

# LAA INTERNATIONAL BUSINESS MEETING

## EXTRAORDINARY INTERNATIONAL BUSINESS MEETING MINUTES

Location: IBM Zoom ID 842 1001 4666 PC: 375920

Date: 9/24/2022

**Persons in attendance:** Mel, Alexey, Carolina, Diane, Diane, Elizabeth K, Lena LA, Linda S, Laura Lovgren, Mary's iphone, Paula, Sally R, Vincent, Sandra, Susan P, Mary Ruth, Cynthia, Dave

### **Meeting Service Positions:**

**Chairperson-** Katya  
**Secretary/notetaker** – Cynthia  
**Screen sharer** –Katya  
**Empath** – Mary Ruth  
**Time Keeper** – Vincent

Opened the meeting at 10:30 am PST

### **I. Opening Verse: Serenity Prayer** (extended version)

*God grant me the serenity to accept the things I cannot change,  
The courage to change the things I can,  
and the wisdom to know the difference.*

*Grant me patience for the changes that take time,*

*An appreciation for all that I have,  
Tolerance for those with different struggles  
and the strength to get up and try again one day at a time.*

**II. Approval of last IBM minutes from 9/17/22:** Does anyone oppose? No one opposed (18 attendees)

### **III. Reports**

- 1. Chair – Katya** – Appreciate everyone staying with their commitments and staying involved.
- 2. Treasurer – Vincent** – the LAA business account is now opened. I set up a paypal & Square. I passed these to Mary to add to the traditions page this morning. Hopefully it will be up on the website in the next few days to complete their 7<sup>th</sup> traditions. People can refer to what is on the website.
- 3. Literature – Dave** – Chris is in Italy, and nothing has happened, because of this. Things are moving slowing, because life had stepped in. The work will get done, however. Want to look at opening literature.
- 4. Website – Mary Ruth** – as changes coming it, I pass them on, including the 7<sup>th</sup> traditions. I am okay being the only contact for now, but we may need to add someone later, if it gets busier.
- 5. Safety – Mel** – met 1 time. Meeting again this week. We will begin writing our own safety guidelines.

### **IV. Discussions/Motions:**

#### **1. LAA Safety:**

- a. Removal of a repeat offender of the LAA fellowships safety & communication guidelines for a decided amount of time and until they have more recovery. (See Host bill of rights & Meeting guidelines below)

**Meeting Hosts' Bill of Rights:** A disruption is anything that being said or done at a meeting of LAA to make others feel uncomfortable. This includes the after-hours meetings.

1. The meeting host has a right to enforce the LAA Guidelines without being attacked.
2. The meeting host has a right to ask anyone to be considerate of group safety.
3. The meeting host has the right to mute anyone who is being disruptive.
4. The meeting host has a right to remove disruptive people from a

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meeting.

5. The meeting host has the right to ban someone from future meetings for one week.
6. The meeting host has the right to ban someone permanently after a discussion with the Intergroup.

#### Meeting Guidelines

**Crosstalk in LAA Meetings:** There is no crosstalk in LAA meetings. Crosstalk can be defined as giving advice, asking questions, referring to another person by name, directing comments to a specific individual, or commenting on what another person has shared. All of these things make it difficult for some of us to express our true feelings. The exception to this rule is (1) we can thank the speaker; and (2) the after-hours meeting has limited crosstalk.

**Group Safety:** LAA is not a dating club and there is no place for flirting, or any behavior that makes another member feel uncomfortable. If a member feels that they have been approached inappropriately or is negatively impacted by another's behavior, for whatever reason, they should speak to a service member. If these principles are broken, the reputation of LAA, the unity of the group, and the well-being of individual members may be adversely affected and this is of great concern. For the good of LAA as a whole, anyone breaching these guidelines may be requested not to attend a particular meeting or meetings until their recovery is more advanced.

**Sex Talk & Profanity:** Please be aware, that while we do encourage honesty and transparency in shares, if you do begin to share about sex-related topics, or use of excessive profanity, the host will issue a gentle reminder of redirection. If the share persists, you will be muted at the host's discretion.

**Other Shares:** We respectfully ask that if you are a member of another

12-step group, that you do not talk about that recovery program while in this meeting. Our primary purpose is to offer help to recovering love addicts and codependents. Talk of other addictions only dilutes our primary purpose. Finally, do not use profanity.

I **Chat Room:** The chat room is not to be used to express your frustration with the reading, to make comments on how a meeting should be run, or to express negative comments about another member. You may contact the host if you feel attacked by another member. The host has the option of removing someone from the meeting if this happens.

**The After Hours Meeting:** This is an open forum that includes cross talk and the giving of advice. However, the other LAA Guidelines will be monitored. There is no room in this meeting for gossip or the venting of personal dissension between individual members in LAA. Not even in the chat room. The guidelines are read during the regular meeting and can be found on the message board. These guidelines will be enforced by the host of the day and our After Hours Coordinator. You can contact her at [laaquestion@loveaddicts.org](mailto:laaquestion@loveaddicts.org)

**Meeting Hosts' Bill of Rights:** A disruption is anything that being said or done at a meeting of LAA to make others feel uncomfortable. This includes the after-hours meetings.

