

BOT CANDIDATE  
WRITTEN INTERVIEW

NAME: **Christopher D.**

DATE: March 23, 2026

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.?                      **34 years** \_\_\_\_\_

- Please explain any lapses of membership.

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

**No sex outside my marriage to Gordon, no fantasy to the best of my ability, no porn, no solo masturbation.**

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A-4. What is your current, continuous sobriety date?                      **6/23/1991** \_\_\_\_\_

A-5. Have you worked the entire Twelve Steps with a sponsor?                      • **Yes** • No

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

**We worked the Steps out of the AA Big Book and 12X12. I also used our Basic Text. I've incorporated the Steps into my daily life to the best of my ability.**

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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.

**We have a cosponsor relationship. We see each other at our regular weekly meeting (on Zoom) and chat separately when needed.**

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

**At least two meetings weekly but I normally attend either an S.L.A.A. or A.A. meeting every day.**

Plus, several service meetings monthly.

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

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1. On BOT from 2004-2010, plus two later years, plus 2023-2026, so a total of eleven years.
  2. Delegate, San Diego County Intergroup, 2019-2023
  3. Treasurer, San Diego County Intergroup, 2023-2023.
  4. F.W.S. Newsletter editor, 2020-2022 and then for March of 2023
  5. Founder of meeting now held on Zoom, 1993
  6. Board Alumni Trustee (BAT) recovery meeting coordinator, 2019-present
  7. Conference Journal Committee member 2019-ish – 2025; proofreader 2020-ish – 2025; intermittent contributor for many years
  8. Inspiration Line and Inspiration Speaker Line contributor, 2019?-present
  9. Member of the 50<sup>th</sup> Anniversary of the Basic Text Subcommittee (50BTS) of the CLC 2019?-2023; member of the Timeline Mandate Workgroup 2020?-2023.
  10. Whistleblower Investigator for the S.L.A.A. Whistleblower Hotline 2013?-2021
  11. Sponsor – on and off for entire time
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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.
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**Conference Journal Committee 2019-ish – 2025. Loved it, love the excitement of the writing, love proofreading – felt like I got recovery from that project. Conference Member Retention Committee 2019 – 2021(?), lacked time for a lot of involvement. 50<sup>th</sup> Anniversary of the Basic Text Subcommittee of the CLC 2019?-2023.**

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A-10. Helpful S.L.A.A. resources include the S.L.A.A. Basic Text, the F.W.S. Website (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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**Strong familiarity with the Basic Text through the 50BTS; Journal proofreader and committee member; former F.W.S. Newsletter editor. I use the website to obtain answers to many questions, familiarity with the CSM from being a BOT member. Familiarity with the By-Laws through being on the BOT.**

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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.)

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**Many years of Human Resources experience; former attorney**

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

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**I retired from a public university after working in Human Resources. On the BOT for eleven years.**

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

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**I was on the board of the University of California, San Diego Retirement Association but as soon as I started I went back to work part-time so I couldn't devote any time to the role. For that reason, I resigned.**

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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.

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

- Please feel free to explain any special circumstances:
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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?

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**Respect, honesty, reality, self-awareness, dialogue.**

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- What are your personal strengths here?

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**Willingness to dialogue; respect for other points of view; respect for feelings; self-awareness.**

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- What are your weaknesses?

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**I consider myself a “can-do” person. Not everyone is nor do I expect everyone needs to be. I have challenges with folks who repeatedly say they’ll do something and don’t without some legitimate reason. Also, I was bullied a lot as a child and get triggered when I witness or am the subject of bullying.**

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

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**BOT for eleven years. Several committees over many years. Supervisor of Employee Relations team at University for four years-ish.**

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

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**The biggest project I worked on while on the BOT was relocating the office from Boston to San Antonio in 2005-2006(?). There were three of us who were on the relocation committee. We all had to work together under difficult circumstances to complete the move. That required a lot of patience and collaboration from all of us. I’ve also been Chair of the BOT for 1.5 years at this point and have been supportive of a collaborative environment on the BOT.**

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C-3. Describe your understanding of group conscience.

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**Almost equal to meditation, I hear my Higher Power in recovery settings. Even when I’m in a setting where there’s a need for a group conscience, I still hear the Higher Power guiding us. So to me, the group conscience is an intentional connection to our HP to help the group.**

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

- Most: \_\_\_\_\_  
**A high-level supervisor at work wanted to discipline an employee for theft instead of dismissing them. I was able to explain that doing that would set a problematic precedent for the rest of the campus and they decided to dismiss.**

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• Least: \_\_\_\_\_

**My original supervisor in this job triggered all of my co-dependence issues. She also wasn't nice to my colleagues or me. I was able to get on her "good side" but I was never direct with her about how her conduct made me feel. I did, however, work a fourth and fifth step about her on a regular basis.**

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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.

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**Before this time on the BOT, I was chair or member of a number of BOT Committees but the details are too far in the past for me to recall. In the last three years, I've been Chair of the ABMPC for one year and Chair of the BDC for 1.5 years.**

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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?

