



COMPULSIVE EATERS ANONYMOUS-HOW
BOARD OF DIRECTORS 2025-26 Meeting
October 25, 2025
Minutes

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

1. **ROLL CALL.** Participating Directors present: Suzanne E., Chair; Vickie S., Vice-Chair; Jose F.; Judy K.; Carmen C.; Susan G.; Zoe L.; and Cheryl F. Non-Participating Directors present: Sean H. and Lukas J. Corporate Officers present: Michael D., President; Susan M., Vice-President; and David M., Secretary. Executive Director: Linda V. Molly, Natalia, Oralia, and Maria served as Spanish Language translators. Ellie M. served as visual assistant to Suzanne.
2. **APPROVAL OF MINUTES** Susan M. moved to approve the minutes of the July 18, 2025, meeting of the Board of Directors. Michael seconded. Motion passed unanimously.
3. **APPROVAL OF AGENDA.** Michael D. moved to approve the agenda, Cheryl F. seconded. The agenda was approved as presented.

4. **OFFICER REPORTS**

- a. **Chair's Report.** Suzanne gave her Chair report. She thanked everyone who has assisted her since July when she became Chair, especially Linda V. in the office. She reminded the body that she had a motion to activate a Board Public Information Committee which we sorely need. We need new members as well as increased donations.
- b. **President's Report.** Michael has worked on a letter to send to the Fellowship about setting up individual recurring donations. He reminded the body that since the Covid Pandemic, contributions have been significantly down. If this appeal is successful, donations may be driven more to WSO than to Intergroups and Areas and we may need to examine how Delegates to WSBC are funded. He thanked David and Susan for assisting in drafting the letter and asked if there were any questions or comments about sending the letter out. Linda suggested that QR codes be added to make signing up simpler. There was also discussion regarding the funding of different service levels there may need to be Bylaws review.

MOTION: Michael moved to send the letter to the Fellowship, David seconded. Motion was approved unanimously.

c. **Executive Director's Report.**

- i. **General Administrative:** Linda V. said the first printing of the new English edition of *Forever Abstinent* had already sold out. The Board by email vote had approved an increase in price from \$5.00 to \$5.50 for Intergroups and \$10.00 to \$11.00 for general sales. The office is still waiting for the Spanish edition. The printed version of the Spanish edition should be available by the end of November. There has been an issue



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with the office not receiving its US mail. Several members have contacted Linda reporting that checks have been returned as undeliverable. The Executive Committee approved a \$300/year rental of a nearby mailbox. WSO's liability insurance is renewing and the cost increased by \$1,006.00. There had been an issue with Board and WSBC meeting minutes as well as Treasurer Reports not being updated on the website. This has been corrected. Linda reminded the Board that the review of 2025 Convention recordings are due November 14 and thanked Vickie and Cheryl for already completing theirs. Linda asked that the office switch from QuickBooks to QuickBooks Online. With the version that the office currently uses, only one person can access information about contributions at one time. The Online version allows a few users to access our data at one time. It also keeps a record of which user made changes. The annual charge is \$700.

MOTION: Cheryl moved to approve the subscription to QuickBooks online; Susan seconded. Motion carried unanimously.

- ii. **2026 WSBC & Convention:** Linda has completed the meeting count for 2026 Delegate allocation. There are 311 active meetings. This is an overall loss of 20 meetings from 2025. Linda, Suzanne and David met with the hotel staff at the Sheraton Gateway to discuss our food requirements and our events. Their initial meal prices for lunch/dinner \$76.06/\$89.91 (per person including sales tax and service charge per person) were reduced to \$62.23/\$82.97, respectively. These prices are comparable to the hotel prices for this year, and the Sheraton Gateway is not charging for room rental or set-up charges.
- iii. **Website:** Linda presented the Website consultant's final report suggested that we get a new maintenance company that could take care of some of the security concerns that we're facing. He suggested using Fixrunner.com. They have already performed a few one-time fixes successfully. Their monthly charge is \$2 more than our current vendor's. The Executive Committee approved the switch at its last meeting. The consultant also reported that our meeting finder needs to be replaced and suggested that we consider modifying an existing twelve step meeting finder rather than having one built from scratch. He suggested the AA Los Angeles meeting finder is a great model to use. There is also a problem with the meeting update form which by default increments the meeting time by one hour. When some members have made changes to their meeting information, such as updating new contact people, the meeting time has also been changed to the wrong time. Linda has been reviewing each change with the submitter. The consultant has reserved



