



Agenda: Full Board of Trustees
Tuesday August 13, 2019
5:30 p.m. (time in Minnesota)
Conference Call # (605) 472-5304
Participant code: 488333#

1. Call to order/Serenity Prayer - Scott
2. Approval of July minutes/process for approval - Scott
Motion to approve made by Colleen, seconded by John. Motion passed unanimously. Elaine will post on the website.
3. Old Business
 - a. # Scholarships given since last meeting - Elaine
One scholarship was approved in July
 - b. Nominations for Board members - John - Scott
John's first three-year term is done in Sept 2019. Motion by Scott to serve a second term as trustee, seconded by Steve. Motion passed unanimously. Derita is stepping away from the position as treasurer and Paul volunteered. Colleen made the motion and Derita seconded the motion. Motion passed unanimously.
 - c. Bylaw and Communications cmt applications* - Steve/Colleen
Bylaws: Steve created the application and the announcement has been written. Suggestion to move the deadline to Sept. 30, 2019 in order to allow additional time for people to volunteer. Elaine will communicate with the membership. Colleen is working on the communications effort. Information about that committee will go out Oct 1 with a deadline of the end of October to start working in November.
 - d. Resolving issues between Italian and francophone groups* - Elaine
Any translations are made only from the original approved English version of all EA materials. Motion made by John, seconded by Steve. Motion passed unanimously. Elaine will communicate with both groups. Steve recommended that the Board discuss this issue at the annual meeting and expressed hope that these groups will be represented at the meeting. More discussion will be held in the future.
4. Review of finances** TBD - Paul
Finances were not ready for review
5. New Business:
 - a. Process for approval of meeting minutes - Elaine
Meeting minutes will be approved at the following meeting and then posted on the website.
 - b. New Trustee reimbursement policy* - Elaine
Motion to approve the reimbursement policy made by Scott, seconded by Steven. Derita expressed concern about the policy not covering all meals or transportation to/from the airport for the fall workshop and an additional bullet point to cover these points was added to the policy. Motion passed unanimously.

- c. Writings for the Connection* - Elaine
Elaine requested the writing from Karen and she refused to surrender them. Steve recommended that EA has a central repository for all the writing as an intellectual property issue, therefore does not have the right to deny EA access to this material. It was pointed out that Karen is an EA employee and is therefore a paid agent of the organization. Motion by Steve that the board sees all the materials Karen has received as a paid agent of EA are owned by EA and should be turned over without delay. Seconded by John. Motion passed. Derita opposed; Paul left before the vote.

Steve moved, John seconded to close the meeting and hold over the last items for the next meeting.

- d. Issues with chat group - Elaine
Held over until next meeting.
- e. "Partners" program concept - Steve
Held over until next meeting.

**Documents will be sent via email prior to the meeting if not included with agenda.

*See further detail on next pages.

#2c Bylaws

Bylaws Review Committee Is Being Formed

This fall the EA Board of Trustees plans to establish a temporary committee to review and update the EA Bylaws. As trusted servants, the members of the EA Board of Trustees meet bimonthly. At a recent meeting, the Board discussed possible next steps for updating EA's bylaws and the opportunity to involve members in the development and ratification of this important document. The creation of this committee was determined to be the most inclusive and effective method to accomplish this task.

Bylaws are an organization's "operating manual" and are made stronger when they reflect the voices of many individuals. This committee supports Tradition 9, which says, "EA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve." The existing Bylaws have had revisions made to them but need a true review to be an effective governing document for the fellowship.

Do you have experience developing bylaws or policies, or have an interest in the process? Then we need your help. Serving on the Bylaws Review Committee provides you the opportunity to have a meaningful impact on the EA community. Here are the details:

- The committee will be limited to 10 members to facilitate meaningful and efficient communication among the committee members. If you are interested, please complete the application form and return it to director@emotionsanonymous.org. Applications are due **by September 30, 2019**. Individuals will be chosen by the Trustees and be notified in September.
- The committee will be led by Scott Jakel, Board President, and Steve Bell, Trustee.
- We anticipate monthly phone conference call meetings over four to six months, starting in late October. Time commitment is estimated to be one 1.5-hour conference call per month and about two hours of individual work and email communications among members between meetings. This may include reviewing or responding to emails or proposal drafts. In order to participate you will need a phone and an active email account and be willing to make a commitment to the time we expect it will require.
- We will keep the EA membership informed of the work of the committee throughout the process.
- Once the committee has developed draft products and the Board has reviewed the draft, we will present the new Bylaws to the membership for ratification.

