



World Service Office  
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# Compulsive Eaters Anonymous-HOW

## BOARD OF DIRECTORS MEETING

APRIL 23, 2022

1. **CALL TO ORDER:** Susan M convened the meeting at 7:00 am. (Pacific time).
2. **SERENITY PRAYER, TRADITION TWO, AS BILL SEES IT (PAGE 332)**

### Roll Call:

**Board:** Susan M (Chair), Lorraine S (Vice-Chair), Bryce M (Director), "Gris" Mariita M (Director), Mary Q (Director), Janice R (Director), Aneisa B (Director), Adell P (Director); Marcus (Non-Participating Director)

**Corporate Officers:** Michael D (President), Carolyn P (Treasurer), David M. (Corporate Secretary)

**Executive Director:** Ellie M

**Observer:** Bea

**Interpreters:** Molly, Suzanne E., Maria D., Rebecca

3. **For the record:** Actions discussed and/or approved by prior Board email vote are memorialized herewith:
  - a. Lorraine moved to appoint David M. as Corporate Secretary for a two-year term from April 2022 to April 2024, Aneisa seconded. Motion carried unanimously.
  - b. Mary Q. was appointed as Director by email vote of the Board in September 2021 to fill a vacancy through WSBC 2022.
  - c. Marcus F. was appointed as non-participating Director for a two-year term in January 2022 through January 2024.
  - d. The Chair was authorized by Board email vote in December 2021-January 2022 to send a letter to Area 6 advising them that their bylaws and their operational practices were not in compliance with the 12 Traditions and 12 Concepts of Service of CEA-HOW and that they would be subject to being unregistered by the CEA-HOW Board of Directors if they failed to become compliant.
4. **APPROVAL OF MINUTES** The minutes of the January 22, 2022, Board meeting were unanimously approved as corrected. Moved by Janice, seconded by Aneisa.
5. **APPROVAL OF THE AGENDA:** Item 7 a was changed to "WSBC and Convention 2022" from "Convention 2022" to clarify that the matter before the Board was for both events. Motion to adopt the agenda as amended was moved by Janice, seconded by Bryce. Motion carried unanimously.

## 6. OFFICER REPORTS

- a. **Chair:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Susan acknowledged that Board business has been conducted by email in the first part of this Board term without memorializing these actions at subsequent Board meetings but that such memorialization will be done going forward as we have at this meeting. She is assembling a service workshop targeting (but not exclusively for) Spanish speaking members in June 2022. With the Board's support, she will continue to work toward supporting members in Mexico, including addressing how the Traditions and Concepts of Service had not been followed and encouraging the reactivation of Area 6. She also sent Jim W. a card for his long and dedicated service to the CEA-HOW fellowship.
- b. **President:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Michael reported the Executive Committee approved the proposed 2023 Global convention price. The new office manager is being trained previous office manager, during the period of training the former manager will be paid at the same rate as the new manager. We have a new corporate secretary, and we are still looking for a new corporate treasurer. Carolyn will be stepping down at the end of WSBC 2022. Now that CEA-HOW is more than 20 years old it is more important than ever that we are deliberate when try to implement changes.
- c. **Executive Director:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Ellie announced WSO has a new office manager, Almarosa, Rureth has been training her. Ellie hopes training will be completed in approximately 3 weeks, she will seek authorization from the Executive committee and the Board if additional training hours are needed. An "In Honor of/In Memory of" donation button on the website has been implemented, so far only 1 donation in April. As of 4/22 there are 26 delegates registered for WSBC. She requests former Executive Director attend WSBC as an assistant to her along with hotel and meals for WSBC. A site visit to the hotel is planned for Thursday 5/5. We have identified a Parliamentarian, resume sent to Board previously. An estimate of \$6700 of approximate for AV recording conference and convention. [**Action Item:** Contact Pamela to inform approval of her attendance and expense coverage at WSBC 2022 and add her to the hotel list. Ellie.]
- d. **Treasurer:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Carolyn clarified that the cost of \$2400 additional for training new staff was unanticipated. Update on current finances. Comparing to first quarter of last year (which was substantially higher than previous first quarters) this year's first quarter income is down 27% gross/71% net from 2021. We're still doing ok. Contributions were down 18%; literature sales were down 35%. Operational expenses. There may be some miscoding of contributions between Intergroup and gratitude contributions. Area donations were higher because they didn't have to pay for in person WSBC. Comparing 8 years of full year income, 2020 and 2021 contributions were considerably up. Further analysis of literature sales and operational expenses was presented. We have a healthy balance sheet. Approximately \$280,000, approximately \$64,000 is carryover from convention registration fees, \$106,000 prudent reserve, fixed assets, and other non-liquid items, leaving approximately \$110,000 funds for other uses. Carolyn addressed questions about literature sales decreases and what that might say about new members in the Fellowship. There were questions about whether CEA-HOW has done a census. Also, concerns were expressed that literature is being copied rather than purchased.

