



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

Aneisa called the meeting to order at 7:02 AM PT with the Serenity Prayer. Judy read Tradition Two; Susan read "As Bill Sees It." page 332.

1. **ROLL CALL.** Directors present: Aneisa B., Chair; Suzanne E., Vice-Chair; Jose F.; Adell P.; Carmen M.; Linda Jean M.; Judy K.; Vickie S., Sean H., Non-Participating Director. Corporate Officers present: Michael D., President; Susan M., Vice-President; Kevin C., Treasurer. Executive Director: Linda V. Excused absence: David M., Secretary. Nathalia, Molly, Maria, and Oralia served as Spanish-language translators.
2. **APPROVAL OF MINUTES of January 25, 2025, meeting.** Minutes, as presented, were approved unanimously.
3. **APPROVAL OF AGENDA.** Under New Business, a new item was added the evening of 4/25 and became item 1 (Area 3,4,5: request for financial assistance). Adell moved to accept agenda; Michael seconded. Unanimous approval of agenda.
[**ACTION ITEM:** Create a simple agenda template without watermarks and extraneous text boxes for ease of formatting and numbering items - Linda V. and/or Susan]
4. **OFFICER REPORTS**
 - a. **Chair's Report.** Aneisa reported that the Conference Agenda Committee approved 27 Policy Motions and Bylaws Amendments. She was concerned that the current process for managing submissions could lead to submissions being overlooked. This issue will be discussed further as a New Business item. The person acting as our Parliamentarian for the past 2 years will return for a third year; WSO handled communications with the Parliamentarian and translators for WSBC. When a new Parliamentarian is needed, the Chair should work with WSO in the selection process. Aneisa thanked the Board for the support she received as she ends her tenure as Chair and Board member.
[**ACTION ITEM:** update document regarding Chair duties to indicate that WSO takes primary responsibility in securing Spanish translators as well as Parliamentarian (when the Parliamentarian is returning to WSBC). If a new Parliamentarian is needed, Chair should be involved in the selection process. - Linda V. and/or Aneisa]
 - b. **President's Report.** No report. Michael will report on the Website redesign in Old Business.
 - c. **Executive Director's Report.** Linda reported that all deadlines have been met up to this date for WSBC; All Areas conducted an Assembly, sent in their Delegate registration forms and paid for their Delegates, except Area 3,4,5, which is requesting financial assistance. The next deadline is submission of Conference Committee selection forms, due June 1. Linda has been working with the Sonesta Hotel and Convention Chair regarding convention scheduling and room layout; she has also made arrangements with the AV vendor. During a walk-through last month at the Sonesta, they were shown the nearly-completed renovated site. Guest rooms



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

were renovated; each room has mini fridges. Only one microwave will be available on one of the guest room floors. Linda received the proposal for 2026 from the Sonesta yesterday and was surprised to find a \$10K charge for meeting space in addition to meals and sleeping rooms.

[ACTION ITEM: Negotiate with Sonesta regarding meeting space charge. Determine if another Los Angeles hotel might be able to offer us a better contract for 2026. Linda V., Michael, Suzanne]

- d. **Treasurer's Report.** Kevin presented his report. For Q1, employee expenses are down, as are contributions, net loss is \$13,517 for the quarter. The trend of unprofitability is worsening. Contributions are the principal income source; contributions must increase for this Program to survive. It is entirely possible to change this trend of decreasing contributions; if this trend continues, CEA-HOW will not survive after 3 years.

Suggestions: provide a QR code for making 7th Tradition donations at Zoom meetings; promote monthly recurring donations.

[ACTION ITEM: Kevin will share the contribution breakdown of meetings, IGs, Areas to the Board]

5. INTERGROUP LIAISON REPORTS

- a. Aneisa reported that The Idaho-Utah IG is active, hosting small in-person events; she was able to get in touch with the Sierra-Nevada IG – they have updated their contact information on the website; the Southern California IG is doing well.
- b. Adell reported that the Phone Bridge IG is doing well; the English Electronic Intergroup had a successful workshop...their Delegate from England will not be able to attend WSBC; San Bernadino IG is struggling, although the birthday party they hosted was successful.
- c. Suzanne reported that the UK-Europe IG is in flux – their Chair is an American living in Mexico. Many members don't attend the meetings within the IG, so it's hard to get people to make service commitments. Their Delegate won't be attending WSBC; Dallas/Ft. Worth IG is hanging on – they have a new Chair and a rotating Secretary; The Colorado-Ft. Collins IG is struggling; the Pennsylvania IG is doing well with a lot of meetings, but many meetings don't have IG reps attending the IG meetings. They will lose money on their Fall retreat – they need to consider charging more than the price of the meal.
- d. Linda Jean reported that the Oklahoma IG has 2 active, hybrid meetings. They have updated their Bylaws; the NY IG is "semi-active" ...their retreat date is not set; Las Vegas IG is active and financially stable and will send Delegates to WSBC.
- e. Judy has not had contact with the Northern California; Seattle-Oregon IG is not active.
- f. Vickie reported that the San Fernando IG has 21 meetings with a monthly Promises meeting/workshop, an upcoming Zoom workshop on 5/17 and a Fall birthday event;