We are really looking forward to having this be a robust, transparent process that results in a strong, updated set of bylaws for our fellowship. Thank you for considering this service opportunity so EA can be here for all those seeking emotional sobriety for many years to come.

#2d Francophone/Italian issues

November 7, 2018

Hello Luciana –

Regarding our conversations about having separate Italian translations of literature available, EAI confirms that Italian groups who are members of the ÉA Euro-Francophone Intergroup are authorized to translate and distribute literature. It is certainly preferable to only have one set of materials in each language, however in order to continue the EA program in Italy and serve the largest number of people possible, both the Intergroup Francophone and the Intergroup Rome may translate their materials separately.

En ce qui concerne nos conversations sur la disponibilité de traductions séparées de la littérature italienne en italien, EAI confirme que les groupes italiens membres de l'intergroupe euro-francophone ÉA sont autorisés à traduire et à distribuer de la littérature. Il est certainement préférable de n'avoir qu'un seul jeu de matériaux dans chaque langue. Toutefois, afin de poursuivre le programme d'évaluation environnementale en Italie et de servir le plus grand nombre de personnes possible, l'Intergroupe francophone et l'Intergroupe Rome peuvent traduire leurs documents séparément.

Per quanto riguarda le nostre conversazioni sull'aver a disposizione traduzioni italiane separate della letteratura, la EAI conferma che i gruppi italiani che fanno parte dell'intergruppo Euro-Francofono ÉA sono autorizzati a tradurre e distribuire pubblicazioni. È certamente preferibile avere un solo set di materiali in ogni lingua, tuttavia per continuare il programma EA in Italia e servire il maggior numero possibile di persone, sia l'Intergroup Francophone che l'Intergroup Rome possono tradurre i loro materiali separatamente.



Elaine Weber Nelson
Executive Director

#4b reimbursement policy

DRAFT: Trustee Reimbursement Policy

7/1/2019

1. General reimbursement

- Should a Trustee incur expenses related to their work with EA, they are eligible for reimbursement. They should complete a reimbursement request and submit it to the Executive Director within 30 days of the purchase. Request forms are available through the office.
- Any expense of more than \$100.00 should be discussed prior to the expenditure with the Executive Director.
- FYI: Trustees are allowed by law to take a 14 cent per mile charitable deduction for tax purposes for any EA-related business mileage.

2. Fall workshop reimbursement

- All trustees are responsible for making their own air reservations.
- EAI will reimburse trustees the full cost of economy-class airfare. It is expected that trustees will plan ahead to obtain the lowest-priced airfares available. Trustees should plan to arrive on Thursday late afternoon and depart Saturday after 2 p.m.
- EAI will make hotel reservations and pay the full charges for two nights during the Board workshop activities (Thursday and Friday).
- Meals paid by the EAI include: Trustee lunches on Friday (during workshop) and dinners on Thursday and Friday.
- If trustees incur additional reasonable expenses to attend the fall workshop on transportation and meals they will be reimbursed by EA.
- Trustees should complete and submit a reimbursement request and all receipts to the Executive Director within 30 days of the purchase. Request forms are available through office.
- Hotel stays *prior to or following the workshop* are not paid by EAI

#4c

On Tuesday, May 14, 2019, 9:51 AM, Elaine WN <director@emotionsanonymous.org> wrote:

I am going to create a new folder on the google drive so you can put all the material you use for the Connection there. I am concerned that you are the only one with access to this information. If you need instructions on how to use google drive please let me know.

kmead1752@yahoo.com <**kmead1752@yahoo.com**>

May 30, 2019,
7:40 PM

to me

I have collected over 1500 files since the first EA Connection was issued in July of 2009. I have received permission from each writer to use their shares in the Connection.