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\$2000 worth of work to orient the developer who works on this in the future. Estimates to rebuild the meeting finder from scratch were \$10,000 -\$15,000. Customizing an existing application would cost but, in any case, we would need to find a developer to do either.

- d. **Treasurers report:** A Treasurers report was provided to the Board less than 12 hours before the Board meeting. No one was prepared to discuss it, except in general terms that our funding is down. A question was asked about why the report was so late. The Accounting Manager had some family health problems which caused her to miss a deadline. Our outgoing Treasurer, who resigned at the end of September, had limited time to work on the report since the information was only available after his resignation, contributed to the delay. Sean offered to assist Linda and Michael on how to address the problem of the Accounting Manager's delays in providing quarterly data to the Treasurer which appears to be recurring.

5. INTERGROUP LIAISON REPORTS

- a. Cheryl F. reported that she has been in contact with the Las Vegas Intergroup and the San Bernadino Intergroup but has not yet been able to attend their meetings. Cheryl attended the Southern California Intergroup (SCI) where it was reported that they had \$7000 beyond their \$6000 prudent reserve in the bank. Cheryl suggested they consider sending some or all that excess amount to WSO because of the short fall and confirmed that all IGs would be asked to contribute their excess funds. SCI has 53 active meetings. Linda reminded the Directors that IG Chairs get information they need from WSO via a monthly email, so it is important that WSO have the correct email address for the IG Chair, that the IG Chair reads the information and shares it with their group.
- b. Susan G. was unable to connect with the Utah Intergroup but was able to attend the Electronic Intergroup English (EIE) meeting as well as the Arizona Intergroup meeting. EIE is working on several projects on technology and outreach. Susan encouraged them to send their full allotment of Area Reps/Delegates to Area/WSBC. Arizona Intergroup is small but active.
- c. Jose F. couldn't attend the Arizona Intergroup meeting because of a work commitment. The New Mexico/Rio Rancho Intergroup has 3 or 4 meetings with low attendance. Oklahoma IG was very glad to have a Board Liaison contact them and Central California IG is also struggling.
- d. Vickie S. connected with her four Intergroups: San Fernando, San Diego, Los Angeles, and Phone Bridge. San Fernando has 22 active meetings and are planning an anniversary celebration. San Diego has 6 meetings and recently had a very successful one day event. Los Angeles has 17 meetings and is planning a workshop on sponsoring and proposed changes to the sponsorship guidelines. Phone Bridge held a Labor Day marathon meeting, is planning one on 11/27 for Thanksgiving and will also hold a workshop on 11/16 on body image.



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- e. Maria del Carmen has been in contact with both of her Intergroups and has attended their meetings. Bugambilias is planning a celebration to commemorate CEA-HOW's arrival in Mexico.
- f. Zoe L. reported she has been in contact with her two Intergroups and has attended their meetings. They are both doing well. They are interested in obtaining the new food plan and are hoping that it can be available in larger print.
- g. Judy K. was able to contact the Northwest Intergroup but did not attend their meeting. Puget Sound has one reactivated meeting, and she will try to connect with them.
- h. Suzanne E. has been in contact with her Intergroups: Dallas, Ft. Collins, UK and Pennsylvania. Dallas has struggled but now has a full board as well as an Area Rep. They've recently held a holiday workshop. Ft. Collins IG chair had to step down so they are reorganizing. Pennsylvania's chair also stepped down but was replaced. The PA IG held a well-received retreat with 22 attendees. Their event didn't break even so they will wait until 2027 to hold another one. UK is working on getting its charitable status so they can receive electronic payments from meeting attendees regardless of where they connect. One of the requirements that concerned them was UK regulations require them to distribute funds on dissolution to a similar UK charity (rather than WSO) and asked for the Board's opinion. Discussion concluded that this would be fine and would not conflict with CEA-HOW WSO Bylaws. They have an Area Rep who cannot attend WSBC 2026 because of work commitments.