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

The San Diego IG has six meetings. They had a successful retreat October 2024 and are planning a retreat for October 2025; LA IG has 17 meetings and they are planning a 5/3 in-person event. They are offering 5 scholarships for the Convention.

- g. Carmen reported that the Spanish Phone Bridge has a monthly IG meeting. They had an anniversary event in March. Bugambillas IG has a monthly meeting. They're working on hosting a 31st anniversary celebration in November; the Spanish Electronic IG is not meeting, although they promoted an event to celebrate their 5th year in existence.
- h. Jose reported that the New Mexico IG met; the Skype IG is losing their platform and are working on finding a new platform. They're updating their Bylaws; the Arizona IG is doing well.

6. COMMITTEE REPORTS

- a. **Spanish Literature.** Carmen reported that this Committee is meeting regularly. They reviewed the Part I workbook for *Daily Reflections* questions; they will begin working on Part II. The members are eager to do the work of this Committee. Carmen confirmed that the committee is only translating CEA-HOW Workbooks, not AA literature.
- b. **Finance.** Kevin reported that the Conference Finance Committee met recently and would like to create a flyer/letter to distribute to the Fellowship urging members to use electronic alternatives for payment.
- c. **Sponsorship.** Judy said the Committee is working on a proposal for WSBC promoting sponsorship. Judy was informed that the deadline has passed for workshop proposals.
- d. **Education.** Jose reported that the Committee has completed a piece of literature focused on service at all levels. This will hopefully be presented at WSBC 2026.
- e. **Bylaws.** No report.
- f. **Nominating.** Suzanne reported our NPD Sean has joined the Committee. They updated the flyer to announce our interest in finding 2 more NPDs - this went out with the April IG/Area email. Our Parliamentarian for the past 2 years has expressed interest in applying as an NPD after this year's WSBC. There's another individual who has indicated some interest in the position, but they have had no further contact. One idea to continue to promote our interest in filling the positions: add to the bottom of members' email message *Do you know a non-CEA-HOW member who would be interested in supporting our Program as a member of the CEA-CEA-HOW Board?*
- g. **Convention.** Adell and Suzanne reported that they are working on guidelines for the Convention Committee. One guideline is to ask that Convention Chairs not use budgeted money for incentives to register for the Convention or gifts for Committee members. The Chairs are working hard. Scholarships have been available since the beginning of April; 6 have been awarded...more funds are needed. The 30 new



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

transmitters for Spanish translation purchased by WSO will be available for use. Merchandise is available for purchase. Total registration as of 4/13 is 146. Registration is on par with last year, so the hope is that we'll have more than 200 registrants by the time of the event. Six Chair positions are open, as are many co-Chairs. Unsure that the workshop rooms will comfortably fit participants. Liaisons will remind Workshop Chair to advise Workshop Leaders what literature is approved to use at the Convention.

