



COMPULSIVE EATERS ANONYMOUS-HOW  
BOARD OF DIRECTORS 2024-25 Meeting  
January 25, 2025  
Minutes

Aneisa called the meeting to order at 7:00 am Pacific time with the Serenity Prayer and read Tradition Two. Adell read "As Bill Sees It," page 332.

1. **ROLL CALL.** Participating Directors present: Aneisa B. Chair; Suzanne E., Vice-Chair; Adell P., Jose F., Judy K., Linda Jean M., and Carmen C. Non-Participating Director present: Sean H. Director Vickie S. was traveling and not able to be at the meeting. All Corporate Officers were present: Michael D., President; Susan M., Vice-President; David M., Secretary; Kevin C., Treasurer. Executive Director: Linda V. Molly, Natalia, Oralia, and Lola served as Spanish Language translators.
2. **APPROVAL OF MINUTES** Susan moved to approve the minutes of October 26, 2024, meeting of the Board of Directors. Adell seconded. Motion passed unanimously.
3. **APPROVAL OF AGENDA.** The agenda was approved as presented.
4. **OFFICER REPORTS**
  - a. **Chair's Report.** Aneisa welcomed the new non-participating Director, Sean H. She reported on the Area/Intergroup forum that was held 12/29/2024 and highlighted a presentation on the Twelve Concepts of Service for CEA-HOW and that there would be a monthly study group on the Twelve Concepts of Service. She also noted for the record that the Board approved by email at the request of the Treasurer, switching audit firms while retaining the same price limit.
  - b. **Executive Director's Report.** Linda V. noted that so far donations for the month were down significantly for the month of January over last year and encouraged members to help communicate the need for donations. The office has been operating more smoothly, meeting mailing deadlines to Areas and Intergroups, and noted that there is a new business item later for monthly IT support for the office that she said was necessary to continue efficient operations. Linda V. looked forward to meeting with the contractor to begin work on the website project now that our agreement has been approved. Linda V. also noted that there has been an issue with shipping and handling charges for literature purchases. The Executive Committee has recommended increasing the cost charged for shipping and handling and to reach out to Carolyn P. who had developed the cost structure in the past. [ACTION ITEM: Contact Carolyn P. to ask for assistance with updating literature shipping and handling charges. Linda V.]
  - c. **Treasurer's Report.** Kevin presented his report. While contribution income is increasing it is not meeting operating expenses. For 2024, CEA-HOW Inc had a net loss of \$18,321 vs. a net loss of \$19,739 in 2023. Except for a generous one-time donation of \$10,000, contribution income increased 10%, whereas expenses



COMPULSIVE EATERS ANONYMOUS-HOW  
BOARD OF DIRECTORS 2024-25 Meeting  
January 25, 2025  
Minutes

increased 5%. He also noted that literature net income was down about \$5000, and Conference/Convention expenses were up \$7500. He concluded that the organization is in a solid financial position. At the end of 2024, there were \$213,608 in assets with \$193,099 of that amount in cash and equivalents. \$114,854 of the cash and equivalent amount is designated as prudent reserve per Board policy.

## 5. INTERGROUP LIAISON REPORTS

- a. Aneisa reported that Southern California Intergroup held its anniversary event. Utah/Idaho was doing well but she hadn't been able to contact Sierra-Nevada Intergroup.
- b. Adell said Riverside/San Bernadino is planning its Birthday celebration in March 2025; Phone Bridge did not have a December meeting because it lacked quorum. The Electronic Intergroup, English is planning a plant-based workshop.
- c. Suzanne reported that the UK/Europe Intergroup had a change of service positions; Dallas/Ft Worth and Ft Collins were doing well and that the Pennsylvania Intergroup was planning a retreat for September.
- d. Linda Jean reported that Oklahoma Intergroup was doing well. Greater New York was planning a fall retreat and Las Vegas Intergroup is thriving.
- e. Judy K. connected with the Northern CA and Seattle Intergroups, and they were doing ok.
- f. Jose reported that the Arizona Intergroup is busy working on the Area 2 Assembly and on local workshops. The New Mexico/Rio Recovery Intergroup is looking for ways to increase attendance at their meetings.
- g. Carmen has been in contact with the Spanish Phone Intergroup (90144) and the Electronic Spanish Intergroup (90153). 90153 had a change of service commitments. Carmen was also in contact with Bugambillas Intergroup (90146) and that they held an anniversary celebration in November.

