



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

## BOARD OF TRUSTEES REGULAR MEETING MINUTES 3 MAY 2025

Time: 11:00 p.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), Pam R. (TX)
- Regrets: None.
- Readings:
  - [Twelve Concepts](#) – Concept 5 - (Non-Chair Member with most seniority) – **Phoenix G.**
  - [Twelve Traditions](#) Tradition 5 - (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**

### 2) 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 Pam continues to reach out.

- b) BDC is looking for a whistleblower investigator.
- c) BABMPC is looking for a recordkeeper for the 2025 ABC/M.
- d) Time to review Board Committee Mission statements for ABM.
- e) BPMC shared that there is an interfellowship event that happens in August. More info to follow.
- f) Some of the SLAA WhatsApp groups that should be in the dominion of FWS are being administered by an intergroup, which then, ends up giving that intergroup an extra delegate at the ABM.

Discussion:

- Why does SLAA virtual have a S.L.A.A. regions community and have the SLAA intergroup reps chat within that community?
- Anyone who wishes to be a part of the \*SLAA Intergroups\* WhatsApp group has to join the \*SLAA virtual\* regions community.
- To my understanding SLAA intergroups as a fellowship resource are \*not\* under the umbrella of the SLAAvirtual \*intergroup\* itself.
- SLAA Virtual may be larger than SLAA by itself. They could control a large swath of people.

Action Items:

- Rick will send an email about the By-Laws motion that clarifies the word conference for the Conference Charter Committee.
- Jack will send an email about the WhatsApp controversy.

**3) Approval of Today's Agenda - (BOT Agenda 3 May 2025)**  
**No objections.**

**4) Approval of last Month's Minutes - BOT Minutes:**

- a) 13 July 2024 (Rick sent me the audio and I forwarded it to Jack on 10 April 2025 for James, if he can do it. Thanks, Rick!) *(Not available as of 21 April)*
- b) 4 January (In Dropbox) **Approved - No objections**
- c) 1 February *(Not available as of 21 April)*
- d) 1 March *(Not available as of 21 April)*
- e) 5 April 2025 *(Not available as of 21 April)*
- f) 19 April *(Not available as of 21 April)*

**5) Monthly Action Items**

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

**6) Routine Reports - Only in odd months**

- a) Executive Director (ED) Report and ED Sales Summary – Pam Reyes
  - Issue 214 of Journal has been sent out.
  - Will update sales comparison.
- b) Technology Report – IT Contractor – Dave Crawford
  - Membership Survey button working out great.
  - Dave is a great addition to the WMS group.

- In the FWS Store it would be nice to have a link to the hardcopy literature from the digital page and a link to the digital copy from the hard copy page rather than having to go search in another section of the Store.

## 7) **Board Committee Chair Reports**

### c) Copyright Translation – Rick B.

- Will get all future copyright and royalties forms for Argentine intergroup for the purpose of looking into whether or not a translation needs its own copyright. Or does SLAA need to get copyrights for all of those? We'll be asking the copyright attorney.
- Royalties are due after the first sale, not after recouping the cost of printing and publishing.

**Action Item:** Start an email thread asking input from Trustees on what we should do about intergroups that are not sending any royalties for sales of literature. Looking for ideas without suing them.

### d) Development – Chris D.

- Report in the Dropbox.
- The Board will have three empty seats this year.
- Will work on the mission statement for BDC.

### e) Finance – Jeff R.

- BFC report in the Dropbox.
- In the process of updating the conflict of interest policy.
- Other policies pending review.

### f) HR/Personnel – John S.

- Several policies pending review, two of which are ready for the Board.

### g) Outreach – Jack F.

- Reviewing BOC guidelines and newsletter production.
- Going over general guidelines for dealing with inquiries. The Conference Health & Institutions Committee (CHIC) went defunct.
- When people do pen pal programs it can be difficult to get literature through to inmates that has the word 'sex' on it. Sometimes have to address it to clergy as a roundabout way of getting it to them.
- Never had things be sent back from the prison, at least in Texas. Since they are recovery materials, however, the printed items are scanned and delivered to them in digital form because the inmates are no longer allowed to have paper. All letters for inmates are now digital.
- Compliment on the letterhead the BOC is using.
- Basic texts that are damaged are being sent to inmates, however, they have to be sent by Media mail which requires a trip to the Post Office.
- Outreach cards campaign.
- Prefer that the BOC use the S.L.A.A. letterhead when sending outside the Fellowship as opposed to the heading that the Board committee uses for internal documents.
- Action Item: Rick B. will send out the letterhead to the Google Group.

