

BOT CANDIDATE  
WRITTEN INTERVIEW

NAME: **Celia G**

DATE: **8 August 2025**

SECTION A. S.L.A.A. QUALIFICATION

A-1. Are you applying for the Board of Trustees (BOT) as an [circle all that apply]:  
• **S.L.A.A. Member** • Non-Member • Returning BOT member

A-2. How long have you been a member of S.L.A.A.? **9 years**

• Please explain any lapses of membership. **None**

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A-3. What are your bottom-line behaviors?

**No sex outside a mutually committed, monogamous relationship,**

**No sexual violence within or outside a committed relationship**

**No pornography or BDSM materials**

**No contact with my last Qualifier (maintained no contact since October 2016)**

**No abusing or permitting anyone to abuse me**

A-4. What is your current, continuous sobriety date? **15 January 2017**

A-5. Have you worked the entire Twelve Steps with a sponsor?

**• Yes** • No

• If Yes, please describe. If No, please explain.

**Originally I worked the SLAA HOW Program to Step 5 with an Australian female Sponsor then Steps 6, 7, 8 and 9 with an American female Sponsor and the remainder of the Steps with a gay male sponsor in Australia. Then worked the SLAA Anorexia Steps in 2019.**

**I now lead the Anorexia Steps of SLAA once a year every year in CoSponsorship Groups**

A-6. Do you currently have a program sponsor and/or service sponsor?

**• Yes** • No

• If Yes, how does your sponsor relationship work? If No, please explain.

**My Melbourne Sponsor mentioned above is still my sponsor and we call one another regularly and when important issues come up.**

**I also have a wonderful Recovery Partner here in Indonesia, Valerie B, and a close co sponsorship group that meets weekly. I speak weekly with other Delegates/Committee members regarding world service and I speak most days with other officers of SLAAvirtual Intergroup.**

**I sponsor 4 members of SLAA and speak with each for one hour weekly.**

A-7. How often do you attend S.L.A.A. meetings?

**3 times per week as suggested by the SLAA HOW Program.**

A-8. What, if any, service positions have you held within S.L.A.A.?

- ☐ **Treasurer and Literature person at three different SLAA Groups**
- ☐ **Australian Intergroup Representative and elected Delegate to Conference**
- ☐ **SLAA Bali's Delegate to Conference**
- ☐ **Member Board Development Committee, Board Finance Committee, Chair of the Board Outreach Committee and a Board Trustee 2020/21**
- ☐ **Current Member of the BABMPC, CCC, CBC, CSpC and CFC**
- ☐ **Former Chair of the CPIC and CFC**
- ☐ **Former Member of the CAC, CSTCC, CICC, CSC and ARS**
- ☐ **Creator SLAA YouTube for the CPIC during the Pandemic**
- ☐ **Co-founder SLAA Virtual Intergroup, Inc, Secretary 2020-23 and Chair 2024 - present**
- ☐ **Presenter numerous SLAA Workshops and co founder of multiple new SLAA Groups**

A-9. Have you served on any S.L.A.A. Conference Committees?

**• Yes • No**

- If Yes, what committee did you most enjoy and why? If No, please feel free to explain.

**I served the CPIC for 5 years from 2020 to 2025 and loved the experience. I am very committed to practicing the Primary Purpose in all areas of my life. So when the 2020 Pandemic arrived, I led the SLAA YouTube Project assisting members unable to attend meetings. This was a great opportunity to collaborate creatively with lots of other parts of SLAA. I had never made a video in my life! But members were dying, so we swung into action. It took courage I didn't think I had. With over a quarter million views now, SLAA YouTube is a highlight of my life, not just my committee experience.**

A-10. Helpful S.L.A.A. resources include the S.L.A.A. Basic Text, the F.W.S. Website ([www.slaafws.org](http://www.slaafws.org)), the F.W.S. Newsletter, the Journal magazine, the Conference Service Manual (CSM) and the Corporate By-Laws.

- Please describe your familiarity with these resources.
  - **I have read all of these and the Board Manual plus many issues of the Journal and like to think I can find my way around the Basic Text.**
  - **The website is very helpful in my service roles and I use it most days.**
  - **It is my task to distribute the quarterly newsletter so I write a short summary for my Intergroup.**
  - **I helped write the current CSM for the ABM so I know it quite well**
  - **I am also aware of the By-Laws as a member of the Conference By-Laws Committee as well as the Articles of Association and Board Committee Terms of Reference**
  - **I have a personal interest in good governance and building effective boards in the NGO/NFP sector. That was my professional career before retiring to Bali in early 2022**

## SECTION B. PROFESSIONAL SKILLS

B-1. What business or professional experience, if any, do you have? (i.e., accounting, audit, commerce, human resources, information technology, legal, management, etc.)

