradition issues

Conference Journal Committee (CJC)

Assists the Editor with developing articles and increasing subscriptions

Conference Literature Committee (CLC)

Supports the creation, development and editing etc. of Conference-approved literature

Conference Prison Outreach Committee (CPOC)

Helps the addicts that still suffer within the prison community

Conference Public Information Committee (CPIC) *Works with the BOT to deal with public information inquiries*

Conference Service Committee (CSC)

Works to increase member service commitments through education and other supports

Conference Sponsorship Committee (CSPC)

Encouraging and promoting sponsorship among the members of S.L.A.A.

Conference Steps and Traditions Committee (CSTC) *Answers membership inquiries via the Conference regarding Step and Tradition issues.*

12&12 Book Project Subcommittee

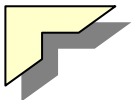
Creating an S.L.A.A. Twelve and Twelve Book

****Traditions Study Subcommittee**

Provide diverse non-authoritative experience, strength and hope on questions relating to the Steps and Traditions.

Conference Translations Committee (CTC)

Translates S.L.A.A. literature and deals with copyrights



CONFERENCE STEPS AND TRADITIONS COMMITTEE

TRADITIONS STUDY SUBCOMMITTEE

The CSTC Traditions Study Subcommittee has completed responses to several questions presented from the Fellowship. These questions and responses are published elsewhere in this issue. We have been working on a combined sharing sheet on Step 12, which will be submitted to the 12 & 12 Book Project.

We are in need of members to work with this committee. Currently, we have only about 4 active members. You do not need to be a delegate to participate, only the willingness to study and work with the Steps and Traditions. We welcome everyone and are especially interested in seasoned members of the Fellowship to help us in this work. Those who are less experienced will gain much from working alongside those who have had several years of experiences.

If you would like to serve with us or if you have a question around one of the Steps or Traditions, please contact us at www.slaafws.org.

Be sure to read the separate report from the 12 & 12 Chair.

Yours in Service,

Garry K., CSTC Chair

12X12 Subcommittee

If you have submitted shares electronically for the 12x12 book project,
please read this article.

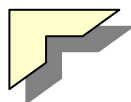
Recently it has come to the 12x12 committee's attention that some of the electronically submitted sharing sheets are not in our files. From what we can surmise, some of the submissions that were made electronically were solely in the possession of our former chair, John S. As many of you know, John suffered an untimely death last year and we do not have access to the files on his computer. If you originally submitted your shares via the web between April 2008 and April 2010, we are asking you please to resubmit them. Just to reassure you, we have the bulk of the sharing sheets (because of electronic backup on the website), but are concerned we may not have them all. So, while in all likelihood we already have your sheets, we're asking that you resubmit them because we wouldn't want your input to be lost. We apologize for any inconvenience and hope that you will bear with us as we attempt to reconstruct what we fear has been lost. Progress, not perfection.

In service, Stephen S., Chair, 12x12 subcommittee

Update on the 12x12 Project

The 12x12 committee continues to work at organizing shares and planning our strategy to complete the writing of our Fellowship's version of the Twelve Steps and Twelve Traditions book. We are still accepting shares from our members and are in particular need of reflections on the higher Steps and on each of the Traditions. You can submit them by simply attaching a Word file to the online form at the FWS website. To see some examples of the writings that have been submitted, please check out the website.

In service, Stephen S., Chair, 12x12 subcommittee



CONFERENCE LITERATURE COMMITTEE

Conference Literature Committee

www.slaafws.org/clc

CLC Mission Statement

The Conference Literature Committee (including its subcommittees, writing groups, and partner service bodies) encourages and participates in the planning, writing, editing, and approval of S.L.A.A. literature.

Greetings from the Conference Literature Committee!

The Literature Committee welcomes and encourages volunteers to join the Literature Committee, become a "Friend" of the Literature Committee, or to join a Writing Group.

BECOME A FRIEND OF THE LITERATURE COMMITTEE

We invite you to participate in the S.L.A.A. literature creation process in any way that works for you.

The Conference Literature Committee (CLC) has a new level of participation called CLC "Friends."

CLC "Friends" is an email list you can join to receive regular information about CLC activities, review preliminary drafts, and learn of opportunities to be of service in the creation of new S.L.A.A. Conference-approved literature.

Contact the Literature Committee to join this email list.

New Literature

We encourage anyone currently working to create new S.L.A.A. draft literature to contact the Literature Committee. We may be able to help, and it is important that we work together.

