



Minutes: Board of Trustees

Feb 8 , 2021

11:30 CT a.m.

1. Call to order/Serenity Prayer - Scott
Present: Kelsey, Derita, Paul, Scott, Steve, Colleen, Elaine
2. Approval of Jan 11 meeting minutes* - Scott
Motion to approve by Paul, seconded by Scott. Unanimous approval; Steve abstained as he was not present at the January meeting.
3. Approval of new materials* - Elaine
Motion to approve by Paul, seconded by Colleen. Unanimous approval
Discussion: Steve - question that the Virtual group intro is suggested, not mandatory.
 - i. Virtual group introduction for all groups (from Italian translation)
 - ii. German translations:
 - Guilt (new)
 - Elaine checked with Karin in Germany and received positive feedback on the translation on Feb. 3
 - iii. Calm (new)
 - iv. Grief (new)
 - v. Gratitude (reflection question review only)
 - vi. Acceptance (reflection question review only)
 - vii. From Surviving to Thriving (reflection question review only)
4. Video update - Kelsey
Kelsey will share an initial video on EA Meetings in March.
5. Update on Bylaws committee - Steve
The group meets twice each month, working on the sections. The Member Business meeting section was most recently reviewed. Now working on the registered group section. Lots of discussion with the goal that the bylaws are not overly restrictive. The current bylaws are very confusing and complicated - and less helpful than they could be. The strength of the lengthy process is that there has been good discussion and very careful thought regarding any adjustments made to the document.
6. Update on Iranian request for publishing materials* - Scott/Elaine
Elaine spoke with Ali Ameri. The Iranian groups want permission to translate EA materials into Farsi. Motion by Steve, seconded by Colleen. Scott, Kelsey, Colleen, Steve, Paul voted to approve. Derita abstained through a lack of vote. Discussion: Paul commented that the expectation of royalty payments remains, whether payments are possible or not. Scott pointed out that the 7th Tradition is important but spreading the program is perhaps more important. Colleen spoke in favor of approving their request. Elaine will reach back to the Iranian group and get the copyright permission sent out.
7. Progress on outcomes evaluation effort - Paul

The researcher has done some work on 12 step groups to create a list of possible questions that will be used and some discussion of how to involve groups. Motion made by Scott that the trustees, in practicing Step 12, formally approve of the work Paul is doing on EA's behalf of spearheading this outcomes evaluation effort. Steve seconded the motion. No one spoke against the motion. Scott, Kelsey, Colleen, Steve, Paul voted to approve. Derita abstained.

8. Financial report - December - Paul
Earnings from literature have increased as have individual contributions. PPP funds have helped. The goal is to continue on this trend toward break-even at the end of the fiscal year.
9. 50th Anniversary plans - Paul
A 4th page in Strength & Hope was added in January and February. The materials all reflect the 50th Anniversary logo. We'll hold a fundraising effort of some sort later in the spring. We're going to encourage sustainer giving more. Scott suggested encouraging gifts of \$50 this year. Colleen suggested that we put some effort into this.
10. July retreat/celebration for anniversary? - Scott
There is a regular July retreat held in Minnesota. Next month there will be updates on how to tie the July retreat into the 50th Anniversary.
11. Update on work of Communication committee - Colleen
There was a re-focus meeting in January away from a communications plan to focus on more immediate efforts - specifically a focus on the healthcare community and recovery entities. The group is developing a news release for healthcare providers and is updating the current "For the Healthcare Provider" pamphlet and website pages. All this will be available at the next meeting. Colleen has a list and Paul has a healthcare provider list and we will do a mass email to these lists to share information about the EA program.
12. Sponsorship
 - a. New co-sponsoring pamphlet in process* - Colleen
This is an update/re-write of the current sponsorship pamphlet and should be ready for review next month.
 - b. Additional wording for website* - Kelsey
Kelsey made a few suggestions for the website about sponsoring and the trustees discussed the language. Kelsey and Colleen will revise her suggestions and get them back to Elaine to add this information to the website.
 - c. Update on volunteers (10)/next steps - Elaine
We have received 10 people interested in getting involved. This list will be the go-to when people contact the office or individual trustees for sponsors. Elaine will encourage people to think about sponsorship/co-sponsorship to grow the list via email and on the website. The email/phone of the person looking for a sponsor will be shared with the list for those people on the list
13. Managing chat meetings - Behzad
Behzad was not at the meeting. The goal is that Behzad is the coordinator of the chat meetings, not to moderate meetings. We need someone to be the point person for the moderators of the chat meetings.
14. Reminder of new board member recruitment schedule - Elaine
This is coming up. Scott will be finishing his second term on the board June 30. Everyone else will be eligible to continue their service if they so choose. Elaine will verify the nominations process in the minutes from last year.

Other points.

Colleen asked about starting a pamphlet on recovery and will start a draft.

Next Meeting on March 8 at 11:30 CT. Meeting adjourned with the serenity prayer at 12:56p.m.

*See further detail on next pages.

