

**BOARD OF REGENTS  
MEETING OF NOVEMBER 19, 2016**

The meeting was called to order at 9:30 A.M. by John C., Chairman Board of Regents.

Present: Bernie G., John C., Mike S., \*Pat S., Steve F., Woodie H. and Karen H.,  
International Executive Secretary.

Present by Telephone: Bill B., Leanne W. and Peter A.

\*Absent: Pat S. was not present at start of meeting but arrived at 9:32 A.M.

Guests: Wendy B., past Trustee, past Board of Regents member.

A. The minutes of the October 15, 2016 Board of Regents meeting were read and approved.

Motion seconded and passed  
For – 9                      Against – 0                      Abstained – 0

B. The operating statement for October was read and approved.

Motion seconded and passed  
For – 9                      Against – 0                      Abstained – 0

**OLD BUSINESS**

**A. LIFELINERS**

There were 9 new and returning Lifeliners as follows:

Arizona – 1	California – 2	New Jersey – 1
New York – 1	Ohio – 1	Montreal, QBC - 1
Surrey, BC - 1	Mexico – 1	

**NEW CANS**

There were 2 new Cans.

Missouri – 1	New Mexico – 1
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**GROUP INFORMATION REQUEST FORMS RECEIVED – 3**

Huntsville, AL (REGISTRATION ONLY)

Battle Creek, MI (REGISTRATION ONLY)

Las Vegas, NV (REGISTRATION ONLY)

**GROUP INFORMATION REQUEST FORMS RECEIVED PRIOR TO SENDING  
STARTER KITS – 5**

Five Starter Kits were sent out as follows after receiving the Group Information Request Forms for the month of October:

Beltsville, MD	Columbus, OH	Penticton, BC
Cancun, MEX	Salamanca, MEX	

**PRISON STARTER KITS SENT: None**

## B. FINANCIAL SOFTWARE UPDATE.

Karen H. reported that the office has received the chart of accounts from our accountants and Luz is starting to input data. It will take some time, but the process has officially started. The Profit and Loss statement was sent electronically to Bill B., Leanne W., and Peter A. and passed out to the local Board of Regents. Peter A. asked questions about the address details and there was a discussion about specifics with regards to information on a sample receipt. It was determined that the I.S.O. can make changes, if needed.

## C. E-READERS FOR COMBO BOOKS.

Steve F. reported that through the help of John C., Chairman of the Board of Regents, the I.S.O. now has an electronic PDF version of the yellow Combo Book, both in large print and small print, which is ready to upload to both Kindle and Nook platforms. Bill B. asked questions about updates and costs and suggested that a Mobile App might be a better platform. There was discussion about the updates on the platforms approved, and it was mentioned that purchasers would have to pay for the updates, just as the G.A. membership does with paper copy Combo books, when there is an update. Steve F. reported that there is a 40% royalty fee, on pricing ranging from \$0.99 - \$2.98 and a 65% royalty fee on pricing ranging from \$2.99 - \$9.99. In addition, when we were to receive monies for purchases, electronically through our bank, there would be no threshold, but if we chose to receive a check, there would be a \$100.00 threshold and payment would be made after 60 days. There was a discussion about how the Amazon/Kindle account was going to be opened, which usually asks for a credit card. The B.O.R. asked Karen H. to look into the feasibility of getting a corporate credit card. Peter A. and Steve F. will figure out exactly what items need to be determined and set by B.O.R. and have that ready for the December Board of Regents meeting. He also asked for help with uploading and creating accounts to take the next steps. Karen H. thanked Steve F., John C. and Peter A. for their work done on this committee.

## D. GRATITUDE WEEK.

Karen H. stated that \$9,007.48 has been received by the I.S.O. for this year's Gratitude Week with 149 different Groups and Members contributing. Thank you for your donations!

## NEW BUSINESS

### A. ANNUAL AUDIT.

The B.O.R. reviewed the annual Audit and discussed the Audit Recommendation Letter. Everything looks good. There was a motion made to approve the Audit as submitted.

Motion seconded and passed

For – 9

Against – 0

Abstained – 0

### B. EMPLOYEES HEALTH INSURANCE.

John C. reported that the I.S.O. employees are currently on a “grandfather” plan with Health Net. He passed out a cost analysis comparison between the current plan renewal and an optional plan renewal for 2017. The optional plan was a Health Net HMO Gold 30, which would be \$508.86 per month less, and an annual savings of \$6,106.32. However, it would increase the employees out of pocket amounts and co-pays per year. John C. initially proposed a suggestion to the board that we reimburse up to \$500.00 per eligible employee for medical/prescription expenses per policy year. A discussion ensued and there was concern of how we might violate confidentiality, by asking to see

their medical/prescription receipts. Peter A. asked about the H.I.P.P.A. release, and suggested that instead of reimbursing them for each expense with receipt, we would allocate a pre-determined amount to them at the start of the policy. Bill B. asked about the feasibility of a “health savings account”. After a lengthy discussion, there was a motion made to change our health plan as presented to Health Net HMO Gold 30.

Motion seconded and passed

For – 8                      Against – 0                      Abstained – 1

There was a roll call vote as follows:

<u>*For - 9</u>	<u>Against - 0</u>	<u>Abstained – 0</u>
Bernie G.		
Bill B.		
John C.		
Leanne W.		
Mike S.		
Pat S.		
Peter A.		
Steve F.		
Woodie H.		

\*During the roll call vote, a B.O.R. member changed their vote from Abstained to For.

