

## EA Bylaws Review Committee

### Meeting Minutes

Friday, August 7, 2020  
1:00 p.m. – 2:00 p.m. (Pacific)

Present: Steve B (Chair), Scott J., Dave M., Jeff D. (Secretary), Jimi A.

Not present: Charlie B., Margot F.

- |  |       |
|--|-------|
| 1. Call to Order at 1:00pm.  | Steve |
| 2. Serenity Prayer   | Group |
| 3. Administrative Items  | Steve |
| a. Confirmed next meeting on Friday August 21st, 2020  |       |
| 4. Continue Bylaws work (see Addendum 1)   | Group |
| a. Steve motioned to adopt the entire set of Twelve EA Administrative Concepts as modified in previous meetings, Scott seconded.   |       |
| i. Discussion  |       |
| ii. Voted 5-0. Motion carried.   |       |
| b. Discussion on including EA Administrative Concept in Article IV of Bylaws - Guiding Principles  |       |
| c. Scott made a motion to move the Administrative Concepts to Article IV Section IV. Steve seconded.   |       |
| i. Discussion  |       |
| ii. Voted 5-0. Motion carried.   |       |
| d. Discussed the writing of Voting Rights, Delegates, and the EA Annual Business Meeting (ABM).  |       |
| e. Jeff and Charlie were tasked with creating a working set of proposed language for a section regarding the Annual Business Meeting.  |       |
| f. We made a list of guiding questions or principles for building the ABM and membership voting rights.  |       |
| i. Steve: Delegates ought to be by group, not by state. The state/region grouping doesn't fairly represent the membership.   |       |
| ii. Steve: Some groups are larger than others. Should they get an equal size vote?   |       |
| iii. Scott: At previous ABMs, it wasn't clear which member is a delegate for which group. Didn't have a clear procedure for establishing that a member who attends as a delegate isn't just inventing a new group. |       |

- iv. Scott: Start with an anchoring idea: Bylaws, Annual Business Meeting, Board of Directors.
- v. Jeff: How do we decide which topics/items should be handled by the ABM, and which should be ratified by the groups?
- vi. Steve: That is addressed in our Administrative Concepts: Right to Decision.
- vii. Scott: Each person showing up at the ABM should get one vote as an individual member of EA.
- viii. Jeff: How do we make sure that the people who can't show up are able to still have a voice?
- ix. Steve: We ought to include a way for members around the world to participate and vote, either by videoconference or telephone.
- x. Steve: Can *any* member of EA have a say in the ABM, or only members of registered groups?
- xi. Jeff: The EA group is the main unit of the EA fellowship, and the group conscience process is essential for informing and deliberating among members.
- xii. Jimi: The group is the basis for our fellowship.
- xiii. Scott: This is an individual program, so individuals should get a vote.
- xiv. Jeff: Not an individual program. We work the program individually, but with the support of the group.
- xv. Dave: This is an individual program.

7. Serenity Prayer

Group

8. Adjournment at 2:04pm

Steve

ADDENDUM 1  
BYLAWS - DRAFT  
As of 17 July 2020

**TABLE OF CONTENTS** [To be completed after articles are finished]

**Article I. TERMS & ABBREVIATIONS**

**Emotions Anonymous (EA):** A worldwide fellowship of people who share their experience, strength, and hope with each other so they may seek emotional health, and to help others recover from their emotional problems.

**EA Fellowship:** See Emotions Anonymous.

**Emotions Anonymous International (EAI):** A not-for-profit corporation which serves Emotions Anonymous by handling the financial, legal, and administrative needs of the Fellowship.

**EA Member:** Per Tradition 3, any person who desires to become well emotionally, and identifies as a member of EA, is a member of EA.

**EA Board of Trustees:** A committee of trusted servants who have responsibility for EAI administration and serve as stewards of the EA Fellowship as a whole. They are directly responsible to those they serve.

**International Service Center (ISC):** The primary place of business operations for EA. The special workers there are responsible for carrying out the office work necessary to support EAI and the fellowship.

**EA Group:** Any group of two or more EA Members that meets regularly to share their recovery through following EA's Twelve Steps, Twelve Traditions, and Helpful Concepts.