- h. **Special needs.** The Committee meets monthly. Suzanne said they are not getting much done, as they are down to 2 members. The link to the special needs page on the website is broken. More information is needed in our literature pointing to the specific paragraph when using electronic version of our literature.
- i. **WSBC English Literature.** Susan reported that the Committee reviewed the 5 pamphlets that were presented for discontinuation at 2024 WSBC and were turned over to this Committee, they determined that 4 (*Am I a Compulsive Eater?*, *The CEA-HOW Concept and What It Means*, *The Meaning of Abstinence and Weight Loss in CEA-HOW* and *What is Food Addiction?*) of the 5 pamphlets should be recommended for discontinuation. They recommend continuing selling *Overview of the 12 Step Recovery Plan*. The Committee updated the *CEA-HOW Pamphlets (compilation)* to include *Welcome Newcomer*, *Overview of the 12 Step Recovery Plan*, *Weighing and Measuring from a Food Plan* and *A View of Medical Abstinence*. The quadfold called *Meeting in a Pocket* was approved and sent to the Spanish Language translation committee and then sent to the Agenda Committee. The Committee received 10 motions pertaining to *Forever Abstinent*. They forwarded 9 of them to the Agenda Committee. Motions reviewed modifying existing CEA-HOW literature include: bringing wording in *The Sponsor Guidelines* concerning a sponsor who slips in alignment with the 7 Tools; discontinue publishing *Celebrating the Program Pioneers*, Big Book 3rd ed. (item 816); modify *Celebrating the Program Part I*, Big Book 4th ed. (816A) by adding questions from item 816 that refer to stories that appear in the 4th edition of the Big Book. The Committee reviewed a Bylaws amendment (removing "thank God" from Tool 7) and forwarded it to the Agenda Committee. The Committee recommended delaying presenting the updated *CEA-HOW Service Manual* for a year, so Phone Bridge information might be added to it. The Committee requested that the deadline for submission of motions be moved to December 1 or January 1. There's an expressed need to reference readings with paragraph number, counting from the beginning of a chapter (rather than on the relevant page) to assist those using electronic versions of literature; this will be an ongoing project for both the Board and Conference Literature Committees.
- j. **Board Literature.** Susan reported that there are now four members on the Board Literature Committee. The Committee sent the edited versions of *Celebrating the Program, Part II*, as well as *Part III* (items 816B and 816C) to WSO for printing. Our newest member is working on the editing of *The 12 Steps Revisited (for Experienced*



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

Members), item 840. We have begun editing the question book for *As Bill Sees It*, pages 151-200 (item 817D). We researched the cost effectiveness of using a print-on-demand service; this is not recommended for our U.S. publishing. It may be appropriate to consider for our non-U.S. members; further research is needed. We are looking for assistance from others who might be able to help in researching and evaluating utilizing such a service.

- k. **Website.** Linda Jean reported that the Committee meets once a month.
- l. **Public Information.** Vickie reported that the Committee has created a flyer to utilize as an outreach tool for Intergroups; they are considering putting it on the ceahow.org website and on Facebook. They continue to work on finding ways to reach out to the community (through health fairs and other institutions) and publishing a QR code to provide information about CEA-HOW.

7. OLD BUSINESS

- a. **Website redesign.** Linda V. reported that she's devoted a great deal of her time for the past 3 months working with Jason on the redesign. His detailed report on the progress was included in the Google doc folder for today's meeting; Linda urged the Board to read the report. The website is functioning "100% better": pages are loading rapidly, the meeting finder is working, it's much easier to navigate, it is oriented toward new members and potential members. Jason has fixed bugs and eliminated plug-ins as needed, tweaked the design of the home page and the menu bars and edited the meeting finder page to make it less confusing. A new Convention section on the home page was added and the Convention page was spruced up. Jason is now focusing on the Spanish side of the website; we have not kept up with that side for a long time and we must maintain accurate and current information for our Spanish-speaking members. The Literature Store is being redesigned and attention to our Spanish-language publications is a priority. Translation of more of our publications into Spanish will likely increase sales. Jason recommends that the interface with the meeting finder needs to be revamped, suggesting that we consider the meeting finder that AA Los Angeles is utilizing (lacoaa.org), as it is more user-friendly. Jason also suggests that we integrate our Literature Store within our website (it is currently a separate website). If we decide to move forward with either of these redesign suggestions, we will need to hire a developer. We're researching the cost. Some money remains in our budget that could go toward the developer costs. Suzanne commented that the meeting finder didn't work for her and the special needs links are broken; Linda V. requested that everyone send information about any issues with the website, she will forward them to Jason.
- b. **Action Items.** Board Action Items were reviewed:
 - i. Send ideas for qualifications and candidates for NPDs to the Nominating Committee. Completed



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

- ii. Send concerns and ideas regarding Bylaws to the Bylaws Committee. Completed.
- iii. Send the Treasurer's Executive Summary and, separately, supporting documents as part of the IG/Area monthly email after each Board meeting. Completed (ongoing on a quarterly, but removing from Action Items).
- iv. Include a reminder that only CEA-HOW and AA Conference-approved literature is to be used at regular or marathon meetings. Completed (removing from Action Items, but ongoing on a quarterly basis).
- v. The Spanish Language Literature Committee will look at Spanish Language Literature for any incorrect [translated] identification of our organization (Compulsive Eaters Anonymous-HOW). Ongoing.
- vi. Internal Audit with outside accounting firm. Completed.
- vii. Complete and distribute an updated version of the Bylaws. In process.
- viii. Contact Carolyn P. requesting assistance with updating literature shipping and handling charges. In process.
- ix. Inform the WSBC Website Committee that their role on the website project remains advisory. Completed.

