



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

BOARD OF TRUSTEES INTERIM MEETING MINUTES

5 April 2025

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

<https://www.worldtimebuddy.com/pst-to-utc-converter>

1) Opening Matters

- Check-Ins/Sobriety Statements – Phoenix G. (TX), Rick B. (FL.), Jack F. (AUS), Jeff R. (WA), John S. (CA), Patrick D. (UK), Ari F. (NJ), Chris D. (CA)
- Regrets: None
- a) Readings:
 - [Twelve Concepts](#) – Concept 4 - (Non-Chair Member with most seniority) – **Phoenix G.**
 - [Twelve Traditions](#) Tradition 4 - (Member next most seniority on the BOT) – **Rick B.**
 - [BOT Preamble](#) - *Sex and Love Addicts Anonymous is a Twelve Step, Twelve Tradition oriented fellowship based on the model pioneered by Alcoholics Anonymous. The only qualification for S.L.A.A. membership is a desire to stop living out a pattern of sex and love addiction. S.L.A.A. is supported entirely through contributions of its membership and is free to all who need it. The BOT meeting is a business meeting. We are the business arm of our recovery organization. Respecting the Second Tradition, we need to put individual feelings aside when we work for the BOT and focus on what serves the Fellowship best. This is a job. We are trusted servants. We abuse that trust when we do not act professionally in discharging the business of the Fellowship.* – (Member with the third-most seniority on the BOT) – **Jack F.**

Start Recording (*9) and turn on transcript

2) Assign roles

- a) Facilitator – **Chris D.**
- b) Record Keeper – **James B.**
- c) Timekeeper – **Jeff R.**
- d) Spiritual Reminder – **All**

3) Announcements

- a) ONR charged us again and Phoenix reached out. They're supposed to refund it but we haven't received the 2024 partial refund and Phoenix continues to reach out.

- b) BDC is looking for a whistleblower investigator.
- c) All email votes have to have the consent of all BOT members, which means no abstentions, per the By-laws.
- d) Delivery of 10,000 Basic Texts on or about Thursday, 27 March. There was minimal damage if any in the shipment.
- e) Server purchase status.

4) Approval of Today's Agenda - (BOT Agenda 5 April 2025)

- a) May add to agenda an item - the email about adding language to the motion made at the Board meeting on Mar 1 about the scholarship.

No objections, Approved

5) Approval of last Month's Minutes - BOT Minutes:

- a) *8 June 2024 (Approved via email but with abstentions so vote needed again during meeting)*

Vote: 3-1-4, Approved by a majority of trustees of the previous conference year.

- b) *5 October 2024 - Motion to Table 4-4-0 did not pass. **Pass 5-3-0. Vote: 5-3-0, Approved.***
- c) *2 November 2024 - **Approved 5-2-1***
- d) *7 December 2024 - **Approved 7-1-0***
- e) *4 January 2025 - Tabled*
- f) *1 February - Tabled*
- g) *1 March - Tabled*

6) Monthly Action Items

- a) Forward the approved BOT Minutes to the ED for posting to the website – **BOT Secretary**

7) Routine Reports

- a) **MOTION:** To approve the webmaster to purchase a server for the fellowship for an amount not to exceed 4,000 USD.

Round Robin:

- Since it exceeds \$3,000 USD approval must come from the Board.
- Several cost assessments were explored.
- Original server cost \$9,000 USD several years ago.
- Same level server today would cost about \$2,500 USD.
- Upgrading to a next level server is expected to cost about \$3,500 USD.
- Suggestion to raise the matrix limit so the BFC can approve in the future.

- The potential risk of cost, time and effort that would be needed for data recovery if a crash were to happen makes the investment crucial.

Vote: 8-0-0, Approved.

b) **Treasurer Report** - Full financials are posted on the BFC website:

- Net operating income is ahead of expenses by 51,000 ytd. Favorable to budget of 3,000 by 48,000.
- Same five months last ytd was +15,000.
- YTD expenses are underspent by 5,000.
- Literature and merchandise sales improved in February. Another good month would put us on budget for literature and merchandise sales.
- Contribution status:
- On budget for Individual contributions at about \$18,000 without the bequest of about \$21,000.
- \$10,000 above budget ytd for Groups and Meetings donations. NY Men's group is the largest donor for individual Meetings outside of the Jordan bequest.
- \$4,500 above budget through February for Intergroups donations.
- Houston and GDVI are the largest contributors from the 1976 campaign.
- Australia and Ireland will be the highest International contributors for this quarter.