### h) Publishing & Distribution – Patrick D.

- Report is in Dropbox.
  - State of Grace 2nd Edition - will be a hardcover limited edition based on demand and a softcover edition.
  - Spanish Basic Text - layout has been completed, and being proofread by a Board committee member and two other contacts if needed.
  - Proposal project for bundled products - make it easier to pitch larger orders.
  - International distribution proposal discussions in progress.
- i) BABMPC – Ari F.
- Three months and four days until the ABM!
  - Mission Statement has been shared.
  - Schedule workers list is formed for the CCC and they are setting up their meeting time.
  - At the next quarterly chairs call on May 18, the CCC will be deciding how to incorporate the Conference committees on the schedule.
  - There was discussion about lumping some non-controversial items together to save time at the ABM, but that will not be considered for 2025 due to time limitations.
  - Code of ethics similar to what the CLC has.
  - Submitted the ABM registration, Scholarship registration, co-workspace flier, the registration to the Newsletter.
- j) BTC/Technology – Rick B. (Interim)
- Report is in Dropbox.
  - Working on setting up the Meeting Finder overlay app for WordPress.
    - Will be reviewing the Template that has been created for SLAA.
    - Looking to standardize the meeting type filters before opening up to the Fellowship.
    - Looking into a help desk ticketing system as a better alternative to Report a Bug.
  - Looking for an alternative to Dropbox such as Google for nonprofits.
  - Last year's Zoom host is in contact with the Technical Director in regard to what will be needed for the ABM. Last year's Zoom host may have to be the lead again for this year's virtual ABM.
  - **Action Item:** (Rick B) BABMPC wants to know what the TD's involvement will be at the ABM this year.
  - **Action Item:** (Rick B) Submit compensation request to the BFC for the Zoom host.
  - **Action Item:** (Jack F.) Send webmaster contact info regarding SLAA Australia.
- k) 7th Tradition – Phoenix G.
- 1976 Campaign
  - Investigating ways to increase revenue
  - Looking at starting additional daily readers.
  - Dating book

- Still a few places on the website that have the old campaign.
- Considering a flier - for intergroups regarding spirituality and the 7th tradition.
- The proposal forms for the daily readers have been sent to the CLC.

## 8) **Board Liaison Reports**

- l) CAC (Conference Anorexia Committee) - Rick B.
  - Working on Anorexia Dating Plan booklet.
- m) CBC (Conference By-Laws Committee) - Phoenix G.
  - Posted agenda. Group very busy.
  - Suggestion to use AI to create a transcript for minutes.
- n) CCC (Conference Charter Committee) - Chris D.
  - Conflict resolution issue has been finalized.
  - About ten items added for the 2nd version of the agenda for the ABM.
  - Discussed giving priority to By-Laws motions for the agenda, but will not happen for 2025 ABM. An ARS process work group that may be working on it for next year but not a whole lot of support was shown.
  - The ARS would have the final say about the agenda process.
  - There was discussion about whether the CCC would be the correct body to review the conflict of interest issue. The Board does not want to intervene between ARS and the CCC.
  - May need to take it up as a Conference issue.

– *Executive Session Held* –

- o) CDC (Conference Diversity Committee) - Jeff R.
  - Recording accidentally off.
- p) CFC (Conference Finance Committee) - Jeff R.
  - Recording accidentally off.
- q) CHRC (Conference Healthy Relationships Committee) – Phoenix G.
  - Report in Dropbox.
  - Working on making a healthy relationships bundle available for sale, the cost of the bundle is in the works.
- r) Conference Translation and International Outreach Committee (CTIOC) and Conference Intergroup Communications Committee (CICC) - Rick B.
  - The CTIOC may be merging with the CICC, however, they were reminded that there are some documents from the CTIOC that just need their review and stamp of approval.
  - Seven people showing up regularly.
- s) CJC (Conference Journal Committee) - John S.
  - Discussed not having digital versions available for free online until six months after the date of release as a way to help boost subscriptions.
  - CJC doesn't seem to be concerned about having them free online because they believe it is good for outreach.
  - Discussed having a flier about subscriptions to the Journal to be sent with each literature order.
  - The CJC is underperforming its budget. There is an email chat about this issue.

- t) CLC (Conference Literature Committee) - Patrick D.
  - Project in the works about sex and love addiction in the workplace.
  - Discussed the motion for The Framework for Living that's coming up at the ABM.
  - Discussed a publishing track that could involve publishing literature that's still in development as a way to see how well it is adopted in the Fellowship.
  - Lee was appointed to serve as CLC representative at the ABM.
  - Sub-committee that is reviewing literature reported back about some cultural trends they've noticed. Shows there's an interest in therapy, awareness of alternative romantic lifestyles, diversity and preference in spirituality. These are topics that could be considered for future literature projects.
- u) CMRC (Conference Member Retention Committee) – Ari F.
  - Have been in communication with the committee. Things are going well.
  - Report in Dropbox.
- v) Conference Public Information Committee (CPIC) - Jack F.
  - Report in Dropbox.
- w) Conference Service Committee (CSC) - John S.
  - Met 9 Apr - People have been happy with the Speaker Finder WhatsApp group that helps with finding speakers for their events.