Since I was given permission to use these, I am not comfortable just passing them on. If you want to request permission from the writers I would be happy to turn them over to you as you receive their permission.

Elaine WN <**director@emotionsanonymous.org**>

Jun 3, 2019,
8:24 AM

to kmead1752@yahoo.com

I would expect that you received permission in EA's name, not yours. As such, they would belong to EA, not you. Please send the permission along with the files.

#5e

Sat, Aug 3, 7:48 PM (9 days ago)

Dave Moore

to sdjakel, johnwerner52, deritapippen, coyne2003, paul, stevebell_28, me, moo7587

Dear Trustees and Director,

I asked for feedback on the idea of EA Partners, got some from Scott and I am forwarding a revised edition. Please continue to evaluate this and if you feel it has value, please consider including it in the Sponsorship pamphlet or a new pamphlet. Sincerely, Dave, 1PM Tuesday EA Meeting, VA Beach, Va.

From: david.moore@acclivityfinancial.com

To: moo7587@aol.com

Sent: 8/3/2019 12:08:04 PM Eastern Standard Time

Subject: FW: Partnership in the EA Support Groups

PARTNERSHIP IN EMOTIONS ANONYMOUS SUPPORT GROUPS. THIS A PILOT PROGRAM TO TEST IF THIS IS A FEASIBLE APPROACH TO BETTER ACCOUNTABILITY AND SUPPORT AMONG ATTENDEES OF THE MEETINGS.

Sponsorship in the AA program has been a key component in their success in keeping attendees from drinking alcohol and staying on track as they work the AA program. In the AA program, an attendee is able to check progress by simply being honest in answering the question "Have I taken a drink of alcohol today?" And am I working the Steps to the best of my ability? In the EA program, determining if we are making any progress toward dealing with depression, anxiety, panic, worry, anger, resentment, thoughts of suicide, can be difficult. EA attendees do not have a question like "Have you had a drink of alcohol today, yes or no?" Determining progress in EA is complex, often slow and can cause attendees to question the benefits of attending meetings, become discouraged and quit coming. I have had to take the long view in deciding "Is the EA program worth sticking with in my quest to find joy, happiness and peace of mind for my life?" I approached it by thinking about EA as a 4 LEVEL plan.

LEVEL 1, I am sick and tired of depression, anxiety and fear dominating my life and I am going to do something about it. I am going to attend EA meetings.

LEVEL 2. I am going to work the 12 Steps of EA honestly, thoroughly, carefully, keeping a journal and noting my progress.

LEVEL 3. I am going to stick with the EA program as transformation inside me occurs, as I retrain my brain and my attitudes and outlook on life change, my inner core called my soul goes from being fragile to being toughened up, and I begin experiencing the joys of the 12 PROMISES. And as we say in the program, these may seem like extravagant promises, but they are not. They are being fulfilled among us, sometimes quickly, sometimes slowly.

LEVEL 4. I begin to understand my unique gifts that my Higher Power has endowed me with and I begin to use these gifts in carrying out the will of my Higher Power.

In helping me to attend at least one EA meeting a week, work the 12 Steps and stay on track toward reaching LEVEL 4, I propose in addition to Sponsorship, Partnership for EA attendees. You choose whether or not to seek a Sponsor or an EA Partner.

Find another person in EA and ask that person to be your EA Partner. EA Partners will do several things.

(1). Call each other between meetings and encourage attending at least one EA meeting weekly.

(2). Encourage keeping a journal as you work the 12 Steps and the stages.

(3). Encourage a reading plan to read thru the EA BIG book, "It Works If You Work It" book, and read daily from the "Today" book using the Subject Index in the back to help you deal with specific problems.

(4). Encourage each other to think about EA in relation to the 4 LEVELS and take the long view staying with the program realizing mental and emotional wellness is a lifetime pursuit, well worth the effort, and realizing we do not graduate.