



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

BOARD OF TRUSTEES REGULAR MEETING MINUTES

1 Mar 2025

Time: 12:00 p.m. (noon) 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 3 - (Non-Chair Member with most seniority) – **Phoenix G.**
 - [Twelve Traditions](#) Tradition 3 - (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) Albuquerque's \$900 contribution that F.W.S. never received was recognized as stolen. The Intergroup reported this to the police and will hopefully be reimbursed soon.
- b) 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.
- c) We've resolved the \$4,600-ish that we thought we were owed from Frost Bank. Frost actually paid us back in May 2024.
- d) BDC is looking for a whistleblower investigator.
- e) Director's and Officer's insurance applies to all Trustees, not just the officers.

3) Approval of Today's Agenda - (BOT Agenda 1 Mar 2025)

Added a new item under elevated priority 'C' - approved by consensus

4) Approval of past Months' Minutes - BOT Minutes:

- a) 8 June 2024 - approved 3-0-5
- b) 5 October 2024 - tabled 5-3
- c) 2 November 2024 - accepted 5-2-1
- d) 7 December 2024 - tabled 8-0
- e) 4 January 2025 - tabled 8-0
- f) 1 February 2025 - tabled 8-0

5) Monthly Action Items

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

6) Routine Reports

- a) Executive Director (ED) Report and ED Sales Summary – Pam Reyes – Dropbox
- b) Technology Report – IT Contractor – Dave Crawford

Board Committee Chair Reports – Only in odd months

- c) Copyright Translation – Rick B.
 - Coming up with wording and a new document to insure that an Intergroup doesn't come in a year from now to say they want to print the Basic Text or sell it digitally because it doesn't fall within the regular process. May have to hire a copyright attorney.
- d) Development – Chris D.
 - Report in dropbox.
- e) Finance – Jeff R.
 - Plus \$45k ytd. About \$34k above last ytd.
 - Individual contributions continue to strengthen. Are now \$21,000 over budget. Attributing to the 1976 Campaign. Now back on budget for Individuals.
 - Groups and meetings are growing and have given \$29,000 ytd.
- f) HR/Personnel – John S.
 - Continuing to update processes and procedures for the F.W.S. office.

- No impediment to moving from paying biweekly to weekly, and no financial limitations to being able to afford it.
- g) Outreach – Jack F.
 - Have created a Google group to work on the Newsletter.
 - The Newsletter will have a new format and will include the membership survey.
 - Making the Subscribe Newsletter more easily accessible.
- h) Publishing & Distribution – Patrick D.
 - 3 to 4 hundred dollars to get the formatting of the “A State of Grace” - both hardcopy and electronic copy which is an awesome price.
 - The Spanish version of the Basic Text was translated from the English language version, including all stories.
- i) BABMPC – Ari F.
 - Registration for the 2025 ABC/M is active.
 - Scholarships for the ABC/M are awaiting voting.
 - Line added on ABM registration info that informs those who register later than May 4, will not receive the 2nd version of the ABC/M Agenda.
- j) BTC /Technology – Rick B. (Interim)
 - Looking into OS Tickets helpdesk process to help with updating information on the FWS website.
 - Migrate to WordPress overlay for the meeting finder. Each intergroup will be able to update their own meeting information. \$700 to \$1,000 to get processing moving.
- k) 7th Tradition – Phoenix G.
 - The 1976 Campaign is on the F.W.S. website.
 - 1 instance of the LifeSaver campaign that needs to be removed.