**e. Committee/Liaison Reports**

- i. Finance Committee:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Carolyn reported the Treasurers workshop March 20, 2022, had 54 attendees, and was well received. The committee has been updating the Treasurer's guidebook.
- ii. Sponsorship Committee:** Bryce reported that committee is active and doing well. There were two Sponsorship workshops presented. Members are collecting their stories.
- iii. Education Committee:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Aneisa reported there was no committee meeting needed this year because they completed their annual goal of submitting the motion on Aging in CEA-HOW.
- iv. Convention Committee:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Lorraine reported committee is starting to meet every other week, there are still Convention committee chair and co-chair vacancies. They are still working on a Spanish/English workshop. To date, there are 218 registrations.
- v. Special Needs Committee:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Mary reported material sent to the Literature committee was returned to Special Needs for more work. The goal is to have it ready for WSBC 2023.
- vi. Literature Committee:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Lorraine reported the Literature committee has been very hard working and have delivered several pieces of new literature for approval that appear later in this meeting's agenda.
- vii. Policy Manual Committee:** Adell reported committee work was completed earlier in the year, no meetings were required this quarter.[An updated Board Policy manual was provided to Board members.]
- viii. Website Committee:** Michael reported the committee is not active.
- ix. Public Information Committee:** Janice reported the committee is not active.
- x. Translation Committee:** [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Gris has attended several meetings of the committee. They are busy preparing for WSBC and the Global Convention, also working on translating the Daily Reflections book. There are four or five very active members.

- xi. Ad Hoc Committee** [Review of Bylaws impacting meeting registration]: [Written report provided in advance of meeting to Board members which is summarized as follows along with oral remarks]. Adell reported the committee has been hard working, meeting every two weeks. A survey was created, and the committee put a motion forward to the Agenda committee even though there was some lack of clarity about relevant bylaws section. Bryce said the committee wanted to extend their work for another year.

[The Board recessed for 7 minutes; after which roll was taken, and all members were present at resumption of business]

## 7. OLD BUSINESS

- a. **WSBC and CEA-HOW Global Convention 2022** A motion was presented to hold WSBC and Global Convention in person. Moved by Bryce and seconded by Adell. There was discussion about participation by all Areas and financial considerations including whether the minimum price commitments for the Hotel had been met. Also, a request to encourage wearing masks by onsite participants.  
**VOTE: Yes 7; No 1; motion passed.**

There was a question whether the Convention cancelation policy would change and if the deadline for refunds would be extended past April 30, 2022. A motion to extend the deadline to 5/31 was made and seconded but withdrawn after discussion. Deadline remains 4/30/2022. [**Action Items:** Ask Convention Committee to encourage attendees to wear masks. Lorraine/Gris. Put mask wearing in the standing rules for WSBC 2022 business session. Susan]

- b. **Motion to limit audio postings on the CEAHOW.org website to WSO events.** Moved by Susan, seconded by Lorraine. Passed unanimously. [**Action Item:** Update website that effective 4/23/22, audio postings will be limited to WSO events. Michael/Ellie.]