- **I am a qualified accountant (1987) and lawyer (1989) with a Masters of Business Administration from the University of Melbourne and Colombia University, New York (2007)**
- **At Columbia University, my Masters was in scaling international Not For Profit and NGOs to achieve global social impact**
- **General Counsel leading internal legal teams at both private and listed companies.**
- **Founder and owner of my own commercial law firm from 2015 to 2022**
- **22 Years experience on the Board of various religious and healthcare organisations**
- **Fellow of the Australian Institute of Company Directors**
- **Australian Government Lawyer of the Year 2004 (first woman to be awarded)**

B-2. Have you worked at a nonprofit agency or have other volunteer experiences?

**I have been volunteering in the NGO sector since getting clean and sober in AA in March 2003**

**[National NGO working for an Australia free of poverty]**

- **Charter Member May 2003 to present**
- **Board Nominations and Governance Committee 2019 to present**
- **Board Director 2003-2013**
- **Member of the Finance Committee, Audit & Risk Committee**
- **Board representative Property Development Working Group**

**[Healthcare provider (including addiction, mental health and family violence services)]**

- **Board Member 2013 – December 2019**
- **Chairperson 2017 – 2018**
- **Chair of the Risk and Compliance Committee**
- **Chair of the Governance Working Group and Member Partnerships and Mergers Committee**

**Leadership Victoria – community leadership foundation**

- **Williamson Fellow since 2005**
- **Co-founder of the Bridge Project partnering with the YMCA**
- **Pro bono volunteer with Skillsbank**

B-3. Have you done service work or been on a BOT outside of S.L.A.A.? If so, describe.

- **I served the Board of a branch of the Australian Anglican Church for 22 years**
- **In 2005 I founded my own successful charity in Australia with friends supporting young people on release from prison (usually for drug related offences) to find work, stay clean and not re-offend. The Bridge Project has won numerous awards for our innovative approach and reduced recidivism in the cohort of youth we support.**
- **As Chair of [a health care provider] I oversaw our merger with a similarly sized healthcare provider and was then invited to remain on the board of the newly merged entity to oversee establishment of best practice governance processes.**

B-4. This question is to give us an idea of what additional skills/resources you have that would be useful for serving on the BOT.

Are you comfortable writing and editing documents?	• Yes	• No
Are you willing to carry on business discussions using email?	• Yes	• No
Have access to email?	• Yes	• No
Have access to the internet?	• Yes	• No
Have your own personal computer in order to ensure confidentiality?	• Yes	• No
Are you willing to register an email address with Google Groups?	• Yes	• No
Are you willing to adapt to new technology?	• Yes	• No

- Please feel free to explain any special circumstances:

**The 12 hour time difference with Indonesia can be challenging. I travel a lot including to the United States once a year and hope to combine business trips to the US with S.L.A.A. meetings so we can have some face to face engagement in the same time zone.**

### SECTION C. INTERPERSONAL SKILLS

C-1. In service at the group level, healthy interpersonal skills can be a deciding factor in effective communication and collaboration. How do you define the key elements of healthy interpersonal skills?

- ☐ **Patience and the capacity to listen and check that I have understood,**
  - ☐ **Humility to admit when I have not understood,**
  - ☐ **Check my motives against Tradition 1 – am I acting in our common welfare?**
  - ☐ **Honesty and integrity to be open, direct and truthful – even when it is uncomfortable**
  - ☐ **Respectful communication with others**
  - ☐ **Equally value all the opinions around the board honoring the importance of diversity**
  - ☐ **Courageous enough to voice my unique perspective and ask hard questions**
  - ☐ **Accept we all have the right to disagree (without being disagreeable!)**
  - ☐ **Graciously accept majority decision is God’s will expressed through group conscience;**
  - ☐ **Regularly seeking feedback from a mentor how I can be more effective -I have blind spots!**
  - ☐ **Be a unifying team member without falling into people-pleasing or “group think”**
  - ☐ **When I offend someone, be swift to engage with them to make amends**
  - ☐ **Stay aware collaboration will always yield far better outcomes than my efforts alone.**
- What are your personal strengths here?
    - **My value on boards has been in innovative thinking, problem solving, diligence, good strategic planning skills and bringing intellectual rigor to decision-making.**
    - **I am decisive, direct and hard-working**
    - **My capacity to absorb large amounts of information and identify the relevant issues, risks and opportunities.**
    - **I genuinely wish to give back to S.L.A.A. and I derive personal fulfilment and meaning from service work in S.L.A.A.**
  - What are your weaknesses?
    - **I wish I was a better listener and had better “people skills” but I am awkward and accept**