BUSINESS

ELEVATED PRIORITY:

- a) Vote on Non-BOT Board Committee Members - none.
- b) **MOTION:** To approve GDVI for hosting Intergroup of the 2025 virtual ABC/M. Motion by: (Ari F./Chris D.) Vote: 7-0-1, Approved.
- c) **IFD:** Options for 19 April 2025 meeting, 4:00 a.m. and 7:00 a.m. UTC? Will be at 7:00 a.m. UTC - no objections.
- d) **IFD:** Options for 17 May 2025 meeting, 4:00 a.m. and 7:00 a.m. UTC? Will be at 4:00 a.m. UTC - no objections.
- e) **IFD:** Options for 21 June 2025 meeting, 4:00 a.m. and 7:00 a.m. UTC? Will be at 7:00 a.m. UTC - no objections.
- f) **IFD:** Options for 19 July 2025 meeting, 4:00 a.m. and 7:00 a.m. UTC? Will be at 4:00 a.m. UTC - no objections.

g) **IFD:** Update on BABMPC.

BABMPC Mission Statement:

The Board Annual Business Meeting Planning Committee (BABMPC) is a task-oriented, deadline-driven work group committed to executing specific responsibilities efficiently and collaboratively. Unlike a traditional Board of Trustees (BOT) committee, the BABMPC focuses on action and implementation to meet deadlines for the Annual Business Conference/Meeting (ABC/M), over policy formulation.

To ensure effective decision-making, the BABMPC includes designated roles: the BABMPC Chair chosen by the BOT, BOT Chair, F.W.S. IT Contractor/Webmaster, F.W.S. General Manager/Executive Director, Conference Charter Committee (CCC) Chair, second CCC Member chosen by the CCC, Board Finance Committee (BFC) designated representative, Board Technology Committee (BTC) designated representative, Conference Finance Committee (CFC) designated representative, and Local Planning Committee (LPC) designated representative.

The BABMPC maintains structured practices and procedures, managing meeting participation to uphold productivity. Attendance and observation are determined solely by the BABMPC on a meeting by meeting, case by case, basis. Any non-BABMPC attendees, including additional BOT members, may only attend with prior approval of the BABMPC and may speak if permitted by the BABMPC. By adhering to these principles, the BABMPC fosters transparency, collaboration, and efficiency in fulfilling its mission.

(Executive Session held / returned and now at end of 2nd hour)

h) **MOTION:** The Board commission a comprehensive report from the Board Publishing and Distribution Committee (BPDC) regarding potential strategies for international distribution. (Patrick D. / Jack F., 1 Mar 2025)

Intent: The report would include an explorations of international distribution avenues and their viability with a view to addressing the BFC's concern about high international shipping costs:

- International Distribution Channels: Comparing distribution models e.g. intergroup partnerships, direct sales, and print on demand models.
- International Printing Companies: Identifying and evaluating potential printing partners in various regions.
- Warehousing and On-Demand Services: Investigating the feasibility of establishing international warehousing and on-demand printing/fulfillment solutions.
- Any other suggestions: e.g. suggestions coming through on this email chain including Ari's suggestions
- Following the presentation of the BPDC report, I recommend that we hold an executive session to discuss the implications of the research and potential strategic directions.

Subsequently, I expect that the report would be referred to the following Board committees for further consideration with the executive session's discussion in mind:

- BCTC: To analyze and provide recommendations on licensing and royalty rates, potential contractual agreements, and identify any administrative/copyright hurdles associated with international licensing, suggesting amendments to any BPDC proposals with this in mind
- BHRC: To assess the organizational and structural implications of international expansion, including potential changes to corporate structure and future personnel considerations.
- BFC: To evaluate the financial implications of the proposed strategies, any increased design costs and profit shares.
- BPDC: To review and discuss the implications for design work, and assess the feasibility of any required new designs in order to meet any new requirements.
- BOC: To analyse the BPDC report in terms of international outreach considerations.

This multi-faceted approach will ensure that all aspects of international distribution are thoroughly evaluated, and that the Board is well-informed before making any strategic decisions.