8. NEW BUSINESS

- a. **Request for financial assistance for Area 3,4,5 Delegates to WSBC.** Area 3,4,5 is sending 2 Delegates to WSBC. They are requesting \$400 in financial assistance. [MOTION: Michael moved to extend \$400 in financial assistance to Area 3,4,5 for sending 2 Delegates to 2025 WSBC; Adell seconded. Unanimous approval]
- b. **Process for managing Amendments and Motions** [Aneisa]. There are "cracks" in our current process of all Policy Motions and Bylaws Amendments being sent to the Agenda Committee for review before being presented for Board review. There needs to be a better system in place. Aneisa will work with Linda V. on updating the process and will send suggested updates to the Board via email prior to 2025 WSBC. Suggestion: create an email address for Motion and Amendment submissions. [ACTION ITEM: Create a proposal for the new process for submitting Policy Motions and Bylaws Amendments - Aneisa and Linda V.] [ACTION ITEM: Add agenda item to October Board meeting regarding designating a deadline for submissions of Convention printed materials and review by the Board Convention liaisons – Susan]
- c. **Approval of Convention Workshop Materials** [Susan]. This was to be addressed during the January 2025 Board meeting, but it wasn't on the agenda. A Board Policy Motion designating the Convention Board liaisons and a deadline for submission of printed materials needs to be created and approved. This can be discussed when the



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

2025-2026 Board convenes. For the upcoming Conference, Adell and Suzanne, Board Convention liaisons, will review written materials.

[**ACTION ITEM:** Adell and Suzanne will review 2025 Convention written materials]

- d. **Service Month** [Susan]. June is designated as Service Month. Susan encouraged other Board members to participate in this year's WSO-sponsored workshop for Service Month. Everyone was offered the opportunity to help with the theme of the workshop, but Linda V. needed the information by Monday morning for sending out with the May IG/Area email communication.

[**ACTION ITEM:** Create a flyer for Service Month, identify the date and theme of the WSO-sponsored workshop for Service Month – Susan.]

- e. **Audit report** [Kevin] Kevin reported that the audit was thorough and worth the \$2000 spent. Recommendations included ways to tighten processes to avoid potential losses. The Executive Committee is weighing the cost/benefits for following through on the recommendations. There are no immediate concerns that must be addressed right away.

[The meeting took a break from 9:03 to 9:10; Roll call taken upon return - all members present.]

Aneisa reminded the Board that the question the Board is answering regarding approving Policy Motions and Bylaws Amendments for the WSBC agenda is: should this issue go before the Conference? Is this something that benefits the Fellowship as a whole?

Michael explained that, Bylaws Amendments, Part B at this meeting, each individual's vote is their *personal* vote on the issue for each Bylaws Amendment, Part B; Board members do not have the opportunity to vote on Part B Bylaws Amendments at WSBC. A 2/3 Board approval (i.e., 6 votes) is necessary for Part B Amendments to make it to the WSBC agenda.

f. **Bylaws Amendments**

- i. **Remove "thank God" from item 7 of the Seven Tools.** Article 18, 7. Sponsorship. The vote was 3-yes, 5-no – Amendment does not pass for placement on the agenda at 2025 WSBC.
- ii. **Add Food Plan (pages 14 – 35 of *Forever Abstinent*)** to Bylaws, Part B, creating Article 19. The vote was a unanimous 'no' – Amendment does not pass for placement on the agenda at 2025 WSBC.
- iii. **Remove 30-day requirement in the 7 Tools** Article 18, item 5. Meetings. The vote was a unanimous 'no' – Amendment does not pass for placement on the agenda at 2025 WSBC.

g. **Policy Motions**

- i. **Approve *Meeting in a Pocket* as CEA-HOW Conference-approved literature.** The vote was 6-yes, 1-no, 1 abstention – Amendment approved for the 2025 WSBC agenda.
- ii. **Amend *Sponsor Guidelines/4th Step Inventory Steps 4 and 5* to bring**



COMPULSIVE EATERS ANONYMOUS-H.O.W.

BOARD OF DIRECTORS 2023-24 Meeting

April 26, 2025

Minutes

wording (on p.6) into alignment with the Seven Tools. The vote was 5-yes, 3-no – Amendment passes for the 2025 WSBC agenda.

