COMPULSIVE EATERS ANONYMOUS-HOW
BOARD OF DIRECTORS 2025-26 Meeting
April 25, 2026
Minutes

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

1. **ROLL CALL.** Participating Directors present: Suzanne E., Chair; Cheryl F., Vice-Chair; Judy K.; Ma Del Carmen C.; Cheryl F.; Roberta S. and Zoe L. Not Present: Jose F. Non-Participating Directors present: Sean H. and Lukas J. Corporate Officers present: Michael D., President; Susan M., Vice-President; Carolyn P., Acting Treasurer; and David M., Secretary. Executive Director: Linda V. Molly, Natalia, Oralia, and Maria served as Spanish Language translators. Ellie M. served as visual interpreter for Suzanne.

2. **APPROVAL OF MINUTES** Roberta moved to approve the minutes of the January 31, 2026, meeting of the Board of Directors. Cheryl seconded. Motion passed unanimously.

3. **APPROVAL OF AGENDA.** Suzanne asked that an additional item of old business be added to extend the deadline to remove phone bridge information from the ceahow.org website. Susan moved to approve the agenda as amended, Roberta seconded. The agenda was approved unanimously.

4. **OFFICER REPORTS**

   a. **Chair’s Report.** Suzanne gave her Chair report. She reported that the Conference Agenda Committee met three times, five items were presented to it. One item on sponsorship was old business from last year which will be on the agenda again this year, two of the remaining motions were rejected and two have been forwarded to the Board. She thanked David for participating as a guest at the Agenda Committee meetings. Suzanne further reported she has had conversations with fellows in San Diego about potentially holding Conference and Convention 2028 in San Diego.
   b. **President’s Report.** Michael said that anything relevant to the President’s report will be covered in the Executive Director’s report, so he had no additional remarks.
   c. **Executive Director’s Report.** Linda presented her report which was provided to the Board in advance. She has been staying on top of the Conference timeline. Area 3 4 5 had expressed the intension to request financial assistance for one delegate, but that did not come in by the deadline. WSO staff have been occupied with the transition from QuickBooks Online from QB Desktop. The transition is coming along but it is time consuming. *Forever Abstinent* continues to sell well in both English and Spanish and in regular as well as large print format. More copies have been ordered. The office needs to reorder literature in a timelier fashion. This has been the cause of some of the delay in filling orders. The printer we had been working with was in ill health and then passed away. The costs have gone up because we have been dealing

with a new printer as well as the increased cost of paper and ink. **ACTION ITEM:** Linda intends to have new literature pricing in place by Convention and handling charges ironed out by the October Board meeting. Linda continues to work with Jason and Mohammed on the meeting finder and with the Spanish Language translation committee on Spanish web pages.
ACTION ITEM: Linda will send an email to the Board with the number of delegates for this year's conference.

d. **Treasurer's report:** Carolyn presented her Treasurer's Report which was provided to the Board in advance. Gross income was up 63% for the first quarter of 2026 as compared with Q1 2025. Net income was $14,000. While contributions were up significantly compared to last year at this time, we only have about $22,000 above our prudent reserve for operating expenses. There were also concerns about Convention's profitability because of increased costs and somewhat lower registrations as compared to this time last year. Discussion emphasized the need to continue announcing that while contributions have improved, donations are still needed. Roberta suggested a message to take to Intergroups and meetings:

> Donations are up. Thank you for stepping up to save the program that saved your life. But we need to continue to maintain our levels of solvency and that needs to be CONSISTENT giving. For those who are not yet contributing, please start contributing. Please continue sending money to WSO as well as your own Intergroup or meeting. If someone says, "But didn't we give already? There's nothing else we need to do, right?" The answer: "The Board has taken steps to review all of our spending to make sure we are using funds wisely, but we need consistent contributions." Each of us must take steps to save the program that saved our lives.

5. INTERGROUP LIAISON REPORTS

a. Cheryl reported on three intergroups: San Bernadino/Riverside (SB-R); Las Vegas and Southern California. SB-R held their anniversary lunch in-person and had said that she would be able to connect to it remotely but was not given information on how to connect and has not yet received their report. LV likewise did not send information; she will follow up with the chair to get meeting information. She did attend the SCI meeting. They will be holding a 35th anniversary party in person in Spanish in September and they voted to send approximately $1700 to WSO.

b. Roberta reported on San Fernando Valley Intergroup, Utah and Sierra Nevada. SFV has 18 meetings and is very active, including holding several social get togethers. They are working on their website. They reported a delay in literature delivery. Linda will be working on office procedures to communicate better to purchasers and process back orders in a timelier fashion. [**ACTION ITEM: Review and improve WSO literature order processing/fulfilment. Linda]**

Roberta noted that Utah Intergroup is not meeting until August and she will be going to the Sierra Nevada meeting in May.

c. Maria del Carmen reported on Phone Bridge Spanish and Bugambilias in Area 6. Spanish PB has been meeting monthly and doing well. They are updating their policy manual. The Bugambilias Intergroup meets monthly and they have filled their vacant board position. They are planning an anniversary event in November. They have 10 meetings. Suzanne received a report that Bugambilias might not be observing rotation of service.