**Documents will be separately via email

#2: Approval of Minutes

Minutes: Board of Trustees
January 11 , 2021

1. Call to order/Serenity Prayer - Scott
Present: Derita, Paul, Scott, Bezhad, Colleen, Elaine
2. Approval of Dec. 10 meeting minutes* - Scott
Motion to approve by Colleen, seconded by Paul. Unanimous approval
3. Approval of new materials* - Elaine
 - i. Anger - added reflection questions
Motion to approve by Colleen. Seconded by Paul.
Scott had a couple format issues. 3 bullet points - third one is yes/no - instead shift to 'what symptoms can I identify in me...' Unanimous approval
 - ii. Preamble to virtual meetings from Italy
Motion to approve the Introduction to Virtual Meetings by Derita.
Seconded by Paul. Unanimous approval
Second part of what is included in the Serenity Prayer should not be included. Derita questioned why it is considered a "preamble" and would rather refer to it as an introduction. Other groups have official preambles (EAI does not) but perhaps EAI needs to consider developing one. Vote approved based on changing the title for Italian groups.
 - iii. German translations:
Acceptance
Motion to approve by Colleen. Seconded by Scott. Unanimous approval
Trustees approved the body of material; reflection questions will be added and approved via email so we don't have to wait until next month's meeting to approve. Colleen will draft the questions.
Gratitude
Motion to approve by Colleen. Seconded by Paul. Unanimous approval.
Colleen will adjust one sentence and Scott would like the Meditation to be attributed to an EA member, since it is written in the first

person. The changes will be run by Karin, who submitted the pamphlet from Germany.

4. Video update - Kelsey
No update as Kelsey was not at the meeting.
5. Iranian request for publishing materials* - Elaine/Behzad
EAI would provide the Persian translation of EA materials on the US website. There is a person in the USA willing to assist in translation of materials and Scott will reach out to them. Additional information is required before any motions for approval can be made. Behzad, Scott or Colleen and Elaine will follow up and bring it back to the February meeting for more discussion. Derita made a motion to approve that Iran receives copyright privileges. No second.
6. Outcomes evaluation effort update - Paul
The professor leading the project requested some feedback that Paul and Elaine provided. Additional information is coming. Derita asked if anyone had been paid yet - the answer was no.
7. 50th Anniversary plans - Paul
A 4th page was added to S&H. The logo was added to the website and to materials. Question on what sort of fundraising we could do around the 50th anniversary - other "A" programs have done that. It would be good to set some goals and publicize the effort. One idea is to encourage everyone to offer 50 hours of service throughout the year - we would share that information on the website. More information will be developed and shared at the February meeting. Paul and Elaine will plan some time to figure out a fundraising campaign. Scott asked if we could talk about 'Special 7th Tradition Opportunities: 50th Anniversary.' July 22, 1971 is EAI's incorporation date.
8. Sponsorship - Elaine/Colleen
 - a. New co-sponsoring pamphlet in process
Colleen is taking the lead on this. Derita pointed out that traditional sponsors are just at least one step ahead of a sponsee. Derita thinks that co-sponsorship is 'the blind leading the blind.' This will be brought up in February again.
 - b. Website changes made
Elaine and Paul provided information for the website
9. Managing chat meetings - Elaine/Behzad
Behzad thinks Chatzy is an antiquated method and that there are better options to use, such as Slack. He is going to start two chat meetings but needs to connect with someone who will moderate one of them. Scott pointed out that thru Chatzy we already have chat meetings but need some moderators and coordinator for the chat meetings. Behzad will become the coordinator for all EA's chat meetings. We don't want to take the Chatzy format away but to add to the options we have.

Next meeting Feb. 8 at 11:30 a.m.

#3 Approval of new/revised pamphlets

Click on the title below to go to the doc on the google shared drive for review.

[Intro to Virtual Groups for all group use](#)

[New Grief pamphlet - #93](#)

[Gratitude - review added reflection questions](#)

[Acceptance - review added reflection questions](#)

[Acceptance in pamphlet format PDF](#)

[Guilt - #94](#)

[Calm](#)

[From Surviving to Thriving current pamphlet](#)

[Surviving to Thriving REVISED reflection questions](#)

#6 Iranian material request

Dearest Elaine,

I am truly grateful for EA as it has changed my viewpoint on life and I am thankful for the services that you are helping to provide for members all over the world. I truly hope that all is well and that you are in great health.

First of all, I am writing on the behalf of EA Iran to kindly ask permission on the publishing and printing of the EA handbook(of which we have translated up to page 82), to be able to put it to the disposal of Kerman as well as Iran's growing EA family. Something that I would like to point out is that, as AA had gone through the same path years ago in this country, no money will be received for the publishing of the handbook in Iran and the only fees received will be through a pdf file of the translation which we will send to you and that can be bought by those out of country. As we are going through sanctions and the equivalent of the book cost will be difficult for most members to come by. We would be most obliged if this matter is discussed and brought to a conclusion by fellow board members.

Secondly, we would like to draw your attention to the constituent of the twelve step program and starter of the AA, NA and EA program in Iran, Mr. Ali Ameri, who speaking of which, we have the utmost respect for, is recently residing in the states and due to his request of introducing the program to Iranian inhabitants in the U.S. in which they can start their online sessions has some inquiries of which he would like to share with you. His contact number is +131099317011 and we would truly appreciate an effort to contact him in order to instruct him in these matters.

Following your kind response to this email we are ready to send you the pdf file of the translation along with the translated Working the Twelve Steps workbook and the signed papers pertaining to the authentication of the translated scripts.

We are appreciative of your kind response and correspondence.

Sincerely,

Kate and AliReza
EA Kerman, Iran

#14 Board recruitment

Application form and important dates:

[Application](#)

[Expectations for Trustees document](#)

[Board nomination timeline](#)

#12a Sponsorship pamphlet revision

[Sponsor/co-sponsor pamphlet](#)

Under the sponsorship section it states: choose someone with whom you are comfortable, where there are good boundaries, regardless of the person's gender;

The above is very vague. Kelsey's recommended additions:

- a sponsee/sponsor relationship should not be something that will evolve into a romantic relationship, this is particularly important for newcomers
- if this evolves, stop sponsor/sponsee relationship, to allow for spiritual growth, not to begin dating
- it is advisable to seek out the advice of board member or friend in the program if you feel you are experiencing something like this