- iii. **Stop publishing the booklet of questions *Celebrating the Program Pioneers (3rd Ed., Alcoholics Anonymous)*, item 816, after existing copies are sold.** Approved for the WSBC 2025 agenda without objection.
- iv. **Accept the edits and revision of the booklet of questions *Celebrating the Program Part I (3rd Ed., Alcoholics Anonymous)*, item 816A.** Approved for the WSBC 2025 agenda without objection.
- v. **Accept the updates of the *Welcome Newcomer* pamphlet, item 821.** Approved for the WSBC 2025 agenda without objection.
- vi. **Discontinue the sale of *Am I a Compulsive Eater?* pamphlet, item 823, and remove from the CEA-HOW literature list.** Approved for the WSBC 2025 agenda without objection.
- vii. **Discontinue the sale of *The CEA-HOW Concept & What It Means* pamphlet, item 826, and remove it from the CEA-HOW literature list.** Approved for the WSBC 2025 agenda without objection.
- viii. **Discontinue the sale of *The Meaning of Abstinence & Weight Loss in CEA-HOW* pamphlet, item 827, and remove it from the CEA-HOW literature list.** Approved for the WSBC 2025 agenda without objection.
- ix. **Discontinue the sale of *What Is Food Addiction?* pamphlet, item 829, and remove it from the CEA-HOW literature list.** Approved for the WSBC 2025 agenda without objection.
- x. **Approve the modified *CEA-HOW Pamphlets (compilation)* booklet, item 836.** Approved for the WSBC 2025 agenda without objection.
- xi. **Move to revise *Forever Abstinent* to add 2 oz. chestnuts (roasting variety) under the Grains section.** Approved for the WSBC 2025 agenda without objection.
- xii. **Move to add canned unsweetened coconut milk to our maintenance food plan under “Fats and Oils”.** Approved for the WSBC 2025 agenda without objection.
- xiii. **Expand the list of protein options to include amaranth, farro, kamut and teff on p. 29 of *Forever Abstinent*.** Approved for the WSBC 2025 agenda without objection.
- xiv. **Remove slab bacon as a protein selection.** Approved for the WSBC 2025 agenda without objection.
- xv. **Remove the language in *Forever Abstinent*, p. 17 Finger Foods. and p. 32, Finger Foods (3 selections).** Approved for the WSBC 2025 agenda without objection.
- xvi. **Amend *Forever Abstinent* Maintenance Guidelines, p. 24 to add “GRAIN” to the “SALAD/VEGES” line.** Approved for the WSBC 2025 agenda without objection.
- xvii. **Change the footnote on p. 29 of *Forever Abstinent*: separate the note regarding proteins that are also fat or grain options into two footnotes. Footnote for fat options will also include acknowledgement that some**



COMPULSIVE EATERS ANONYMOUS-H.O.W.
BOARD OF DIRECTORS 2023-24 Meeting
April 26, 2025
Minutes

options may not be available to all. Approved for the WSBC 2025 agenda without objection.

- xviii. **Clarify the maintenance food plan options for additional food in *Forever Abstinent* by deleting the entry on p. 35 regarding bread and oat bran and adding on p. 25 a paragraph about adding the following if a maintainer needs more food:**

- **Up to 4 slices of flourless bread per day (add 1 slice at a time)**
- **3 T raw oat bran (dry) per day**

Approved for the WSBC 2025 agenda without objection.

- xix. **Add a list of CEA-HOW and AA Conference-Approved literature in *Forever Abstinent* page ii at the end of the list of Appendix C items.** Approved for the WSBC 2025 agenda without objection.
- xx. **Add the CEA-HOW preamble to the *Forever Abstinent* following the Seven Tools of CEA-HOW.** This Motion was not approved for the 2025 WSBC agenda by a unanimous vote.
- xxi. **Revise the due date of literature submissions to WSBC Literature Committee to January 1 of the year of the WSBC Conference.** Approved for the WSBC 2025 agenda without objection.
- xxii. **Create a WSBC ad hoc committee to study holding the WSBC biennially in person and virtually when the WSBC does not meeting in person.** The vote was 6 'yes', 2 'no' – Motion does not pass for placement on the agenda at 2025 WSBC.
- xxiii. **Modify the existing Policy in the WSBC Policy Manual to maintain only the two most recent years of WSBC and Board meeting minutes on our website; previous years would be available on request.** The vote was 5-yes, 4-no – Amendment passes for inclusion on the 2025 WSBC agenda.

Note: Policy Motions 17 & 24 regarding changing the footnoting on p. 29 of *Forever Abstinent* to separate fat and grains as protein options were identical Motions; a vote was taken for both (both were unanimous approval); only #17 is included in these minutes.

The next Board meeting is July 18, 2025, after the conclusion of WSBC.

Susan moved to adjourn; Michael seconded. The meeting adjourned at 10:50 AM PT with the Serenity Prayer.

Submitted by,
Susan M.