d. Zoe reported on Intergroups 90150 (Intergrupal Electronico in Espanol) and 90153 (Grupo Electonico) They are both doing well. There were questions about guidelines for running the Intergroup meetings. It was suggested that the Intergroup meeting dedicate a small portion of their meeting time to reading the IG's Bylaws, the CEA-HOW service manual or the 12 Traditions and the 12 Concepts of Service.

e. Judy reported on the Northwest and Puget Sound Intergroups. She has visited both and they are both doing well.

f. Diane reported on San Diego, Electronic Intergroup English, Phone bridge and LA Intergroups. San Diego is considering a bid to host Conference and Convention 2028. EIE is doing well; so is PB. PB reports that less than half of their meetings have intergroup reps. They have made donations to Area 10 and WSO and have encouraged members to make recurring donations. They are making Convention donations. They are planning a couple of workshops and working on developing their website. Area 10 will have 11 delegates at WSBC. EIE has a couple of chats on WhatsApp for outreach and updates. LA Intergroup shares their information on their website; they had a workshop on when a sponsor slips attended by 32 participants.

g. Suzanne E. reported on Colorado, UK, Pennsylvania and Dallas. Colorado is struggling and hasn't met recently. UK is overdue for their meeting as well. Pennsylvania and Dallas are doing well. Dallas has filled all their service positions and are having a workshop in May. Pennsylvania has a new meeting that had been unaffiliated, they're planning a retreat in Pittsburgh in 2027 and are sending an Area Rep who will be the only Delegate from Area 3 4 5.

Suzanne called for a break from 8:33 am to 8:43 am

6. COMMITTEE REPORTS

a. **Spanish Language Literature.** (Carmen) The Committee has been meeting regularly. They have finished reviewing translation of *Made a Decision III & IV and* they are working on the CEA-HOW pamphlets. For the future, they are considering a book of stories of recovery in Spanish.

b. **Finance.** (Carolyn) The committee met in January. They had put a flyer out on increasing contributions, but they paused their efforts so as not to conflict with WSO's communications. They were going to put on a workshop on electronic contributions, but the Education Committee will be doing that instead. They will meet again in May.

c. **Sponsorship.** No report.

d. **Education.** (Zoe) Report submitted in advance. The Committee meets monthly. They are conducting a workshop on electronic contributions. Plans include materials to help members with service and the 12 Concepts of Service.

e. **Bylaws.** (David) The Committee has put forth a Bylaws amendment regarding excess Intergroup funds distribution to be discussed in New Business. The Committee made an initial review of the proposed Bylaws of the CEA-HOW Electronic Intergroup in Spanish 90150 but is not ready to recommend them for approval by the Board. The Committee requests the Intergroup Bylaws in Spanish and will need to ask the Intergroup some clarifying questions and make some suggested changes.

f. **Nominating.** (Suzanne) The Committee has no current nominees but expects one after Conference.

g. **Convention.** (Cheryl) The Convention committee has asked for clarity on abstinence requirements for Chairs. The Convention Chair and Co-chair, Workshop, Speaker and Registration subcommittee Chairs must have two years in the Fellowship and one year of abstinence, while other subcommittee Chairs and Co-chairs need one year in Fellowship and six months of abstinence. Most subcommittees are doing well. However, Chairs are still needed for Literature, On-site Finance and Raffle. It was observed that these committees are critical to the financial success of the Convention. Regarding Convention Speakers, it was clarified that the selection committee that makes the final choice for speakers is composed of past Convention Chairs and not the responsibility of the Board Liaisons.

h. **Special Needs.** (Judy) The Committee is still working on a survey of face-to-face meetings regarding their ADA accessibility.

i. **Board Literature.** (Susan) The Committee reviews all English literature for clarity and editorial accuracy. They have completed review of 805 Recommitment Questions and 812 & 813 Questions for Challenging Times and have sent them to WSO for reprinting and will soon be completing 809 AA Workbook which will then be sent for reprinting. They are also looking for an additional member or two to join the Committee.

j. **WSBC Literature.** (Susan) The Committee has submitted an updated *Service Manual*, which will be on the WSBC agenda if the Board agrees to send it forward. They continue to work on the meditation book project and will hold a workshop for members to create submissions on May 9th. Two of the Committee members are taking direct responsibility for maintaining momentum toward the project's completion.

k. **Website.** (Roberta) The Committee has been active and engaged. They met in February and are assisting WSO on website improvements. There was discussion about a mobile app that was developed by a member which had been brought to the Website Committee but also earlier to the Convention Committee as a Workshop proposal. This app needs to be reviewed by the Board before any of the other committees consider it.

l. **Public Information.** (Diane) The Committee is focused on increasing membership. They want to make the outreach flyers and business cards available on the website for IGs to access themselves. Their next meeting is May 16th.