**that about myself.**

- **It has only been in the last few years (after finding recovery in S.L.A.A) that I finally feel reasonably comfortable in my own skin. I am conscious of my defects of unworthiness, social anxiety and core belief that I am never enough.**
- **Hopefully I will grow spiritually in the role if given the opportunity.**

C-2. Give some examples of team or group work you've done involving group level decision-making.

**Launching SLAA Virtual Intergroup Inc in my retirement with friends has been lots of fun and very rewarding. We have had 51 Intergroup Meetings to date making all kinds of decisions how to carry the SLAA Message to suffering addicts without access to in person meetings. We have been creative, courageous and loving. It has been an absolute joy to serve SLAAvirtual.**

- Please describe how your interpersonal skills contributed to group level decision-making in these examples.

**Others have said they appreciate my ability to get to the heart of the issues and devise strong ideas and solutions. As a Chair I believe I am quite good at drawing out everyone's opinions. I respect others and endeavor to understand different perspectives and remain "teachable" (a gift of 12 step).**

C-3. Describe your understanding of group conscience.

***For our group purpose there is but one ultimate authority -- a loving God as this Power may be expressed through our group conscience.***

**In my experience, the greatest privilege of 12 Step is the opportunity to be an instrument of God's healing love. Group conscience is a spiritual moment in which we each connect to our own Higher Power to channel His grace, courage and wisdom in our collective decision process. There is no place for individual ego and power struggles in true group conscience.**

C-4. Would you give an example of a situation involving conflict where you felt you were most and least successful?

- Most:

**On coming into 12 Step, I did not like or trust women. Needless to say, I was constantly embroiled in unpleasant conflicts with other women. Today I love supporting younger women and building up our networks of women helping women. I sponsor numerous women in S.L.A.A. and have very close female friends. I am really proud that through 12 Step work I have been able to turn around my fear and become a genuine sister in sisterhood.**

- Least:

**As the adult child of an addict and survivor of child abuse, I am triggered by male anger and find myself in unpleasant conflict when I say no to men. Working the Steps in S.L.A.A. has been helping me notice the fear and get more comfortable saying no to men. But it is still difficult and sometimes very stressful. I am not yet skilled or as confident as I would like at resolving conflict**

**with men.**

C-5. The BOT recommends that BOT candidates serve at least three months on a BOT committee or BOT subcommittee in preparation for BOT service. Have you served on a BOT committee?

• Yes • No

• If Yes, what were your contributions? If No, please feel free to explain.

**I enjoyed serving for a year on the Board Development Committee enormously. All kinds of interesting governance issues arose which made me think deeply about how I could try to support our Board of Trustees to be as effective as possible.**

#### SECTION D. ACCOUNTABILITY / RELIABILITY / AVAILABILITY

D-1. Is there anything foreseeable that may stand in the way of your fulfilling this service commitment if you were elected/confirmed to the BOT?

**I am a breast cancer survivor in remission since Christmas 2022. My battle with cancer helped clarify what is really important. My recurrence risk is only 5% but if my cancer returns, of course I will have to prioritize my health and family.**

D-2. Have you ever chosen to step back from a service/professional commitment? If so, please explain.

**Absolutely. I stepped down from the SLAA Board of Trustees in 2021 for confidential reasons which have since been addressed by FWS.**

D-3. At a minimum, the BOT has up to 12 two- to three-hour BOT video meetings per year. These meetings are typically on a Friday, Saturday or Sunday, depending on your geographic location (we use Coordinated Universal Time (UTC) for scheduling). They could start anytime during the day or night. As a BOT member, you will also chair a BOT committee, which should meet monthly, as well as be a BOT alternate on another BOT committee. The BOT uses emails extensively for discussions and conducting business. Each BOT member is also expected to serve as BOT liaison to several Conference committees which meet at least once a month. Also, this BOT may have international members which means that each person must occasionally sacrifice convenience in order to accommodate all members on a call. Given this framework:

• Are you able to adjust your schedule and are you willing to do so gracefully? • Yes • No

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• If you are traveling, are you willing to arrange to be on a call while away? • Yes • No

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• Describe your availability to meet on weeknights, weekdays and weekends.