Suzanne called for a short recess at 8:37.

6. COMMITTEE REPORTS

- a. **Spanish Language Literature.** (Carmen) The Committee has been meeting regularly. They completed work on *Unity & Service* and the translation of *Made a Decision* vol. 3. They deferred work on vol. 4 to focus instead on the changes in the latest edition of *Forever Abstinent*.
- b. **Finance.** No report. Suzanne reported that the Conference Committee has met and has sent out a flyer to the fellowship about the shortfall and are eager to get a new liaison.
- c. **Sponsorship.** Jose didn't know he was the liaison to this committee, but he would reach out to them.
- d. **Education.** (Zoe) The Committee is active and working on service-related information and helping members to understand the food plan.
- e. **Bylaws.** (David) The Committee has a vacancy. Cheryl F. volunteered to join the committee. The Committee has worked for the last two years on reviewing and submitting corrections or amendments, so they are up to date. The current Bylaws are available on the website.



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- f. **Nominating.** (Suzanne) The Committee is happy to have two Non-Participating Directors. Suzanne introduced Lukas J. who told the Board about his background and why he was interested in helping the Fellowship. The Bylaws amendment that is on the current agenda proposes to expand the role of the Nominating Committee to look for Corporate Officers as well as Non-Participating Directors.
- g. **Convention.** (Cheryl & Susan G.) The Convention committee is active and doing well. They have been reviewing the Convention Guidelines, and they are looking for committee chairs. They wish to change the due dates for approval of Convention materials to allow the Board more time to review them. There are 109 people registered. This is about the same number as this time last year.
- h. **Special Needs.** (Judy) The Committee is active. They are concerned with ADA access to face-to-face meetings.
- i. **WSBC Literature.** (Susan M.) The Committee is focusing on the Meditation Book project. They have received a review of the last draft conducted by a small group of experienced members who discovered duplicate entries and other issues with it. They are also reviewing the Service Manual.
- j. **Board Literature.** (Susan M.) The Committee has completed the following review and revision projects: 816A Celebrating the Program, Part I, BB 4th ed; As Bill Sees It Questions 151-200, item 816D and As Bill Sees It Questions 201 250, item 816E. Also, pamphlets: A View of Medical Abstinence, item 822; An Overview of the 12 Steps, item 825; Weighing and Measuring from a Food Plan, item 828. They edited the updated CEA-HOW Pamphlets (Compilation), item 836, removing (per Motions at 2025 WSBC): What Is Food Addiction; Am I a Compulsive Eater; The CEA-HOW Concept & What It Means; The Meaning of Abstinence & Weight Loss in CEA-HOW and including Welcome Newcomer. They did a deep edit of Forever Abstinent to incorporate changes at WSBC 2025, as well as to improve clarity and consistency. The new item Meeting in a Pocket was edited and sent to WSO for printing. They are currently editing As Bill Sees It Questions 251-322, the final ABSI workbook.
- k. **Website.** (Susan G.) The Committee has worked with Linda V. and the website consultant on the website repair project. They are now focusing on the Spanish Language side of the website with the goal to make it comparable to the English version. to provide feedback has suspended scheduled meetings until the agreement with the Website contractor is finalized. They are considering making a tutorial video for navigating the website. 2024 Convention recordings are now on the website, and the committee looks forward to 2025 being added when they are completed.
- l. **Public Information.** (Vickie) The Committee is active and working on a revising a newcomer flyer and business cards in English and Spanish.