I believe that exploring international distribution alternatives represents a significant opportunity for savings but is also a matter that must be handled with the utmost care and consideration. I am confident that the BPDC can provide valuable insights and recommendations to prepare us to make some decisions for the good of all. If there is a willing second, we could vote on whether to commission this report.

Round Robin:

- We are a worldwide fellowship so it makes sense to publish logistically in other countries for our literature to be economically available globally.
- Working with the Board Copyright and Translation Committee, the project could prove to be a good new income stream for the fellowship.
- Sometimes we spend more on international shipping than the amount received for the order.
- The BCTC are doing the research for copyright and royalty needs. BCTC has licensing agreements in place with intergroups regarding translations for digital copies. So we could use their model for contracts and royalty rates.
- For some countries to publish they would have to incorporate in their own countries and that can be very expensive. We would be helping them by setting them up on our accounts.

Vote: 8-0-0, Approved.

- i) **IFD:** Add all BOT members to all board committee google groups, to attend if they want; 3rd BOT members for board committees with low attendance. (Phoenix G., 1 Sept 2024)

Intent: For BOT members to attend any of the Board Committees that they want. To gain support for committees that are not well attended.

Round Robin:

- Historically, only two Board members have been allowed on Board Committees.
- The current Board seems to be okay with Board members to attend other Board committees.
- Unable to get group conscience with only two people.
- B7TC requests that the Board assign additional Trustees.
- Don't like the idea of just adding Board Members to a Google Group.
- If they would like to be a part of a Google Group that is fine.
- Historically, Board committees have been assigned a Board Member and a 2nd Board Member. A 3rd Board member has never been assigned.
- The environment of the current Board seems to be okay with Trustees attending more committees. For example, the BFC has been inviting other Trustees to attend in order to be better informed to save time in the BOT meeting.
- Some committees attract more people to their committees than others. Maybe a better strategy is to assign more Trustees to a committee to make it better attended.
- Don't think they need to be assigned but should be able to attend as a general member if they want.
- The more that attend the BFC committee the better chances are of getting things passed. Don't always have enough time on the BOT meeting so the more Board members attending would make it easier to discuss projects that are needed.
- B7TC is very important and could use more members.
- Possibly have a B7TC party and invite a friend along to possibly get members to join. Some BOT members already have plenty that they are focused on and want to do, and are not interested in being in additional groups.
- No committee should operate with only 2 members. It is the responsibility of the board committee chair to populate their committees. The Board Development Committee (BDC) is there to assist to gain participants.
- When several trustees attend it looks like the BOT trying to get their way.
- 3rd Concept - The "Right of Participation" is maintained by allowing members the opportunity to cast one vote up to the level at which they are trusted servants. Unless a Board Member is elected to a committee they shouldn't show up. It's about a process of being elected to that position.
- 12th Concept c. - will not be in a position of unqualified authority over others.
- Not interested in being on additional email groups.
- Didn't realize it wasn't appropriate to attend other Board meetings if you are not assigned to them.
- Need to ensure that we don't burn every one out on the Board. Less interested in assigning a 3rd board member to a committee. We need to be looking outside of the BOT for participation.
- Would like the Board to make an assessment of Board committees to be sure they are operational and possibly assign a third member. The B7TC needs to be staffed as part of a fiduciary responsibility of the Board.

MOTION: (Phoenix G./Jeff R.) By December of a new conference year, board committees with less than three members be assigned a third board member.

Round Robin:

The challenge is that instead of being a collaborative effort between the Board and the Fellowship, it's just going to three Trustees. Every Trustee is the chair of a Board committee. The challenge is that if a Trustee is on a whole bunch of board committees, it dilutes the energy that the Trustee is supposed to be putting into their own committees that they are responsible for.

Trustees need to put energy into populating their committees and hopefully have them staffed for the next Board Chair.

Like the idea of being able to attend other Board committees and like the fundamental principle of the motion, but not as currently stated.

While in principle, the chair of the board committee is responsible to populate their own committees, it is still the board's responsibility to provide the committee with the resources necessary to get tasks done.

Don't like the word assign, but a committee should not be operating without a minimum of 3 members.

Not in favor of assigning a 3rd member but rather come to the board and say, "Hey can you help me find members to join?"

Motion Withdrawn (Phoenix G. / Jeff R.)