## 6. COMMITTEE REPORTS

- a. **Spanish Literature.** The Committee has been meeting regularly. They have new officers. They have completed the translation review of Unity, Service and Recovery which was sent to the printer. The next project is "Made a Decision" I & II.
- b. **Finance.** No report.
- c. **Sponsorship.** The Committee is active and are still planning a retreat.
- d. **Education.** The Committee is active and working on service-related material hoping to have something to present at the Conference in July.
- e. **Bylaws.** The Committee submitted a Bylaws Amendment for the Board's consideration as an item of New Business. An updated version of the Bylaws should be available before the next Board meeting.



COMPULSIVE EATERS ANONYMOUS-HOW  
BOARD OF DIRECTORS 2024-25 Meeting  
January 25, 2025  
Minutes

- f. **Nominating.** The Committee welcomed the new Non-Participating Director Sean H. to the Board meeting. The Committee is continuing the search for the remaining two Non-Participating Director positions and encouraged all Board members to assist with the search.
- g. **Convention.** The Convention committee is active and doing well. There were 136 people registered for the Convention on 1/12/2025. There are still Chair and Co-Chair vacancies. They have been updating the guidelines for the Convention Committees.
- h. **Special Needs.** The Committee is active although it has lost many of its members.
- i. **Board Literature.** The Committee has edited items Celebrating the Program Pioneers 3rd ed. (816), and Celebrating the Program, Parts I, II and III (816A, 816B, & 816C). The questions in 816 based on stories in the 3<sup>rd</sup> edition Big Book that were retained in the 4<sup>th</sup> edition were moved to and integrated with the questions of item 816A, leaving 6 stories in item 816 (the existing version of 816A was smaller than 816B & C; this update brings them into closer size equivalency). The new versions of Items 816 & 816A will be presented to the WSBC Literature Committee as Policy Motions. After the WSBC Literature Committee approved edits to the pamphlet "Welcome Newcomer" the Board Literature Committee created a Policy Motion to approve the edited pamphlet, and will it send to the Agenda Committee.  
This Committee has edited and updated the CEA-HOW Service Manual. The following sections have been added to it: the 12 Concepts of Service; an entry about Business Meetings and a suggested format for them; workshop guidelines; and updated meeting information to match the updated New Meeting Packet documents. The Committee intends to send the revised Service Manual to the WSBC Literature Committee for review and approval for WSBC 2025.  
The Committee has submitted a policy motion of New Business for today's agenda that, once an edited piece of literature is approved that said update will be printed for distribution and existing versions of the unedited (current) item will be discarded (or warehoused).
- j. **WSBC Literature.** The Committee reviewed the 5 pamphlets (Am I a Compulsive Eater, Overview of the 12-Step Recovery Plan, The CEA-HOW Concept and What It Means, The Meaning of Abstinence and Weight Loss, and What Is Food Addiction?) and CEA-HOW Pamphlets (the pamphlet compilation booklet) as charged at WSBC 2024. The Committee agreed that the two pamphlets: Am I a Compulsive Eater? (with some edits) and Overview of the 12-Step Recovery Plan, continue to be sold. The Committee recommends discontinuing the remaining three pamphlets as either outdated or otherwise duplicated information. The Committee reviewed and updated "CEA-HOW Pamphlets" removing the discontinued pamphlets and editing other pamphlets. Three other pamphlets (Welcome Newcomers, A View of Medical Abstinence and Weighing and Measuring from a Food Plan) were submitted to the Committee by the Board Literature Committee with recommended edits. The Committee accepted these changes with a few further edits. The Committee



COMPULSIVE EATERS ANONYMOUS-HOW  
BOARD OF DIRECTORS 2024-25 Meeting  
January 25, 2025  
Minutes

determined that the A.A. readings (How It Works,” “The Promises” and “A Vision for You”) in the proposed new item Meeting In a Pocket are from the first 164 pages of the Big Book (not copyrighted and considered public domain), there was no need to receive permission from A.A. to use them. It is therefore approved for submission to the Agenda Committee. The Committee has reviewed and accepted 4 Policy Motions for Forever Abstinent so far.

- k. **Website.** The Committee has suspended scheduled meetings until the agreement with the Website contractor is finalized.
- l. **Public Information.** The Committee is active and working on a newcomer flyer.