### c. Intergroup liaison reports

- i. Janice no report
- ii. Bryce: doing fine
- iii. Adell: Nevada had concerns about receiving announcements; San Bernadino got new service positions; Arizona wants advertisements
- iv. Mary no report
- v. Anesia was in contact with Michiana
- vi. Gris was in contact with all her intergroups. Some were grateful for the connection. One or two weren't sure that she should be allowed to attend the meetings.
- vii. Lorraine: 2 of 3 healthy. Texas Intergroup working on bylaws clean-up.
- viii. Susan: Phone Bridge going great; she encouraged them to develop their own website; the UK Intergroup is new but doing well; Electronic Intergroup also new. All were grateful for the contact.

- d. **Strategic and action plans with focus on communications and service**  
Susan expressed the hope even though there isn't sufficient interest in moving forward with a Strategic plan, improving communications, and promoting Service for all members will continue to be a Board level effort.
- e. **Area 6 (Mexico)** Susan memorialized that Area 6 is unregistered based on their failure to file Area Bylaws in compliance with the CEA-HOW Bylaws, Traditions and Concepts of Service, based on communications January-February 2022 with Board approval. It is sincerely hoped that Area 6 will reform by submitting acceptable Area Bylaws and informing WSO as to Area 6 officers when practices are in alignment with CEA-HOW's Bylaws, Traditions and Concepts of Service.

Susan will draft letters to the two Intergroups in Mexico, Ellie will let Susan know if either of these intergroups have Bylaws on file at WSO; if either do not have Bylaws on file, Susan will include that issue in her letter. The letter to Intergroup 90110 will express that they are not in compliance with the philosophy and practices of the CEA-HOW program as embodied in our Bylaws, Traditions and Concepts of Service and that they will be unregistered with WSO and no longer be affiliated with the CEA-HOW fellowship. She will draft a letter to Intergroup 90146 to inform them that 90110 will be unregistered and if their bylaws are on hand and compliant with WSO Bylaws that 90146 is invited to reregister Area 6 and to hold an Area Assembly to elect officers and delegates for the future business conferences [Deadlines for WSBC 2022 have already passed for the registration of delegate.] Susan will send her drafts to Board members for comments.

**[Action Items:** Check whether bylaws are on file at WSO for Mexico IGs 90110 & 90146. Ellie. Compose letters to the two intergroups for Board review. Susan. Check for bylaws for all other Areas and IGs and report to Board during the next Board year. Ellie/David.]

[The Board recessed for 4 minutes; after which roll was taken, and all members were present at resumption of business]

- f. **Parliamentarian for WSBC 2022** a parliamentarian has been identified for WSBC 2022. Resume was distributed to the Board ahead of the meeting. **[Action Item:** Contact Dean to discuss his role at WSBC 2022. Susan.]
- g. **Service Month June 2022** Susan is developing a workshop specifically designed for Spanish-speaking members (but not limited to them) for June 18, 2022, focusing on Service and Abstinence.

## 8. NEW BUSINESS

- a. **Translation Committee:** Susan requests that the translation committee come up with a different translation for "Chair." What has been used is "Presidente." This word has caused confusion. It conveys more authority than intended by our Traditions and Concepts of Service. Lorraine seconded. Unanimously approved. **[Action Item:** Contact Translation Committee with this request. Susan.]

- b. **Previous Executive Director at WSBC 2022 as support for current Executive Director.** It was agreed that this was approved during a previous board term. Previous Executive Director's hotel and food will be covered by WSO.
- c. **Delegate Waiver for WSBC 2022** A duly presented delegate waiver form was presented for a delegate from Area 7. Request for waiver was because of only two years in CEA-HOW, rather than the stated three years required. Prospective delegate met all other qualifications. Lorraine moved to grant the waiver. Janice seconded. Unanimously approved. **[Action Item:** Send an email to delegate from Area 7 and Area 7 Chair informing them that the waiver has been granted. Susan/Ellie/David.]
- d. **2023 Global Convention – Early Bird Pricing** Carolyn moved that \$280 be the “early bird” price for Global Convention registration, seconded by Janice. Motion passed unanimously. [Pricing chart as follows is pending contract negotiations with the hotel and the results of the 2022 Global Convention.]