The discussion continued on how we could help the employees offset some of the additional costs involved with the new health insurance policy. Initially, there was an Amendment to the above motion, but there was never a 2<sup>nd</sup> to it, so discussion continued about how the best way to reimburse or compensate them was. We talked about submitting receipts to Karen H. versus receiving a one-time allocation. There was a motion made to reimburse up to \$500.00 per employee, per policy year (December 1<sup>st</sup>, 2016 – November 30<sup>th</sup>, 2017) for medical or prescription expenses.

Motion seconded and passed

For – 7                      Against – 2                      Abstained – 0

There was a roll call vote as follows:

<u>For – 7</u>	<u>Against - 2</u>	<u>Abstained – 0</u>
Bernie G.	Peter A.	
Bill B.	Steve F.	
John C.		
Leanne W.		
Mike S.		
Pat S.		
Woodie H.		

#### C. BY-LAWS, ARTICLE XVIII – AMENDMENTS, Section 1.

The following Agenda Item passed a 2<sup>nd</sup> vote at the San Diego International Conference:

By-Laws

6. By-Laws, Article XVIII - Amendments, Section 1.

Change wording

Current Version: Any proposed amendment to the By-Laws must first be approved by the Board of Regents. Such proposed amendments shall require a favorable vote of not less than six (6) members of the Board of Regents to adopt any amendment of these By-Laws. The recording Secretary will include any proposed amendments in the Board of Regents minutes which are published each month. Subsequent to this, the item must be approved by the Board of Trustees in accordance with literature change procedures as outlined in the Guidance Code.

Proposed version: Any agenda item to be proposed at an upcoming Board of Trustees meeting that directly affects either the By-Laws, I.S.O. or the functions of the I.S.O. must be discussed by the Board of Regents prior to the Board of Trustees meeting. The Board of Regents Chair or an assigned representative of the Board of Regents will speak on such items at the Board of Trustees meeting to convey the thoughts of the Board of Regents. The Board of Regents Chair or assigned representative will then convey the discussion and the resulting votes to the Board of Regents at their next scheduled meeting. If the item passed at the Board of Trustees meeting, the Board of Regents will take a vote on that item, and that vote shall be recorded in the minutes. If the proposed change is to the By-Laws, then that vote shall require a favorable vote of not less than six (6) members of the Board of Regents.

Passed 1st vote in Phoenix

Andy R. - Area 13B

Passed

2<sup>nd</sup> Vote

The above item was chaired by Pete K., 1st Co-Chair.

The Board of Regents revisited this Agenda Item, as when we discussed it last, we did not have a full board represented, even though we voted in favor of it, 5-3-0, we did not have the (6) required favorable votes to make it a new Amendment. Steve F. gave a brief history of the item, that it was something that both he and Andy R. worked on together to ultimately benefit the B.O.R. and create less confusion between the two boards, the B.O.T. and the B.O.R. There was a motion made to approve this item as written.

Motion seconded and passed

For – 8

Against – 0

Abstained – 1

There was a roll call vote as follows:

For - 8

Against - 0

Abstained – 1

Bernie G.

Bill B.

John C.

Leanne W.

Mike S.

Pat S.

Peter A.

Steve F.

Woodie H.

D. LIFE-LINE BULLETIN ON G.A. WEBSITE.

The following Item Agenda passed at the San Diego International Conference:

34. Allow for the inclusion of an electronic version of the Life-Liner Bulletin on the Gamblers Anonymous website and authorize up to \$2,500 to facilitate this addition of the Life-Liner Bulletin to the web site. Final placement of the electronic version of the Life-Liner Bulletin on the GA website would require BOR approval.

Peter A. - Area 13

Motion to accept above.

Amendment to allow for the inclusion of an electronic version of the Life-Line Bulletin on the Gamblers Anonymous website. Final placement of the electronic version of the Life-Liner Bulletin on the GA website would require BOR approval.

Chair ruled the amendment out of order and was then challenged. Vote on the challenge fails, therefore the Chair is in order and the amendment out of order.

On the motion.

Passed

Only one vote needed.

The above item was chaired by Andre G., 2nd Co-Chair.

John C. reported to the B.O.R. that Karen H. set up a conference call which included Karen, John and Andrew, the website administrator who would be doing the work necessary to make the G.A. Life-Line Bulletin available on the G.A. website, [www.gamblersanonymous.org](http://www.gamblersanonymous.org). The quoted price to complete the work was \$550.00. The format would be exactly the same as it is currently on the Trustee Website. All details will be handled directly through Karen H., and any changes or maintenance will be done directly by the I.S.O. There was a motion made to move the G.A. Life-Line Bulletin to the G.A. website and proceed with the back end work.

Motion seconded and passed

For – 9

Against – 0

Abstained – 0

Upon conclusion of the discussion on Item D. above, the Board of Regents Conference Call ended as the next two items were of a confidential nature.

E. EMPLOYEES PERFORMANCE EVALUATIONS.

Karen H. reported to the B.O.R., the employee's performance evaluations for Israel, Jason and Luz. Evaluations are completed (2) times per year by Karen H.

F. HOLIDAY/YEAR END BONUSES.

Motion was made to give bonuses to all four employees of the International Service Office along with one (1) paid personal day on December 23, 2016.

Motion seconded and passed

For – 9

Against – 0

Abstained – 0

The collection in the amount of \$15.00 was taken and the meeting closed with the Serenity Prayer at 12:50 P.M. The next meeting of the Board of Regents will be held December 17, 2016 at 9:30 A.M.

Today's Board of Regents meeting had 4 people call in and listen.

**Respectfully submitted by Steve F., Assistant Recording Secretary**