**Registered EA Group:** An EA Group which is currently registered with EAI.

**Intergroup:** A service committee established by two or more EA Groups to coordinate shared tasks in support of their common EA purpose.

**Article II. ORGANIZATION NAME**

The not-for-profit corporation which these bylaws define shall be known as Emotions Anonymous International.

**Article III. ORGANIZATION PURPOSE**

Section 1. Nonprofit Purpose

EAI is a not-for-profit, public benefit corporation organized exclusively for charitable, religious, educational, or scientific purposes, and not for the private

gain of any person or group. EAI shall be maintained as a nonprofit public charity in corporate form as described in Section 501(c)(3) of the Internal Revenue Code, and is not a private foundation within the meaning of Sections 509(a)(1) and 170(b)(1)(A)(vi) of the same Code, or the corresponding section of any future federal tax code.

## Section 2. Specific Purpose

The purpose of EAI shall be to:

1. Support EA in its mission to aid persons who suffer from emotional problems by offering them a twelve-step program of recovery.
2. Assist EA Groups and individuals in any area of the world who follow the EA program.
3. Provide EA program information as requested.
4. Publish approved EA literature.
5. Conduct international affairs in support of EA.
6. Encourage the development of Intergroups or similar structures to support the mission of EA in all countries.
  - a. EA International endorses the concept of World Service Meetings to be held at intervals as determined by the EA Board of Trustees.

## Article IV. GUIDING PRINCIPLES

Section 1. The fellowship of EA is based on the Twelve Steps, the Twelve Traditions, the Helpful Concepts of the EA program, and the Twelve Administrative Concepts for Emotions Anonymous.

Section 2. The Twelve Suggested Steps of Emotions Anonymous:

1. We admitted we were powerless over our emotions, 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 and to practice these principles in all our affairs.

*(Permission to use the Twelve Steps of Alcoholics Anonymous for adaptation granted by A.A. World Services, Inc.)*

### Section 3. The Twelve Traditions of Emotions Anonymous:

1. Our common welfare should come first; personal recovery depends on EA 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 EA membership is a desire to become well emotionally.
4. Each group should be autonomous except in matters affecting other groups or EA as a whole.
5. Each group has but one primary purpose: to carry its message to the person who still suffers from emotional problems.
6. An EA group ought never endorse, finance or lend the EA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
7. Every EA group ought to be fully self-supporting, declining outside contributions.
8. Emotions Anonymous should remain forever non-professional, but our service centers may employ special workers.
9. EA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Emotions Anonymous has no opinion on outside issues; hence, the EA 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 our traditions, ever reminding us to place principles before personalities.

*(Permission to use the Twelve Traditions of Alcoholics Anonymous for adaptation granted by A.A. World Services, Inc.)*

#### Section 4. Helpful Concepts of the EA Program:

1. We come to EA to learn how to live a new way of life through the twelve-step program of Emotions Anonymous which consists of Twelve Steps, Twelve Traditions, concepts, the Serenity Prayer, slogans, Just for Today's, EA literature, weekly meetings, telephone and personal contacts, and living the program one day at a time. We do not come for another person—we come to help ourselves and to share our experiences, strength, and hope with others.
2. We are experts only on our own stories, how we try to live the program, how the program works for us, and what EA has done for us. No one speaks for Emotions Anonymous as a whole.
3. We respect anonymity—no questions are asked. We aim for an atmosphere of love and acceptance. We do not care who you are or what you have done. You are welcome.
4. We do not judge—we do not criticize—we do not argue. We do not give advice regarding personal or family affairs.
5. EA is not a sounding board for continually reviewing our miseries, but a way to learn to detach ourselves from them. Part of our serenity comes from being able to live at peace with unsolved problems.
6. We *never* discuss religion, politics, national or international issues, or other belief systems or policies. EA has no opinion on outside issues.
7. Emotions Anonymous is a spiritual program, not a religious program. We do not advocate any particular belief system.
8. The steps suggest a belief in a Power greater than ourselves. This can be human love, a force for good, the group, nature, the universe, God, or any entity a member chooses as a personal Higher Power.
9. We utilize the program—we do not analyze it. Understanding comes with experience. Each day we apply some part of the program to our personal lives.
10. We have not found it helpful to place labels on any degree of illness or health. We may have different symptoms, but the underlying emotions are the same or similar. We discover we are not unique in our difficulties and illnesses.
11. Each person is entitled to his or her own opinions and may express them at a meeting within the guidelines of EA. We are all equal—no one is more important than another.
12. Part of the beauty and wonder of the EA program is that at meetings we can say anything and know it *stays there*. Anything we hear at a meeting, on the telephone, or from another

member is confidential and is not to be repeated to anyone—EA members, mates, families, relatives or friends.