Dave: I understand the bill of rights. The question I have is this for a fact a group conscious approved or are we waiting for the safety committee to develop this?

Katya: The bill of rights are in our current documents and have been approved by group conscious – love addicts anonymous meeting guidelines.

Mel: it also have a section about chats. We are trying to have the right language that explains safe behaviors during a meeting, after a meeting, including emails & phone calls. Some events have happened that makes me see things from a different perspective, in that we do not have to wait on the safety committee for anything that has happened during a meeting.

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Katya: We already have current guidelines that describes the behavior that we are referring to in this agenda item. How does LAA go about asking someone to take a step back, until they get more recovery?

Vincent: As a service holder, it is very difficult to do our job when someone is intervening, bullying and being disruptive. It is clear that they need to focus on their recovery, before getting involved in service.

Katya: If there are no further comments, I bring forth the motion:

Diane: Bullying has not just happened in meetings. I have received unwanted emails. I asked this person to stop emailing me and that didn't work. I had to delete my recovery email to stop the communication.

Katya: I bring forth the motion, but I am not sure what is professional in a 12 step program.

I do not know if we bring up the name or if everyone knows who this is?

Dave: I suggest we do not bring up the name – respecting Anonymity

Vincent: I agree it is best that we do not name individual. We need an agreed approach – “What is to be done if someone violates the safety rules? - they can not do service.

Mel: I have reviewed many other 12 steps. We currently have someone that has broken these rules. We have a rule currently and the rule was broken. Typically, they would invite this individual to a smaller meeting, explaining to that person how it was broken, keeping this private.

Dave: some platforms, I can put someone in a breakout room to discuss how they may have broken the rules, keeping it confidential. Deal with the person in the present.

Katya: I see from my zoom: Remove participant / Suspend the persons activities / Enable the waiting room. I do not see the option for break out rooms, but I have seen issues with breakout rooms in the past.

Mel: The specific rule has been broken and we need address this. This person also broke another rule of sending mass emails. The IBM has approached this person, and they have continued to send mass emails. Let’s determine now how much time this person should be away.

Katya: I would like to put forth a motion that this person be removed from service positions, respectfully. I would like to take a group conscious to have this person take a break from service positions, until they have demonstrated recovery. Not sure if we want a timeline on it. Does anyone want to comment?

Mel: 6 months would be appropriate. Sending unsolicited emails are not acceptable during this time as well.

Vincent: I agree with Mel because the behavior has been going on for a long time. 6 months is a good suggestion.

Dave: 6 months is excessive. In the end, that person has to demonstrate change. Allow them to participate in meetings.

Vincent: My understanding they can still attend LAA meetings and share. It has to do with the service structure, however. Is it the service structure that we are discussing here?

Katya: That is what we need to clarify here. Can someone write up this motion? We are speaking of service positions.

Vincent: The individual, along with many need to focus on their recovery.

Katya: there is a resignation letter from this person that I can read, but I am not going to. I feel that we are doing exactly what this person asked in that letter. The behavior has been back and forth and rapid. What are we saying around this?

Dave: I fully support someone being removed from service positions for whatever timeframe, but they can attend meetings to demonstrate they are making steps to recovery.

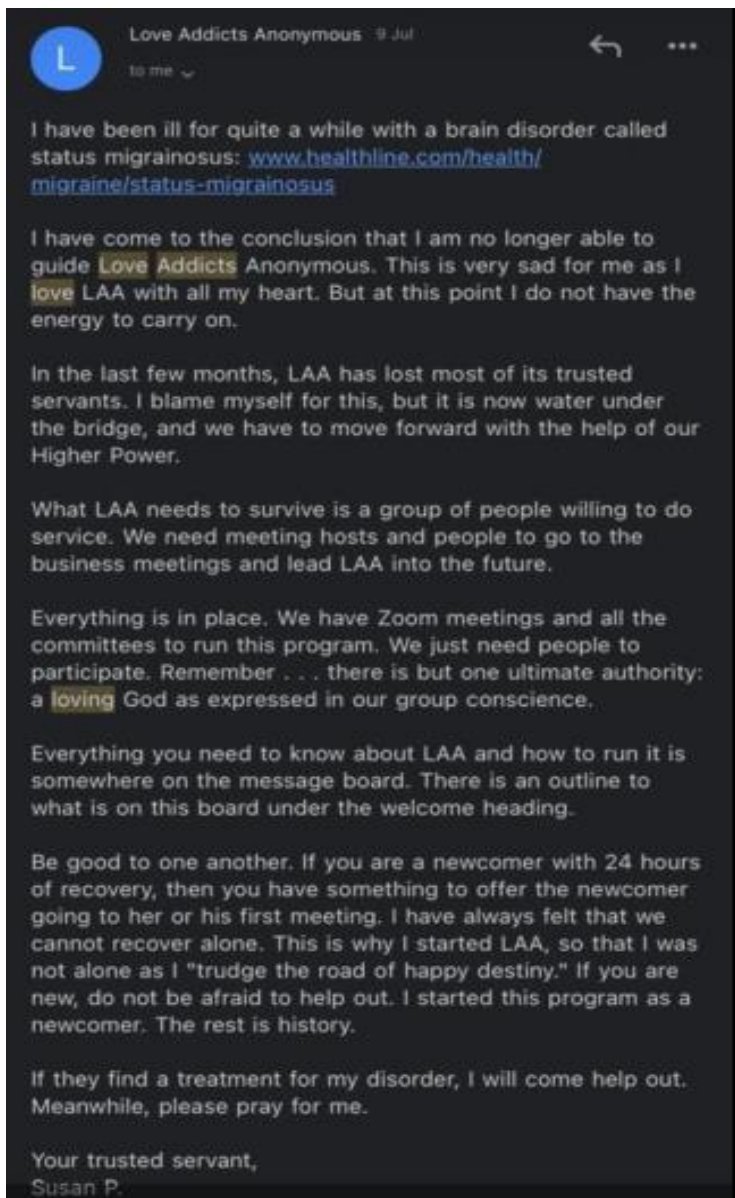
Mel: sending unsolicited emails are not appropriate. It would demonstrate recovery to not do this, as it would demonstrate recovery.