MOTION: (Phoenix G. / Jeff R.) By December of a new conference year, the BOT investigate adding a third board member to board committees with fewer than three members.

I think it can be something that the Board Committee Chair can ask, rather than it has to be a motion and make it binding. I think that no Board committee should have only two people. There is no group conscience with only two people. Rather have it be added to the Board manual and the Orientation.

It is impractical to have a future Board member required to "investigate" Board Committees.

Just having people show up that don't know the backstory and procedures that some of the committees operate isn't particularly helpful for some of the committees.

Motion Withdrawn (Phoenix G. / Jeff R.)

j) **IFD:** S.L.A.A. Meeting Finder (Rick B., 2 April 2025)

BTC has discussed getting a new and more functional Meeting Finder. The current platform Caspio is not meant for being able to search for meetings like members want. It's cost is about \$253 per month (> \$3,000/yr) and requires a lot of manual work.

BTC suggests using Code for Recovery, an Application Programming Interface (API) which is an overlay used with WordPress.

Benefits of using the Code for Recovery API:

- Has a startup of about \$600 for the entire year.
- Open source.
- Directly in contact by WhatsApp with the people who work the code.
- Groups would be given an opportunity to post a page for themselves.

- Used by several other twelve step programs.
- Any intergroup that uses WordPress would have their info updated once every day.

BTC has approved the idea and will need the funds to get started.

Round Robin:

- Will it translate meeting times from other time zones?
- Will it be able to detect duplicates?
- Is Code for Recovery our best option?
- If any intergroup can put up their own site, will it allow poaching or links to fraudulent websites?
- The system that we already use is designed for a database not for a meeting finder.
- Currently there is a lot of inconsistency in the ability to find meetings.
- The BTC says this is the way to go because it doesn't cost a lot to get started and doesn't cost anything once it is up and running. The team writing the code is doing it for their own passion and service.

No Opposition

Remaining Items Tabled for Future Board Meeting

- k) **IFD:** Updated Harassment Policy (Placeholder)
- l) **IFD:** Determine BOT Comments on motions/IFDs for 2025 ABM and who will make those comments (second agenda distributed to Fellowship May 4 and third, June 23, 2025). Quotes below the description are the comments determined by the 2023-2024 BOT.

ITEM NUMBER	MOTION/IFD	DESCRIPTION
25o01/22-01	IFD	Discuss the proposed Second Edition of the Basic Text, "book" portion (everything except the personal stories). "The Board of Trustees look forward to hearing what the conference has to say on this IFD."
25o02/24-01	IFD	Discuss proposed new and revised personal stories for the Second Edition of the Basic Text "The Board of Trustees look forward to hearing what the conference has to say on this IFD."
25o03/23-06	Motion	Publish revisions to the pamphlet, "Anorexia: Sexual, Social, Emotional," and update the corresponding anorexia Core Documents. "The Board of Trustees support this motion and look forward to hearing what the conference has to say on it."
25o04/20-04	Motion	Publish the book, "A Framework for Living: The Twelve Steps, Twelve Traditions, and Twelve Concepts of Sex and Love

		<u>Addicts Anonymous.</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this Motion."</u>
25o05/24-02	<u>IFD</u>	<u>Discuss proposed revisions to the "S.L.A.A. Preamble."</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this IFD."</u>
25o06/24-03	<u>IFD</u>	<u>Discuss proposed revisions to "The Twelve Recommended Guidelines for Dealing with the Media."</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this IFD."</u>
25o07/24-04	<u>By-Laws Motion</u>	<u>Update the F.W.S. Office address.</u> <u>"The Board of Trustees support this motion."</u>
25o08/24-05	<u>IFD</u>	<u>Discuss proposed "Characteristics of Fantasy Addiction" and "Signs of Recovery from Fantasy Addiction."</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this IFD."</u>
25o09/22-02	<u>Motion</u>	<u>Publish the booklet, "Making the Most of Meetings."</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this Motion."</u>
25o10/23-04	<u>By-Laws Motion</u>	<u>ARTICLE X: Specify what type of members may vote to approve indemnification.</u> <u>"Texas law regarding Indemnification is an in-depth topic and this motion has not been reviewed by a lawyer licensed in Texas. The Board of Trustees seek clarification before we can support this Motion."</u>
25o11/24-06	<u>By-Laws Motion</u>	<u>ARTICLE X: indicate that FWS "Trustees" are "Directors" as defined by Texas law.</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this Motion."</u>
25o12/24-07	<u>By-Laws Motion</u>	<u>ARTICLE VI: indicate that FWS "Trustees" are "Directors" as defined by Texas law.</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this Motion."</u>
25o13/21-17	<u>Motion</u>	<u>Create the Conference Fantasy Addiction Committee (CFAC)</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this Motion."</u>
25o14/24-08	<u>IFD</u>	<u>Discuss the proposed booklet, "Strengthening Sobriety Through Sponsorship" and retiring the current Sponsorship pamphlet.</u> <u>"The Board of Trustees look forward to hearing what the conference has to say on this IFD."</u>