Board Liaison Reports

- l) CAC (Conference Anorexia Committee) - Rick B.
 - Working on anorexia dating literature.
 - Looking at cost effective ways to publish and sell literature.
- m) CBC (Conference By-Laws Committee) - Phoenix G.
 - Report in Dropbox.
- n) CCC (Conference Charter Committee) - Chris D.
 - Meeting coming up on Friday.
- o) CDC (Conference Diversity Committee) - Jeff R.
 - Considering holding a virtual workshop.
- p) CFC (Conference Finance Committee) - Jeff R.
 - First review for financials before meeting with BFC.
 - Reallocate budgets between the committees.
 - Approve or deny requests from conference committees for reimbursement.
- q) CHRC (Conference Healthy Relationships Committee) – Phoenix G.
 - Report in Dropbox.
 - Busy committee.
- r) Conference Translation and International Outreach Committee (CTIOC) and Conference Intergroup Communications Committee (CICC) - Rick B.
 - Are passionate about their work.

- Working on the Spanish translation of the Basic Text.
- Considering changing the name of their committee.
- s) CJC (Conference Journal Committee) - John S.
 - Question of the day is out.
- t) CLC (Conference Literature Committee) - Patrick D.
 - Report in the Dropbox.
 - The “What if I Don’t Believe in God?”, pamphlet is going through the process.
 - Revision of “Setting Bottom Lines” pamphlet.
- u) CMRC (Conference Member Retention Committee) – Ari F.
 - Report in the Dropbox.
- v) Conference Public Information Committee (CPIC) - Jack F.
 - Trying to revise the military veterans outreach subcommittee.
 - Uploading “Healthy Boundaries” video to the CPIC YouTube channel.
- w) Conference Service Committee (CSC) - John S.
 - Report in the Dropbox.
- x) Conference Sponsorship Committee (CSPC) - Patrick D.
 - Working on Sponsorship Workshop featuring Sponsor-Sponsee pairings for speakers.
- y) Conference Steps, Traditions and Concepts Committee (CSTCC) - Jack F.
 - Have approved a code of conduct with consequences and the 12 Concepts of World Service.
- z) Office Supervisor – John S./Chris D.
 - Conversation about keeping personnel phone numbers private.

BUSINESS

ELEVATED PRIORITY:

- a) Vote on Non-BOT Board Committee Members. None to vote.
- b) **IFD:** The BFC has voted to unanimously recommend that the BOT pause free shipping on orders \$100 or more 3-5 months to allow time to determine impact of fully subsidizing shipping on those orders and potential alternatives. (Chris D, 1 Mar 2025)

Round Robin:

- For international orders, we could potentially sell through Amazon within the country of the purchaser or work with their local intergroups to print-on-demand and sell items there. Or house literature to be sold there.
- Sales system is not sophisticated enough to just turn off free international shipping without turning off domestic shipping for that time period. Would not be able to differentiate one from the other.
- Some publishers may not print the Basic Text because of the content.
- Reasons for offering free shipping were to help with literature sales at a time sales were down and to offer outreach to others internationally because Intergroups were saying shipping is so expensive.

- It will take some time to figure out how much shipping is costing the Fellowship. Pausing both domestic and international subsidies will allow time to study.
- A steering committee would need to be formed to get all the data needed to set up publishing internationally.
- May just cause a pause in sales that would make it difficult to get the data needed anyway.
- Create an international bookstore. Give advance notice so that buyers could stock up.
- It was noted that this is not an emergency measure and the subsidy makes it possible to offer outreach internationally.
- We depend on those orders so we should make sure what we are doing before taking a pause.
- Will find out how much sales we had overall to compare to the amount of shipping we paid.

Consensus: The Board to continue discussion regarding possible solutions.

- c) **MOTION:** The 2025 pre-ABC/M BOT meeting will be split into five 3.5-hour sessions, with dates to be scheduled promptly. (Phoenix/Jack, 2 Feb 2025)

Round Robin:

- Would be more balanced than having 16 hrs packed into the weekend before the ABC/M. It would help to avoid fatigue.
- Would be difficult to coordinate between all the different time zones. Some compromise would need to be made to satisfy each member's schedule.
- Some feel these additional meetings would add to the workload that the board members already have and it would keep things simpler to just have it the weekend of the ABC/M.
- Spreading the meeting time out could complicate matters that need attending to in a timely manner right before the ABM.
- Spreading things out could work better for those who have other workloads the weekend of the ABC/M.
- May be possible to not need all of the meetings.