Susan P: I want to identify myself, because the person that we are discussing is me. I started this devotion 18 years ago. It is a bitter pill to swallow to hear that I am being voted out of service. It has been difficult to see I am being voted out. I was addicted to Service in the past. I have had health issues. If you want to add insult to injury, go ahead. I would like to go to meetings every now and then. You have already separated LAA from the message board. Sometimes I have to get to the point as I am flowing with this. I did resign from message board. I am embarrassed about what I had said to Katya, and that it was shared. Thank you and Good Luck.

Vincent: I am grateful for LAA. The last few weeks have been difficult for me. I want this person to know they are not being punished. We are sick people helping sick people. Some people are sicker than others. Everyone is welcome to attend an LAA meeting, however. I do not want them to think they are not welcome.

Lena: I am new to this. I don't understand the debate, but I want to say there are people in this room that have helped me, including Susan. I have never received an email directly from Susan. I am just sad. I just thing all of you have done this great job. I am sad that all of this has happened. I just hope whomever goes away doesn't feel bad.

Katya: I can so relate to what is happening, because I had created a school and put my heart into it for 15 years. When I had to pass it off, I had a very difficult time. I would love to read a letter from July 9<sup>th</sup> 2022 written from Susan P about her asking for other trusted servants to lead LAA:



Katya: there is a request that we not take a group conscience since this person has resigned.

Mel: everyone belongs in LAA. At the same time, LAA needs structure to help it move forward, and we need certain things to happen. In the past I have seen things occur back and forth without clear lines. I would like to have a boundary of 6 months, in order to see people have recovery, in order to participate in service.

Vincent: It is my understanding is that we are to come up with guidelines, if this situation arose.

Dave: I agree that we need guidelines – 6 mo, 12 mo., etc. We are looking to the future. We need to move forward with the motion for any incidents in the future.

Vincent: can it be made clear that they may attend meetings?

Katya: I put forth the motion that this member is going to take a 6 month break from their service positions to work on recovery. Is there anyone in opposition? 1 opposed. 15 voted yes.

Susan P opposed: There has been no due process. I have not been able to explain why I did what I did. I did what I did for the sake of transparency. Everything I have been accused of doing wrong, others have done. The focus is on me, and it is cruel.

Mel: this is a valid concern. The safety committee is working on refining this process, and the concern of due process is a valid one. Today we got a group conscious. At other meetings, someone would be invited to a meeting. Their behavior would be explained. The traditions were violated. This person would have a time to explain their position. That would be official due process. For now, we are okay considering a lot of things that have occurred.

Katya: Would it be safety committee's job?

Mel: Yes. We want emotional sobriety in the process. Today we got a group conscious, which is okay and welcomed. We can have a smaller meeting for this person.

Katya: next week our Regular IBM is next Saturday at 11am pst. It is 11:24 I am going to share what were some of the other discussion items for today.

#### **b. Communication protocols and textiquette (Katya)**

2. **Host Protocols** – Time limits, synced rotation, GYOS (get your own sub for short-term absences)
3. **LAA/Adult Child Step Study group in IBM room** – Katya is happy to host this, but we are still working on a time.
4. **Day and time of future IBM extra meetings - TBD**

#### **V. Necessary Service Positions to fill:**

1. Backup substitutes for all service positions
2. More people on the website committee

#### **V. Closing Prayer**

##### **LAA Closing Prayer**

God, we pray for inner strength and wisdom to do together what we cannot do alone. Thank you for the courage to change. Show us how to open our hearts and eyes to your unconditional love for us and teach us how to love ourselves and others in a healthy way. May we find hope for a brighter tomorrow and pass that on to others in need. Thank you for a better way to live.