– *Executive Session Held* –
- x) Conference Sponsorship Committee (CSPC) - Patrick D.
  - Working on a virtual Sponsorship Workshop.
  - Preparing for the IFD for the 'Strengthening Sobriety Through Sponsorship' pamphlet.
  - Had been working on an auto reply for people seeking sponsors.
- y) Conference Steps, Traditions and Concepts Committee (CSTCC) - Jack F.
  - Report in Dropbox.
- z) Office Supervisor – John S./Chris D.
  - Thank you Pam!

## **BUSINESS**

### **9) ELEVATED PRIORITY:**

#### **10) Vote on Non-BOT Board Committee Members.**

- None to consider.

#### **11) IFD/MOTION: Treasurer presentation of the Quarterly Financial Report**

- Summary for 2nd quarter and YTD.

- Fiscal year begins with the month of Oct.
- Includes financial information through the month of March.
- Summary available in Dropbox.
- Negative balance at Frost? The account was closed months ago.
  - If a vendor or a donor still has an old account number and makes a debit or credit to the account, the account is automatically reopened.
  - Had to bring the account current, then re-close the account.
- Operating account has about \$63,000 USD in it. Expect it to be back in the mid-60's by the end of the week.
- Big improvement over last year in spite of purchases made.
  - Bought 10,000 copies of the Basic Text.
  - Bought new computers and related equipment for the office.
  - Insurance payments for property, directors and officers.
  - New server.
- Endowment fund holds about \$4,000 USD of which \$1,000 USD was the excess of the bequest.
- Would like to pay back \$50,000 that was borrowed from the prudent reserve used to pay for a number of things including the last In-person ABM. Once we have the Operating account back up over \$100,000 USD it is recommended that we will pay back the prudent reserve.
- Profit and Loss
  - Fiscal YTD Income shows \$66,000 USD above what was spent for the cycle through the end of March.
  - LYTD was \$9,000 USD, an increase of 664% over the same cycle last year.
  - Combined income is up by 42% over the same cycle last year. Expenses were also slightly higher by about 6% over last year.
  - Income that came from contributions was \$113,000 which was 51% of the total Income, and keeps the Fellowship in line with the 33% threshold needed to keep nonprofit status.
  - Individual contributions YTD are \$25,000 USD plus the \$21,000 USD for bequest for a total of \$46,000 USD.
  - Groups contributions were \$26,000 USD.
  - Intergroups contributions were \$41,000 USD.
  - Largest donations came from Australia intergroup \$2,400 USD, Ireland \$2,180 USD, and Houston Intergroup \$2,000 USD.
  - Since the tracking of the contributions and sales is a very manual operation and only reported on contributions that are above a threshold of \$775 USD it would not be viable to publish on the Newsletter because it would not be completely accurate. And by listing only large donations it may discourage smaller donations.
- Literature and Merchandise

- Gross sales were stronger in Q2 than in Q1 by about \$5,000 USD per month. The trend for past years is that Q1 would outperform Q2.
- Merchandise:
  - The Fellowship subsidizes shipping in the US by 56%. Customers paid \$10,900 USD YTD, leaving \$14,100 USD YTD paid by the Fellowship.
    - Subsidizing shipping is meant to help drive additional sales.
    - Pandemic may have had an effect on previous years sales.

Action Item: Discuss the cost of the payment platform (Rick B.).

- Largest Sales
  - The Basic Text in print is the largest selling item showing that in person meetings are still the backbone of our fellowship.
  - The number of in print copies sold per month fluctuates quite a bit, but the average is about 418 copies per month and sales remain stable. The electronic version is consistently 135 to 140 copies per month.
  - Average number of copies sold for the State of Grace per month is about 174 in print, and 59 electronic, but the trend is showing a decline in sales.
  - The 2nd edition of the State of Grace should help produce an uptick. Suggest making pre-orders of the 2nd Edition of the State of Grace available to help increase sales.
- Expenses per month
  - Repeating YTD expenses are about \$23,000 USD per month.
  - Total expenses averaged \$25,700 per month after adding in non-repeatables over an entire year.
  - The report shows rent being paid twice in January due to having to cut a paper check and giving it enough time to clear. The lessor does not participate in any electronic payment options and it is a significant drive to deliver a check in person.
  - The largest four expenses are Payroll, IT contractor, office lease, and bookkeeper, and make up 85% of the costs.

Point of Inquiry (Rick B.): How much does rent cost?

Rent varies a bit because when the property manager incurs costs to the grounds they are added into the amount of the rent, but normally around the \$2,400 per month mark.