	2022	% chg between pricing periods	2023	Installment Payments	Reg Only (3)	Friday Dinner Only	Saturday Lunch Only	Saturday Dinner Only	Package if buying separately	% over Package
Bird- to Sept 1	250.00	12%	280.00	280.00						
September 1-30 Early Bird	275.00	5%	294.00	294.00						
Oct 1 - Dec 31st	308.00	5%	309.00	309.00	139.00	66.00	55.00	66.00	326.00	6%
Jan 1 - Mar 31st	324.50	5%	325.00	325.00	146.00	70.00	58.00	70.00	344.00	6%
Apr 1 - May 31	341.00	5%	342.00	342.00	154.00	74.00	61.00	74.00	363.00	6%
Jun 1 - Jun 30	341.00	5%	360.00	360.00	162.00	78.00	65.00	78.00	383.00	6%
Jul 1 - Jul 20	357.50	5%	378.00	378.00	171.00	82.00	69.00	82.00	404.00	7%
Jul 20 - at the door	385.00	5%	397.00	397.00	180.00	87.00	73.00	87.00	427.00	8%

**[Action Items:** Inform Convention Committee what the GC 2023 early bird pricing will be. Lorraine/Gris. Set up sales/sign-up process for GC 2023 for those who wish to sign up at GC 2022. Carolyn/Ellie.]

e. **Motions for the WSBC 2022 agenda**

**[Action Item:** Inform Agenda Committee of the results of the Board votes on motions for WSBC 2022. Susan.]

- i. Policy Motion #1 – Dried Seaweed as Condiment (submitted by the Phone Bridge Intergroup)

**MOTION:** add on p. 32 in the Condiments section of *Forever Abstinent* “up to 5g dry roasted seaweed”

Susan moved; Lorraine seconded. Concerns were expressed that dried vegetables were not mentioned anywhere else in *Forever Abstinent* and that

this should be addressed before adding this as a condiment.

**VOTE: Yes 2; No 5.** Motion failed.

ii. Policy Motion #2 (submitted by Jan D. and Susan M.)

Part A – “Plant-based Proteins” Subsection in Appendix A

**MOTION:** Amend *Forever Abstinent*, appendix A, Proteins section, creating a separate subsection titled “Plant-based Proteins,” moving the existing plant-based proteins into this section, adding clarifying information as needed and adding additional plant-based choices

Part B – **Add** a subsection called *Plant-based Food Options* in the section *Ready...Set...Go...!*

**MOTION:** Amend *Forever Abstinent*, page 9 [insert before *A Final Note*], a new section titled *Plant-based Food Options*:

Whether by personal choice or under the direction of a healthcare provider, many CEA-HOW abstainers currently utilize or would like to utilize more plant-based foods in their daily menu choices. CEA-HOW does not recommend or endorse any particular way of eating--our goal is to provide reliable information on a variety of commonly used plant-based foods and appropriate serving sizes that coincide with our *Forever Abstinent Food Plan* guidelines. Sponsoring can be a challenge for a sponsor who is not familiar with the use of plant-based foods which is why we have tried to present these changes in a simplified and coherent manner. Following the *Forever Abstinent* food plan does not change, only the particular food choices in the recommended serving sizes.

There are some food items in the Protein category that are also found in the Fat and Grain categories (e.g., nuts, seeds, quinoa, spelt). These items contain a significant quantity of protein. Please note that the measurement of the item differs depending on which category is used (e.g., for quinoa, 8 oz. protein; 4 oz. grain). When an abstainer’s food plan uses a “double-category” item, it is important that the category be committed daily for both abstainer and sponsor to know whether the item is a protein or fat (or grain).

As stated in the 7 Tools, it is recommended that you obtain your physician’s or health care professional’s approval before beginning your abstinence using the CEA-HOW food plan.

Susan moved; Adell seconded. Unanimously approved.

iii. Policy Motion #3 –\_Ageing in CEA-HOW (submitted by the Education Committee)

**MOTION:** Add the following paragraph to the *Forever Abstinent* book on page 22 after the paragraph called *About Maintenance*:

**Ageing in CEA-HOW.** As we age, further steps may be necessary to maintain a healthy weight. Less food, an exercise routine, and/or an adjustment in our goal weight, may be discussed with our sponsor and healthcare provider. Our goal should be to stay abstinent and be at peace with our body as we continue to improve our conscious contact with our Higher Power.