25o15/23-12	<u>IFD – May be converted to Motion</u>	<u>Does the “50th Anniversary Basic Text” draft reflect “light editing?”</u>
25o16/23-13	<u>IFD – May be converted to Motion</u>	<u>Create a Conference Technology Committee.</u>
25o17/23-16	<u>IFD – May be converted to Motion</u>	<u>Adopt a proposed safety statement as a Core Document.</u>

REGULAR PRIORITY:

- j) **MOTION:** All F.W.S outreach materials must be within seven years of board’s approval. (Jack F., 27 Aug 2024)
- k) **MOTION:** To make the F.W.S. office update all conference committees contact us pages with the new chairs & bot liaisons within four weeks from the ABC/M. (Jack F., 8 Sept 2024)
- l) **IFD:** please add board committee information getting posted to F.W.S. site with descriptions and/or applications. (Ari F., 9 Oct 2024)
- m) **MOTION:** All future policies be drafted using the term "persons" and remove all pronoun references. Current policies will incorporate ‘persons’ terminology and remove all pronoun references when they are next revised. (Chris D. / Ari F., 21 Oct 2024)
- n) **MOTION:** Approve the CHRC Healthy Relationship Bundle, proposed by the CHRC, for sale on the FWS website. (Phoenix G., 30 Oct 2024)
- o) **MOTION:** The Executive Director has the authority to make non-substantive changes to S.L.A.A. policies to ensure consistency, clarity, and alignment without requiring prior approval from the Board of Trustees (BOT). Non-substantive changes are edits that do not alter the intent, meaning, or fundamental provisions of a policy. Examples include: Correcting typographical errors, grammatical issues, or formatting inconsistencies and updating references to addresses or committee titles, for example. The Executive Director will notify the BOT of any non-substantive changes at the next scheduled BOT meeting or before. A record of all non-substantive changes will be maintained and made available for review. (Chris/John, 18 Nov 2024)
- p) **IFD:** Definition of a group.
- q) **IFD:** BOT recovery meetings? (23 Oct 2024)
- r) **IFD:** Schedule a Strategy Summit to Review of Board Self-Assessment (Action Items) and form BOT Annual goals – 3 year goals and 5 year goals- Chris D.
- s) **IFD:** Endowment fund donation maximums?
- t) **IFD:** 50th anniversary merchandise.
- u) **IFD:** Errors and Omissions insurance for BOT non-officers?

Stop Recording (*9) and turn off transcript

Closing Matters:

- a. **Check-outs:** Phoenix G. (TX), Rick B. (FL.), Jack F. (AUS), Jeff R. (WA), John S. (CA), Patrick D. (UK), Ari F. (NJ), Chris D. (CA)

Closing Prayer:

Higher Power- make me worthy to serve You through this Fellowship and the Twelve Steps and Twelve Traditions. Help me to be generous with my time and effort, to give without counting the cost, to give back wholly for what I have so freely received without looking for any reward, other than that of knowing I have done your will. Through my service, may I give hope and peace to those who still suffer. – (Member with the least seniority on the BOT) – Ari F.

Meeting Schedule for CY 2024-2025 (Central Time, 3 hours) - (*add-on meetings will be 3 ½ hours)

19 April 2025 7:00 a.m. UTC *	3 May 2025 11:00 p.m. UTC	17 May 2025 4:00 a.m. UTC *
7 Jun 2025 7:00 a.m. UTC Jeff chairing	21 June 2025 7:00 a.m. UTC *	5 Jul 2025 12:00 p.m. UTC
19 July 2025 4:00 a.m. UTC *	2 Aug 2025 11:00 p.m. UTC	