- YTD Budget
  - Stand at \$63,000 USD ahead of budget which is 2000% ahead YTD.
  - Came in lower than the budget of \$161,000 USD by \$7,000 USD which is 4% better YTD.
  - Stand at 34% or \$55,000 USD ahead of budget for Gross Profit.



- Individual contributions are ahead of budget by \$2,000 USD or 10% even without the bequest.
- Groups contributions were \$10,700 USD (or 69%) ahead of budget with a total of \$26,000 YTD.
- Intergroups contributions were \$40,000 USD YTD which is plus \$8,000 USD and is 26% favorable to budget.
- The Virtual ABM expenses for this year should have minimal effect on our financial picture. Would suggest setting aside about \$100,000 USD for an in-person ABM.
- Merchandise & Literature sales are down by \$17,000 compared to last year and down by 13% year over year.
- eBooks are ahead of budget 31% year over year. Ahead by \$3,700 over last year.
- Expenses 4% better than budget which is \$7,000 favorable to budget YTD.
  - Payroll expenses are less than the budget by \$2,600 USD.
  - Contract services are under by \$5,000 USD.
  - Facilities and equipment are slightly lower.

**Move:** (John S./Rick B.) To pass the Financials for Q2 and the first six months of the fiscal year. Passes: (8-0-0) Unanimous.

– Remaining Items Tabled for next time –

- a) **IFD/MOTION:** Treasurer presentation of the IRS 990 Form.
- b) **IFD/MOTION:** Treasurer presentation of the Expense Approval Matrix.
- c) **IFD/MOTION:** Approve Mollie Cullinane's expenses to review the CBC's edits to the bylaws.
- d) **IFD:** Updated Safety Statement for CSM
- e) **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
25o10/23-04	<a href="#">By-Laws Motion</a>	<a href="#">ARTICLE X: Specify what type of members may vote to approve indemnification.</a> " 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."
25o11/24-06	<a href="#">By-Laws Motion</a>	<a href="#">ARTICLE X: indicate that FWS "Trustees" are "Directors" as defined by Texas law.</a>

		<u>"The Board of Trustees look forward to hearing what the conference has to say on this Motion."</u>
<b>25o12/24-07</b>	<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>
<b>25o15/23-12</b>	<u>IFD – May be converted to Motion</u>	<u>Does the "50<sup>th</sup> Anniversary Basic Text" draft reflect "light editing?"</u>  Email MOTION made 22 April 2025: "The BOT's comment about IFD 25o15/23-12 be "The Board of Trustees looks forward to hearing what the conference has to say on this IFD." (Chris/Jack) As of 30 April, 5 yes votes.
<b>25o16/23-13</b>	<u>IFD – May be converted to Motion</u>	<u>Create a Conference Technology Committee.</u>
<b>25o17/23-16</b>	<u>IFD – May be converted to Motion</u>	<u>Adopt a proposed safety statement as a Core Document.</u>

## 12)REGULAR PRIORITY:

- a) **MOTION:** All F.W.S outreach materials must be within seven years of board's approval. (Jack F., 27 Aug 2024)
- b) **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)
- c) **IFD:** please add board committee information getting posted to F.W.S. site with descriptions and/or applications. (Ari F., 9 Oct 2024)
- d) **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/Ari, 21 Oct 2024)
- e) **MOTION:** Approve the CHRC Healthy Relationship Bundle, proposed by the CHRC, for sale on the FWS website. (Phoenix G., 30 Oct 2024)
- f) **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)
- g) **IFD:** Definition of a group.

- h) **IFD:** BOT recovery meetings? (23 Oct 2024)
- i) **IFD:** Schedule a Strategy Summit to Review of Board Self-Assessment (Action Items) and form BOT Annual goals – 3 year goals and 5 year goals- Chris D.
- j) **IFD:** Endowment fund donation maximums?
- k) **IFD:** 50<sup>th</sup> anniversary merchandise.
- l) **IFD:** Errors and Omissions insurance for BOT non-officers?

**Stop Recording (\*9) and turn off transcript**

**Closing Matters:**

- m) **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, All 3 hours)**

<del>24 Aug 24—Special/BOT Orientation</del>	<del>7 Sep 2024</del>	<del>5 Oct 2024</del>
<del>2 Nov 2024</del>	<del>7 Dec 2024</del>	<del>4 Jan 2025</del>
<del>1 Feb 2025</del>	<del>1 Mar 2025</del>	<del>5 Apr 2025</del>
<del>19 April 2025 7:00 a.m. UTC</del>	<del>3 May 2025 11:00 p.m. UTC</del>	17 May 2025 4:00 a.m. UTC (on 18 May)
7 Jun 2025 7:00 a.m. UTC	21 June 2025 7:00 a.m. UTC	5 Jul 2025 12:00 p.m. UTC Jeff chairing
19 July 2025 4:00 a.m. UTC (on 20 July)	2 Aug 2025 11:00 p.m. UTC	