Susan moved; Lorraine seconded.

**VOTE: Yes 6; No 1.** Motion approved.

- iv. Policy Motion #4 – *As Bill Sees It – A Further Look* Questions (submitted by the Literature Committee)

**MOTION:** Approve the attached *As Bill Sees It – A Further Look* questions for publication and distribution to the fellowship, subject to editing for spelling, grammar, and typography.

Susan moved; Mary seconded. Unanimously approved.

- v. Policy Motion #5 – *Musts and Miracles in CEA-HOW Recovery* Questions (submitted by the Literature Committee)

**MOTION:** Approve *Musts and Miracles in CEA-HOW Recovery* question for publication and distribution to the fellowship, subject to editing for spelling, grammar, and typography.

Susan moved; Janice seconded. Unanimously approved.

- vi. Policy Motion #6 – *Recovery, Unity and Service: Questions based on AA Comes of Age* (submitted by Literature Committee)

**MOTION:** Approve *Recovery, Unity and Service: Questions based on “AA Comes of Age”* for publication and distribution to the fellowship, subject to editing for spelling, grammar and typography.

Susan moved; Janice seconded. Unanimously approved.

- vii. Policy Motion #7 – *Newcomers to the CEA-HOW Program Steps 1, 2, and 3* (submitted by the Literature Committee)

**MOTION:** Approve *Newcomers to the CEA-HOW Program Steps 1, 2, and 3* for publication and distribution to the fellowship, subject to editing for spelling, grammar, and typography.

Janice moved; Aneisa seconded. Unanimously approved.

- viii. Policy Motion #8 – *Sponsor Guidelines 4<sup>th</sup> Step Inventory Steps 4 and 5*

**MOTION:** Approve the attached *Sponsor Guidelines 4<sup>th</sup> Step Inventory Steps 4 and 5* for publication and distribution to the fellowship, subject to editing for spelling, grammar, and typography.



Janice moved; Aneisa seconded. Unanimously approved pending correction in motion of the relative position of the Sponsor check list is in the two pieces of literature. [**Action Item:** On page 4 of *Sponsor Guidelines* bullet point Review the Sponsor Checklist: correct page number to page 4 in *Newcomers to the CEA-How Program* and page 7 in the *Sponsor Guidelines*. Susan.]

- ix. Bylaws Motion #1- Revision of Bylaws Article 20, Section 1a (submitted by the Ad Hoc Committee).

**MOTION:** To revise WSO Bylaws Article 20 Section 1a in the following way:

Add the following statement at the end of Article 20, Section 1(a)

*“These groups may employ a variety of platforms - face-to-face, hybrid, phone or electronic - provided they continue to meet the above requirement of geographic proximity, together with a minimum of one (1) Face-to-Face Group.”*

Currently Article 20, Section 1(a) reads:

#### ARTICLE 20 - INTERGROUPS

##### SECTION 1. FORMATION

a) Two (2) or more Groups within a state or in geographic proximity of each other may form an Intergroup for the purpose of serving and representing the Groups of which they are composed.

**The amended Article 20, Section 1(a) will read:**

#### ARTICLE 20 - INTERGROUPS

##### SECTION 1. FORMATION

a) Two (2) or more Groups within a state or in geographic proximity of each other may form an Intergroup for the purpose of serving and representing the Groups of which they are composed. **These groups may employ a variety of platforms - face-to-face, hybrid, phone or electronic - provided they continue to meet the above requirement of geographic proximity, together with a minimum of one (1) Face-to-Face Group.”**

Susan moved; Janice seconded.