m. **Board Public Outreach** (Cheryl) The committee is exploring ways of using social media consistent with anonymity. A member has recorded 10 interviews with members for outreach podcasts. The Committee had questions about the presentation/publication of the podcasts. It was confirmed that the site WSO uses is ad free. Suzanne asked the Board for input on titling or marketing the podcasts. Roberta has reviewed and edited 6 of the 10 podcasts. Since a Board member has reviewed them, existing policy says they are able to be published on behalf of WSO. [**ACTION ITEM: Roberta will write show notes for each podcast that she has finished and send them to WSO. She will also send a link to the recordings to the Board members to review for those who are interested in doing so.]**

7. OLD BUSINESS

a. **Action Items.** Board Action Items were reviewed:

   i. Update literature shipping and handling charges. Shipping charges have been updated. Literature pricing needs to be updated first, before Convention. Updating handling charges will be target for the October Board meeting. Completed. [Linda & Carolyn]

   ii. 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. On going. [Bylaws Committee]

   iii. Draft a message to encourage meetings to pass a second basket to support WSO. It was determined this was cross purpose with the main message for increasing contributions. Withdrawn.

   iv. Prepare a draft budget for the April Board meeting. Completed. [Linda, Carolyn and other Executive Committee members.]

   v. The Bylaws Committee will be responsible for reviewing proposed intergroup bylaws and making recommendations to the Board for approval. In process. [Bylaws Committee]

b. **CEA-HOW 2026 Budget.** Carolyn presented the budget for 2026. She outlined the purposes of and challenges to budgets in a 12-step organization. She also outlined the budgeting process. The Budget document is attached. Cheryl moved to approve the Budget as presented. Michael seconded. Motion to approve passed unanimously.

Suzanne called for a 5-minute break from 10:39 to 10:44 am

c. **Meeting Finder.**
Michael, Jason and Linda met with Mohamed, the Meeting Finder developer. He was asked for front end modifications, which he provided. They are still waiting for a test site to be spun up so functionality can be confirmed. The developer is currently out of the country, but Linda expects the project to be finished in the next couple of weeks. Suzanne asked about accessibility and Linda will confirm the addition of Alt tags. The Board was also reminded that the Finder was a WordPress plugin not JavaScript so accessibility issues inherent with JavaScript will not be an issue.

d. **Approval of the Spanish Electronic Intergroup Bylaws (90150).** David reminded the Board that this item needs to be deferred until the next Board meeting.

e. **Update of podcasts.** Suzanne reported that 10 podcast interviews have been conducted, Roberta has reviewed and edited 6 of them. The purpose is for outreach to those who have problems with food, weight and eating who may not know about CEA-HOW.

f. **2026 CEA-HOW Convention.** Nothing beyond what was given in the liaison report.

g. **2027 & 2028 Conventions.** Suzanne has discussed holding 2028 Conference and Convention in San Diego with members of the local Fellowship. 2027 is out of the question, because it is too soon and there is another major event with which we would be unable to compete. The tentative dates for 2028 Conference and Convention were set by the Board for 8/16-8/20/2028. Linda will get a proposal from the Sheraton and the Sonesta for 2027 in order to have pricing for early bird registration at Convention 2026.

h. **Phone Bridge website.** Susan moved to change the deadline for the Phone Bridge migrating from the CEA-HOW website from 4/30/2026 to 7/31/2026. David seconded. Motion passed unanimously.

8. **NEW BUSINESS**

a. **Review of motions from the WSBC Agenda Committee for 2026 WSBC.**

i. **Create an Ad Hoc Committee to study holding the CEA-HOW Conference and Convention biannually and holding WSBC virtually in alternating years**. Motion was seconded by Judy. After discussion a vote was called for. 6 voted yes; 2 voted no. A minority opinion was solicited and none offered. Motion to send to the Conference passed.

ii. **Approve the updated CEA-HOW Service Manual.** David seconded. The Board Literature Committee will review the motion materials and make the motion page numbering consistent with the edited version of the Service Manual accompanying the motion and will move the phone bridge service position information related to individual meetings to the meetings section and the intergroup service position information to the intergroup section rather than together. Motion to send to the Conference agenda passed unanimously.

b. **Proposed Bylaws Amendment: Distribution of Excess Intergroup Funds.** Michael seconded. Motion to send to the Conference passed unanimously.

c. **Policy Motion: The Board Committee Chair will be the designated Liaison to the parallel Conference Committee.** Seconded by Michael. Motion passed unanimously.

d. **Directors & Officers are asked to consider making their travel expenses a donation.** In discussion, it was made clear that this is strictly voluntary and that financial means is not a requirement to serve at the WSO level (or any other level).

e. **Promote the purchase of edited literature.** Susan asked that the office inform and encourage the purchase of newly updated literature via monthly Intergroup and Area announcements and at the Convention. **[ACTION ITEM: Susan will help create this announcement and take the lead on promoting edited literature at WSBC and Convention.]**

f. **June 2026 is Service Month.** A flyer was presented encouraging all service bodies to acknowledge Service Month and to observe it with programming or to participate in the WSO service workshop 6/28/2028 on Zoom.

9. **Next Quarterly Meeting: July 17, 2026 (Immediately following the conclusion of WSBC)**
10. **Motion to adjourn was made by Michael, seconded by Cheryl.**

The meeting adjourned at 11:49 am with the Serenity Prayer.