[The meeting recessed from 8:29 to 8:36 am]

**7. OLD BUSINESS**

- a. **Website.** Michael reported that the agreement with the contractor was signed January 15, 2025. There was a very productive kick off meeting. Discussion centered around the responsibilities of the Board and the WSBC Website Committee and what their respective roles will be. Linda V. will continue to be the project manager.
- b. **Action Items.** Board Action Items were reviewed:
  - i. Send ideas for qualifications and potential candidates for Non-Participating Directors to the Nominating Committee. On going. [Board members]
  - ii. Send concerns and ideas regarding Bylaws to the Bylaws Committee. On going. [Board members]
  - iii. Send the Treasurer’s Executive Summary as one document and, as a separate document, the supporting reports that comprise the Treasurer’s quarterly report for the Board meeting as part of the IG/Area monthly email after each quarterly Board meeting. Remains on going, quarterly after each Board meeting. On going. [Linda V.]
  - iv. Include a reminder in the IG/Area email that only CEA-HOW and AA Conference-approved literature are to be used at CEA-HOW meetings. Ongoing, quarterly. [Linda V.]
  - v. The Spanish Language Literature Committee will look at Spanish Language Literature for any incorrect [translated] identification of our organization (Compulsive Eaters Anonymous-HOW) On going. [Carmen/WSBC Spanish Language Literature committee]
  - vi. Internal Audit with outside accounting firm. On going. [Kevin]
  - vii. Notify Board Members who haven’t completed their Convention recording reviews [Linda V.]; Complete reviews and send them to WSO [Board Members]; Send the recordings and editing instructions to the



COMPULSIVE EATERS ANONYMOUS-HOW  
BOARD OF DIRECTORS 2024-25 Meeting  
January 25, 2025  
Minutes

contract audio editor [Linda V.]. Completed by all but one Director who had technical issues (taken on by another Director). Completed.

- viii. Establish a new prudent reserve amount and inform the Board. Completed. [Kevin].
- ix. Complete and distribute an updated version of the Bylaws. In process. [Bylaws Committee].
- x. Draft a policy motion concerning WSO and WSBC committees contacting outside organizations on behalf of CEA-HOW. In process. [Michael]
- xi. Respond to the Website Committee's letter to the Board. Completed. [Michael].

8. **NEW BUSINESS**

- a. **Conference Website Committee authority to make changes to Website.** Linda V asked for clarity on whether the Board would delegate authority to the Conference Website Committee to work directly with the Website contractor or whether they would serve in an advisory capacity. After discussion it was proposed that there be a workshop with the Contractor and the Website Committee to gather input from them on improvements and that the Board would continue to be responsible for approving changes to the Website. [ACTION ITEM: Inform the WSBC Website Committee that their role on the Website project remains advisory. Linda V. & Linda Jean M.]
- b. **Translation Equipment Proposal.** The Translation Committee proposed that WSO purchase new translation equipment for use at WSBC and Global Convention. The existing equipment is more than 10 years old and no longer works. The Committee solicited four proposals and recommended the least expensive proposal at \$1,779.00. The Executive Committee endorsed the proposal as well.

MOTION: Purchase translation equipment (30 units) for \$1779.00 was made by Michael, seconded by Adell. Motion passed unanimously.

- c. **Inactive Intergroups & Unaffiliated Meetings.** Linda V. raised a concern that since some Intergroups have become inactive, there are more unaffiliated meetings that may not be getting communication from their Areas. She asked whether the office should be contacting these meetings directly or should be informing their Areas. The consensus of discussion was that meetings should have connection with their Area rather than just WSO.
- d. **Bylaws amendment regarding Article 4, Section 15 Term of office.** The Bylaws Committee proposed a change to part A:

EXISTING:



COMPULSIVE EATERS ANONYMOUS-HOW  
BOARD OF DIRECTORS 2024-25 Meeting  
January 25, 2025  
Minutes

Article 4. Board of Directors  
Section 15. Term of office

- b.) In order to ensure a geographic fellowship representation, no Area may have more than four (4) Directors elected therefrom.
- c.) In the event there are fewer than eight (8) Participating Directors as a result of subsection (b) above, said subsection shall be waived.

PROPOSED:

Article 4. Board of Directors  
Section 15. Term of office

- b.) In order to ensure a geographic fellowship representation, no Area may have more than four (4) Directors elected therefrom.
- c.) In the event there are fewer than eight (8) Participating Directors as a result of subsection (b) above, said subsection shall be waived. Directors who have completed all or part of a single two-year term shall not be ineligible to run for re-election as a result of subsection (b) above, then said subsection shall also be waived.

MOTION: David moved to adopt the Bylaws Amendment Article 4, Section 15 c.) to allow Directors who have completed all or part of a two-year term to be eligible to run for re-election, waving subsection b) regarding geographic representation; Susan seconded. It was noted that because 35 days advanced notice was not given to the Board the amendment needed 7/8s approval in order to be adopted. Motion passed unanimously.

- e. **Discarding outdated literature.** MOTION: Susan made a motion on behalf of the Board Literature Committee that once a piece of CEA-HOW literature is edited or revised the existing unedited version of the literature be discarded (or archived if appropriate.) Seconded by Adell. Motion passed unanimously.

The next Board meeting is April 26, 2025. The meeting adjourned at 9:36 am with the Serenity Prayer.