**I am almost always available and am used to travelling**

D-4. You are expected to travel to the Annual Business Meeting each year. Do you have any

restrictions for traveling?

• Yes • No

- If Yes, what are they?

**None**

D-5. As a member of the BOT, your full name and address may be listed on the legal papers related to the non-profit corporation (*The Augustine Fellowship, S.L.A.A., Fellowship-Wide Services, Inc.*), resulting in a loss of your anonymity, as these documents are public record. How do you feel about that and does it change your willingness to serve on the BOT?

**I am accepted the risk of losing my anonymity when first elected to the Board in 2020**

#### SECTION E. PERSONAL VALUES

Please write a 300 - 500 word essay for possible publication in the Journal magazine and/or the F.W.S. Newsletter.

You may choose ONE of the following themes:

E-1. How do you practice the Twelve Steps, Twelve Traditions and/or Twelve Concepts in your everyday, personal life?

E-2. Which Step/Tradition and/or Characteristic/Sign speaks most closely to your character defects and how do you find personal recovery?

E-3. The Fifth Tradition states “Each Group has but one primary purpose—to carry its message to the sex and love addict who still suffers.” What do you believe is the “message” of S.L.A.A., and how do our Traditions support translating such words into actions?

Note to applicants regarding this essay question:

Please DO NOT refer to your BOT application in this essay in order to provide material suitable for publication in these outreach tools.

Please DO share your experience, strength and hope for the greater S.L.A.A. Fellowship around the world.

#### **E2: Putting Steps 8, 9 and 10 into all areas of my life**

**I pray to my Higher Power daily for knowledge of His will for me and those prayers are answered by putting Steps 8, 9 and 10 into all areas of my life. These steps help me daily to grow into the woman of integrity I believe my Higher Power wants me to be.**

**I had already done the steps in another Program and made some direct and living amends, but in working the SLAA Program for my anorexia, I have finally been able to face the core issues blocking me from the Sunlight of the Spirit.**

**In my anorexia, the people I harmed most were myself and my small child. My daughter did not ask to be born to a sex and love addict. She deserved a mother who was mentally present and emotionally available. I was neither in my addiction, as I chased addictive relationships with unavailable men. I was a competent care-giver, but I was unable to really connect with myself, my Higher Power or, most heart breaking, my beautiful little girl.**

**In working the SLAA Anorexia Booklet, I could finally face my core beliefs that I am unworthy, unlovable and will never be loved. My numerous addictions variously to alcohol, unavailable men and sex were desperate efforts to stop that pain.**

**As an adult survivor of child abuse, I was determined to break the inter-generational cycle of addiction, violence and neglect, but how? I had no template how to be a “good mother”.**

**Desperate for recovery, I began working the program seriously for my daughter’s sake, if not always my own. It was clear I owed amends to her and in doing so, I realised I also owed amends to my inner child for the years of neglect and abandonment of myself.**

**My commitment to working the Steps in SLAA anorexia once a year every year IS my amends to us. In SLAA I have discovered the joy of re-connection with myself, my inner child and my daughter. As I have softened toward myself in recovery, I have noticeably softened with others.**

**My SLAA Sponsor helped me see that making amends as an anorexic would be about finally feeling my feelings and doing the personal work on myself. A real amends is looking within and addressing what is causing me to harm anyone, including myself. Today my amends is not just about righting my wrongs, but about finding the Grace to accept my imperfection and mistakes as part of being human, knowing I can forgive myself and heal.**

**My recovery is progress not perfection but thanks to steps 8 and 9, I have the skills to quickly admit when I am wrong and apologise. To my surprise, people respect this new self-awareness, vulnerability and genuine effort to change.**

**Working the SLAA Anorexia program has brought my daughter and I together as a family and for that I am deeply grateful. Today I know in my heart that I am loveable, am loved and can love. In working my 12 Step the Program in SLAA, my life has gone from small and fearful to a large life of abundance with many new friends in and out of 12 Step, better boundaries and most of all, a happy, healthy child with a happy, healthy mum!**

**Additional comments, questions, or information for your written interview are welcome.**

**Thank you for the privilege of applying to rejoin the Board of Trustees.**



## WRITTEN INTERVIEW – NON-S.L.A.A. MEMBERS

### SECTION A. S.L.A.A. FAMILIARITY

A-1. Are you applying for the Board of Trustees (BOT) as an [check all that apply]  
• S.L.A.A. Member • Non-Member • Returning BOT member

A-2. If you are not a member of S.L.A.A., what do you know about S.L.A.A. and what, if any, experiences have you had with S.L.A.A.?