All Conference Literature Committee draft manuscripts are now denoted as follows:

© 2011 The Augustine Fellowship, Sex and Love Addicts Anonymous,

Fellowship-Wide Services, Inc.

All Rights Reserved.

This is non-Conference-approved literature.

To volunteer, ask questions or make suggestions please contact the Literature Committee through the Fellowship Wide Services web site (www.slaafws.org/clc) or call or write to:

Fellowship Wide Services Conference Literature Committee

1550 NE Loop 410 Ste 118

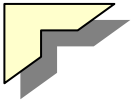
San Antonio TX 78209-1626

210-828-7900 or Fax 210-828-7922

Respectfully submitted,

RonG, CLC Chair

Brian R, CLC Vice Chair



CONFERENCE PRISON OUTREACH COMMITTEE

The CPOC continues to work with requests from inmates all around the USA with pen pal/sponsors and literature. We have recently received requests from several in California who are seeking pen pals. If there are members on the West Coast, or anywhere else, who would be interested in this important service, please contact us through the FWS website www.slaafws.org and we will send you the guidelines for writing along with some names and addresses. The need is great and we can use all the volunteers we can get. Intergroups are also welcome to become involved in this important work.

We have recently received a request from an institution in an eastern state which would like to have S.L.A.A. meetings reinstated for their inmates. We have contacted the nearest Intergroup to aid in getting this work started.

We are currently working on a simple English version of Chapter 4 of the Basic Text (the 12 Steps). This is a project which was started several years ago, but somehow lost steam and has not materialized. We have an inmate helping with the writing in order to keep the language as contemporary as possible. We are seeking to find a middle ground which will serve the educated inmate as well as the undereducated inmate. Our goal is to have a draft copy ready to go to the Literature Committee for review during the current calendar year. This will be a great tool for the inmates, as well as for others who might find reading and understanding the 12 Steps to be challenging.

Yours in Service,

Garry K., CPOC Chair

FWS Newsletter Submission Format

It is very exciting to see how many of you are interested in submitting articles and reports to the FWS Newsletter. It is even more exciting to know the number of readers continues to grow. In order to maintain the integrity of the FWS Newsletter, I would like to encourage you to read and use the following guidelines when submitting articles and reports to the FWS Newsletter.

- ❖ Please use the email address created specifically for submissions to the FWS Newsletter, <http://slaafws.org/fwsnews-submit>
- ❖ Please make submissions in a .doc or .docx file, with the exception of flyers created for specific events or requests. Doing so helps the editor to make changes (usually for increased readability and continuity of print, minor grammatical errors) to the document.
- ❖ Please remember to maintain anonymity. Use First Name and Last Initial.
- ❖ Please follow the motion passed to place periods between the initials in our abridged name in any written material that is made public. It should look as such: S.L.A.A.
- ❖ Please submit your articles and reports in a timely fashion. In each edition of the FWS Newsletter, the deadlines are published.
- ❖ Please remember that the FWS Newsletter is not a recovery-oriented publication. It is not to be confused with the *Journal*, which publishes articles of recovery. All submissions must have the mission of the FWS Newsletter at its center, which is to publish items related to S.L.A.A. business, committee, office, and BOT news, and to share this information as widely as possible in order to keep all members, near and far, up-to-date with the business happenings of the Fellowship.
- ❖ The deadlines are:
 - May 15, 2011
 - August 14, 2011
 - November 13, 2011
 - February 12, 2012
 - May 13, 2012

If there are any concerns, questions, or comments re: the FWS Newsletter, you may contact the editor, Deb W., <http://slaafws.org/contact/newseditor>

Respectfully submitted, Deb W.

F.W.S. Staff Position Available

Mailroom Associate

Regular Part-Time: 20-25 hours per week at \$10.00 per hour to start

Non-exempt hourly work

Head office San Antonio, Texas-address below

Skills needed: Computer skills using MS Word, MS Outlook, and MS Excel

Able to create labels and packing slips

Medium math skills for filling orders

Capable of lifting boxes of at least 40 lbs

Some phone answering and phone message retrieval

Accurate record keeping of orders filled and mailed

Filling, packaging, and shipping orders

Personal requirements: Twelve Step recovery experience helpful

18 yrs of age or older with valid driver's license

High school diploma

For more information and/or to submit a resume:

Contact: Rita Hurley, F.W.S. Office Supervisor
<http://www.slaafws.org/contact/RH>
call (210) 828-7900
fax (210) 828-7922