Comments:

The board has found it more difficult virtually as compared to meeting in person to get our fiduciary responsibilities completed before the end of the ABC/M.

Vote: 6-1-1, Minority Heard, **Vote:** 6-2-0, motion passed.

Action Item: Jeff will prepare an estimate to include in the 2025 budget for the Board Members to meet in person before the ABC/M to make necessary preparations.

- d) **MOTION:** Eliminate Hazelton's special pricing of \$11.50 per Basic Text and charge them the same price as others based on the amount they order. (Chris D./Phoenix G., 3 Oct 2024)

Round Robin:

- Hazleton pays for their own shipping making their cost about the same as other sellers.
- Used to purchase a pallet but they no longer have that special reason to have a special rate. There's been a big decrease in orders.

Vote: 8-0-0, passed unanimously.

- e) **MOTION:** Pay printing costs of the conference-approved literature, "The Importance of Making Outreach Calls" (Phoenix G./Jack F., 27 Nov 2024).

- For unknown reasons, this pamphlet was never printed.
- Should move forward with printing because the literature had been conference approved.
- Great piece of literature that took several years to get approved by the conference.
- Price was set at 50 cents (USD) for the digital version, 75 cents (USD) for the printed version.

Round Robin:

- Need to keep watch on costs.
- Need to be able to help the Fellowship with this new tool.
- Can be printed in house.
- Printed version is in tri-fold format on legal size paper.
- The pamphlet will fill a gap in the diversity of literature that SLAA has available.
- At 50 cents for the digital version it may sell better and reduce piracy.

Proposed amendment: Pay printing costs of the conference-approved literature, "The Importance of Making Outreach Calls", to be sold at 50 cents (USD) per Digital copy and 75 cents (USD) per Print copy. - Accepted (Phoenix G. / Jack F.)

Vote: 8-0-0, passed unanimously.

- f) **MOTION:** To make the 90-day trial period from the first meeting for all new non-BOT members of Board Committees with updates to the Board Committee flier and the Board Committee Application. (Rick B./Jack F., 14 Sept 2024, previously tabled)

Round Robin:

- This was done in the past. This would just make it into a policy and make it standardized.
- Friendly amendment to change the grammar to say, "To establish a 90-day trial period, starting from the first meeting, for all new non-BOT members of Board Committees, with corresponding updates to the Board Committee flyer and the Board Committee Application." - Declined.
- Plan to vote "yes" whether there is a friendly amendment or not.
- Generally in favor of the motion.
- Motion only applies to new applicants, motions are not retroactive.
- In favor either way.

Vote: 8-0-0, original motion passed unanimously.

- g) **MOTION:** The list of membership roles stated in the BOT motion that created the BABMPC be non-exclusive. (Phoenix G./Chris D., 4 Oct 2024, previously tabled)

Round Robin:

- Be inclusive
- The committee chair should be the one to decide if others can join the group in addition to the application process.
- Board members should be able to attend.
- Should not be totally non-exclusive as the motion says.
- This group is different from any other committee. People on the committee are predetermined by their role.
- Could make the committee Board heavy.

Motion to table: 3-5-0, motion failed.

Proposed amendment: The list of membership roles for the BABMPC shall not be exclusive to board members; however, any non-pre-approved roles of BOT attendees shall not have voting rights. - **Accepted.**

Round Robin:

- Could be a bit limiting.
- Anyone can attend but not everyone will have voting rights.

Vote: 7-1-0, no minority opinion, Accepted.

Remaining IFD's and Motions Tabled

- h) **IFD or MOTION?:** 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)

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/Ari, 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, All 3 hours)

1 Feb 2025	1 Mar 2025	5 Apr 2025
3 May 2025	7 Jun 2025	5 Jul 2025
2 Aug 2025	6 Sep 2025	4 Oct 2025