**VOTE: Yes 0; No 8.** Motion failed.

- x. Bylaws Motion #2 - Revision of Bylaws Article 20, Section 1c (submitted by the Ad Hoc Committee)

**MOTION:** To revise WSO By Laws Article 20 Section 1c in the following way:

Add the following amendments highlighted in red and remove the text struck through, to Article 20, Section 1(c)

Currently Article 20, Section 1(c) reads:

## ARTICLE 20 - INTERGROUPS

### SECTION 1. FORMATION

c) No Group may be registered with more than one CEA-HOW Intergroup. Each Group shall register with the Intergroup in its nearest geographic or state or municipal vicinity and in no event outside its Area as defined by these Bylaws (except that phone or electronic groups will be affiliated with Area 10 as defined in these Bylaws without regard to geographic proximity). Applications for exceptions can be made to the Board of Directors.

### **The amended Article 20, Section 1(c) will read:**

## ARTICLE 20 - INTERGROUPS

### SECTION 1. FORMATION

c) No Group may be registered with more than one CEA-HOW Intergroup. Each Group, **face to face, phone, or electronic may** shall register with the Intergroup in its nearest geographic or state or municipal vicinity and in no event outside its Area as defined in these Bylaws (except that phone or electronic groups **without geographical affiliation** will be affiliated with Area 10 as defined in these Bylaws without regard to geographic proximity). Applications for exceptions can be made to the Board of Directors.

Susan moved; no second. Motion failed.

- xi. Bylaws Motion #3 – Honing Tool Line #1. CEA-HOW Abstinent Food Plan (Bylaws Article 18 – The Seven Tools) (Submitted by NC Meeting #2761)

**MOTION:** Edit one sentence on page 28 of CEA-HOW BYLAWS under Part B. Philosophy, Article 18 - The Seven Tools, 1. CEA-HOW Abstinent Food Plan. Shorten the first sentence to say, "Three weighed and measured meals daily with nothing in between except no calorie beverages." Bring the motion to the entire fellowship for approval to accomplish this revision.

Susan moved; no second. Motion failed.

- xii. Bylaws Motion #4 – Create a Spanish Language Literature Standing Committee (Submitted by the Literature Committee)

**MOTION:** On page 39, Article 23 Conference Committees, insert Spanish Language Literature Committee as Section 4 and thereby increase by 1 all Section numbers through the end of Article 23.

The amended Bylaws would then read, beginning at the point of amendment on page 39:

### SECTION 4. SPANISH LANGUAGE LITERATURE COMMITTEE

a) The Spanish Language Literature Committee shall be composed of five (5) to thirteen (13) Delegates at the Conference who are appointed by the World

Service Business Conference Committee to obtain good geographic representation.

b) Outgoing Delegates, if they desire, may serve an extra year on the committee in an advisory capacity.

c) The Spanish Language Literature Committee may review and recommend for the approval or disapproval of any CEA-HOW literature and outside literature in Spanish as needed.

d) The Spanish Language Literature Committee shall propose to the Conference the development of new CEA- HOW literature as well as develop new CEA-HOW literature in Spanish.

Susan moved; Lorraine seconded.

**VOTE: Yes 6; No 2.** Motion approved.

- xiii. Bylaws Motion #5 – Rename the Conference Literature Committee the English Language Literature Committee (Submitted by the Literature Committee)

**MOTION:** In Article 23 Conference Committees, Section 3 (page 39), amend the name of the Committee to English Language Literature Committee. Section 3 will now read:

**SECTION 3. ENGLISH LANGUAGE LITERATURE COMMITTEE**

a) The English Language Literature Committee shall be composed of five (5) to thirteen (13) Delegates at the Conference who are appointed by the World Service Business Conference Committee to obtain good geographic representation.

b) Outgoing Delegates, if they desire, may serve an extra year on the committee in an advisory capacity.

c) The English Language Literature Committee may review and recommend for the approval or disapproval of any CEA-HOW literature and outside literature as needed.

d) The English Language Literature Committee shall propose to the Conference the development of new CEA- HOW literature as well as develop new CEA-HOW literature.

Susan moved; Aneisa seconded.

**VOTE: Yes 2; No 6.** Motion failed.

**Meeting adjourned at 11:54 am Pacific**

**Next Quarterly Board of Directors Meeting is July 29, 2022**