7. OLD BUSINESS

- a. **Action Items.** Board Action Items were reviewed:
 - i. The Spanish Language Literature Committee will look at Spanish Language Literature for any incorrect [translated] identification of our



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- organization (Compulsive Eaters Anonymous-HOW) On going.
[Carmen/WSBC Spanish Language Literature Committee]
- ii. Complete and distribute an updated version of the Bylaws. Completed.
[Bylaws Committee]
 - iii. Contact Carolyn P. to ask for assistance with updating literature, shipping and handling charges. On going. [Linda V.]
 - iv. Create a simple agenda template without watermarks and extraneous text boxes for ease of formatting and numbering items. Completed.
[Susan M.]
 - v. Update document regarding Chair duties to indicate that WSO takes primary responsibility in securing Spanish translators for WSBC as well as the Parliamentarian (when the Parliamentarian is returning to WSBC). If a new Parliamentarian is needed, Chair should be involved in the selection process. In process. [Bylaws Committee]
 - vi. Negotiate with Sonesta regarding meeting space charge. Determine if another Los Angeles hotel might be able to offer us a better contract for 2026. Completed. [Linda V., Michael, Suzanne]
 - vii. Kevin will share the contribution breakdown of meetings, IGs, Areas to the Board. Withdrawn. [Kevin].
 - viii. Create a proposal for the new process for submitting Policy Motions and Bylaws Amendments. Susan will create a joint email address to facilitate this. [Susan]
 - ix. Add agenda item to October Board meeting regarding designating a deadline for submissions of Convention printed materials and review by the Board Convention liaisons. Completed. [Adell and Suzanne]
 - x. Create a flyer for Service Month, identify the date and theme of the WSO-sponsored workshop for Service Month. Completed. [Susan]

Suzanne called another 5-minute break at 9:44 am

- b. **2026 Convention meal prices/venue.** Substantially covered in Linda's Executive Director report. A question was asked about what attendees will be paying for the meals at the event.
- c. **Motion regarding approval of Convention workshop materials.**
MOTION: Susan moved to delegate responsibility for approval of Convention materials to the Board Liaisons as to compliance with CEA-HOW philosophy and practices. David seconded. The motion carried unanimously.
- d. **Consultant's report on the website & revamping the meeting finder.** Please review the extensive final report. Basic information covered in the Executive Director's report.



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8. NEW BUSINESS

- a. **Treasurer search.** Already discussed. One candidate has stepped forward. Michael will connect with them to go over the position's responsibilities and schedule an interview if they are still interested.
- b. **Increasing donations.** Already discussed in President's report.
- c. **Removal of Phone bridge information (beyond basic meeting details) from the CEAHOW.org website.**

MOTION: Michael moved to remove Phone bridge information from the ceahow.org website effective April 30, 2026. Susan seconded. Motion carried unanimously.

- d. **Assign Convention Board Liaisons to oversee Conference Menu Planning.** Board Liaisons will review the WSBC menus.
- e. **Activate a parallel BOD Public Information Committee.**

MOTION: Suzanne moved to create a Board Public Information Committee, with Cheryl F. as chair. David seconded. Motion carried unanimously.

- f. **Proposed amendment to Bylaws re Nominating Committee.** An amendment was made to Part A, Article 4, Section 7 Nominating Committee.

AMENDMENT: Susan moved the amendment, seconded by David. Motion passed unanimously.

Current Bylaws: The Nominating Committee shall propose to the Board of Directors two or three nominees for each Non-Participating Director vacancy that arises.

Proposed Bylaws: The Nominating Committee shall be responsible for announcing openings for Non-Participating Directors as well as openings for Corporate Officers. This Committee will review resumes, interview viable candidates and present their recommendations to the Board of Directors.

- g. **2025 WSBC Policy Manual.** The latest edition of the manual was distributed to the body.
- h. **Motion to change the date of the January board meeting from 1/24/2026 to 1/31/2026.** Motion to change the date of the next meeting. Moved by David. Susan M. seconded. Motion carried unanimously.

The next Board meeting is January 31, 2026. The meeting adjourned at 10:17 am with the Serenity Prayer.