Section 5. The Twelve Administrative Concepts for Emotions Anonymous:

1. Final responsibility and ultimate authority for Emotions Anonymous International (EAI) shall always reside in the collective conscience of our whole Emotions Anonymous (EA) Fellowship.
2. The EA Membership Business Meeting shall be, for nearly every practical purpose, the active voice and the effective conscience of our whole Fellowship in its world affairs.
3. To ensure effective leadership, we should endow each element of EA—including the EA Membership Business Meeting, the EA Board of Trustees, the International Service Center (ISC), its staffs, committees, and executives—with a traditional “Right of Decision.” This means that each trusted servant has the ability to decide how they will interpret and apply their own authority and responsibility to each particular problem or situation as it arises, which problems they will dispose of themselves, and upon which matters they will report, consult, or ask specific directions.
4. At all responsible levels, we shall maintain a traditional “Right of Participation.” This means that each of EA’s of trusted servants—including Trustees, ISC staff, and member delegates—are allowed a voting representation in reasonable proportion to the responsibility that each must discharge.
5. Throughout our Fellowship, a traditional ‘Right of Appeal’ ought to prevail, so that minority opinion will be heard and grievances receive careful consideration. This permits any person in the Fellowship, whether paid or volunteer, to petition for redress of a grievance by appealing directly to the Board of Trustees, without prejudice or fear of reprisal.
6. The Fellowship recognizes that the chief initiative and active responsibility in most EAI matters should be exercised by the EA Board of Trustees as guided by the EA Membership Business Meeting.
7. The Bylaws of EA are a legal instrument, empowering the Trustees to manage and conduct EAI affairs world-wide. The EA Membership relies upon tradition and the membership’s giving or withholding of donations for final effectiveness.
8. The Trustees are planners and administrators of EAI policy and finance. They have custodial oversight of active services.
9. Good service leadership at all levels is indispensable for our future functioning and safety. Primary EAI leadership, once exercised by the founders, must necessarily be assumed by the Trustees.
10. Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.

11. EAI should always have the best possible Trustees, committees, service directors, executives, staff, and consultants. Composition, qualifications, induction procedures, and rights and duties will always be matters of serious concern.
12. All levels of EA organization shall observe the spirit of EA tradition, taking care that they never become the seat of perilous wealth or power; that sufficient operating funds and reserve be their prudent financial principle; that they place none of their members in a position of unqualified authority over others; that they reach all important decisions by discussion, vote, and whenever possible, substantial unanimity; that their actions never be personally punitive nor an incitement to public controversy; that they never perform acts of government; that, like the Fellowship they serve, they will always remain democratic in thought and action.

## **Article V. MEMBERSHIP**

### Section 1. Requirement for Membership

The only requirement for membership is a desire to become well emotionally.

### Section 2. Rights of Members

## **Article VI. ADMINISTRATION**

Section 1. Board of Trustees (powers, number, tenure, requirements, meetings, quorum, procedures, voting, vacancies, removal)

Section 2. Officers (positions, duties, election, vacancies, removal)

Section 3. Committees (formation, standing committees, ad hoc committees)

Section 4. Staff (positions, duties – probably only Executive Director)

Section 5. Special Designations

Section 6. Parliamentary Authority

## **Article VII. CONFLICTS OF INTEREST** (to protect EAI's nonprofit status)

## **Article VIII. CONFIDENTIALITY**

## **Article IX. OUTREACH**

## **Article X. BOOKS & RECORDS** (accounting, tax, fiscal year, document retention)

## **Article XI. AMENDMENTS**

**ADOPTION OF BYLAWS** (certification & date)