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A-3. What is your understanding of the structure of S.L.A.A. and how is this structure different from other volunteer groups?

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A-4. What experience, if any, have you had with other Twelve Step programs or recovering addicts? What was this experience like for you?

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A-5. If you are not a member of another Twelve Step program, how do you plan to familiarize yourself with Twelve Step operating principles and the Twelve Traditions?

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A-6. Helpful S.L.A.A. resources include the S.L.A.A. Basic Text, the F.W.S. Website ([www.slaafws.org](http://www.slaafws.org)), the F.W.S. Newsletter, the Journal magazine, the Conference Service Manual (CSM) and the Corporate By-Laws.

• Please describe your familiarity with these resources.

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[The rest of the sections of the Written Interview are identical to the basic Written Interview]

## WRITTEN INTERVIEW – RETURNING BOT MEMBERS

[All sections are identical to the basic Written Interview except for section F where instead of an essay, responses are requested to the following questions.]

### SECTION F. BOT EXPERIENCE

F-1. If you have previously or are currently serving on the BOT, describe what were the most important things you learned during your previous term as a BOT member?

**Leading a global spiritual fellowship is very different to serving on a Group or Intergroup. The business of FWS is complex with multiple complex challenges. That makes it a fascinating service role but also one that takes time to fully understand.**

**The most important thing I learned was to stay in my own integrity and listen for the quiet voice of our Higher Power in reaching our Group Conscience as a Board. Staying focused on the greater good of the Fellowship with courage in the face of strong divergent opinions.**

**Be mindful that situations of conflict will arise and that is a good thing; we must bring diverse thinking and passion to our service. Strong self care is necessary.**

F-2. If you have previously served on the BOT, you have experience valuable to new BOT members. What information would you consider most valuable to share with new members in helping them adjust and become most effective throughout their term?

**Take time to familiarize with the Board Manual and join the BFC in your first year to understand FWS' finances.**

**Serving as a trustee requires *very* good organizational skills to ensure you stay on top of Board and committee attendance, action items and reporting.**

**Remember trustees are our spokespersons responsible for representing SLAA. Be willing to engage in outreach and public speaking and listen to members, the media and especially our critics with a very open mind.**

**Be always willing to be wrong and open to doing better. Humility and agility are essential to continuous improvement at FWS.**

F-3. What was the most significant character defect you discovered about yourself while on the BOT?

**Having served as a board director of major companies for 20 years, I was not prepared for the way some of the then board members behaved toward one another. It was like returning to my toxic family of origin. Raised voices, snide comments, sarcasm and shouting would trigger me. Not all trustees respected spiritual reminders, so meetings became very stressful.**

**I have done the trauma work since to remain emotionally sober and safe by standing up to**

**bullying and the board itself is now more professional and respectful. For my part, better boundaries and good self care will still be required.**

F-4. In what ways has the BOT changed since your last term and how will you familiarize yourself with any changes that have taken place?

**The Pandemic happened and there was a \$50,000 cost overrun on the Santa Ana Conference. We have a new Board Manual which I am looking forward to reading! I am excited to work alongside fellow SLAAvirtual member and friend, Jeff R for a year to understand our finances and work to restore the Prudent Reserve Fund.**

F-5. What is the most challenging or difficult issue you have dealt with and how did you resolve it, if you did?

**There was a large potential financial irregularity. Being unable to obtain answers from the other trustees involved, I sought independent legal advice and was counselled to resign to protect my own assets. Which reluctantly I did. I was sad to leave the Board and said I would be willing to return when the issue was resolved. The issue is now being addressed by the Board by a Motion to the Conference.**

F-6. Describe some of your other challenges during your previous term.

**Sheer volume of work while also a single mother of a tween and still working as a commercial lawyer. Volunteering is much easier now that I am fully retired to Indonesia. Working in the middle of the night because meetings were on US time. I understand the Board now rotates meetings so they would not all occur overnight for me.**

F-7. Describe some of your successes during your previous term.

**As Chair of the Board Outreach Committee, we delivered the 2020 Board Outreach Plan. Our planning laid the foundations to deliver SLAA YouTube which now has 50 videos and over a quarter of a million views.**