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**No.**

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

**I was on the board of the University of California, San Diego Retirement Association but as soon as I started I went back to work part-time so I couldn't devote any time to the role. For that reason, I resigned.**

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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.

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**I can mostly adjust my schedule when needed.**

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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?

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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?

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**Fine. No.**

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## 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 12 Steps, 12 Traditions and/or 12 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?

ESSAY:

**I first worked the Steps in another program in 1978. I did them because I didn't want to get kicked out. Codependence was finally helpful!**

**Working the Steps in S.L.A.A. in 1991 was different. Before, I knew the Steps wouldn't work because nothing ever had, but they did. Here, because addiction is progressive, I was much more addicted to my qualifier than I had been to substances. I was afraid they couldn't work for me and I'd never get relief.**

**Step One was comparatively easy because my heart, mind, and life were in shambles. I had some resistance to Steps Two and Three because I had worked them years before and “look where they got me – to this crisis.” When I said that to my sponsor, she said some magical words: “maybe you just haven't had enough pain.” I couldn't afford any more pain and that got me into gear.**

**My first written Fourth Step in this program didn't provide major revelations as my first one did in 1978, but it was a good beginning. I shared my writing in my Fifth Step. I knew a bit more about myself than in my very first Sixth and Seventh Steps but it took a long time to clearly see the characteristics that separate me from HP and others (they really flared up when I got into this relationship in 2000!). I made amends to the best of my ability.**

**Today, I'm 100% convinced that the Steps are the actual cure. Yes, I LOVE meetings, fellowship and the literature. But I recently heard this: if I want to feel better, I go to a meeting, but if I want to get better, I work the Steps. For that reason, I do my best to incorporate the Twelve Steps into my daily life.**

**When showering, I list what I'm powerless over and end with “and my life *and my mind* have become unmanageable.” I say Step Two and the Third Step A.A. prayer, exchanging thee and thou for “you.” Next is a check on resentments, fears and sex life. I share anything unusual with my spouse, unless it's about him. I beg my HP to remove my default characteristics and pray for their opposites. I determine if amends are needed and make them. The “shower” spot-checks work for Step Ten. Prayer throughout the day is my norm and I meditate 30 minutes every day for Step Eleven. I do a lot of service for my Step Twelve. Daily practice of an “Attitude of Gratitude” also feels part of the Twelfth Step.**

## 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?

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**During this term I've learned that no matter how hard I try, I'll never be perfect. In fact, I said at the BOT meeting yesterday that I believe I made more mistakes in the prior two weeks in the BOT Chair's role than ever. Definitely humbling.**

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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?

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**It's normal to feel overwhelmed. It's a lot to learn. But it does get better.**

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

**My most significant default characteristic (defect) is control. Being on a BOT has provided me with a lot of opportunities to "let go."**

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?

**When I first returned 2.5 years ago, my goal was to listen closely and ask lots of questions. I still try to do that.**

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

**I've wanted to be retired since birth. HP didn't go along with that wish. I ended up applying the Steps and Traditions to my career A LOT, and still do.**

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

**Remembering that we all work our programs in our own way.**

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

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**Being part of the team that helped us get on a stronger financial footing.**

BOT CANDIDATE  
ORAL INTERVIEW  
CHRIS D.

June 16, 2026

Interviewed by Jeff R. and recordkeeper Michelle N.

Do you have any questions for us?

1. Why do you want to serve on the Board of Trustees (BOT)?

I have been part of SLAA for almost half of my life. I'd like to contribute to SLAA as best as I can. I feel I can be helpful in this way. I feel I can be helpful orienting the next new chair of the BOT.

2. What do you hope to accomplish?

I am very grateful that the BOT in the last couple of years has been able to get to a better financial position. This was a goal I had spanning the past two years. This year, if elected, I would focus on helping the new chair of the BOT become oriented. I would work to update items that I did not have time to work on while serving as chair. For example, I would like to work on forms related to recruiting individuals for service, and revise policies and procedures. I would also like to work on updating other forms related to the BDC. I want to help with recruiting whistleblower investigators and other future BOT members.

3. What issues do you see the BOT facing with the current state of our S.L.A.A. Fellowship?

Number one, we need to recruit two more whistleblower investigators. Number two, we need to determine how literature will be printed and distributed in the future. Number three, we need help to increase international representation at the ABC/M. Number four, we need help to increase service participation on all committees. Number five, we need to focus on how S.L.A.A. thrives in the virtual world.

4. What personal challenges can you foresee if you are elected to the BOT?

As much as I do not want to be the Chair, I can see having to remind myself that I am not the Chair. I would need to make sure the time commitment for continued BOT service is more manageable than it has been for me in the last two years. I do not want to put in the same number of hours each week moving forward that I put in during my tenure as Chair. I would like to help with more committees than I would have time to help. I will also have difficulty not attending every single retreat or workshop that is offered by every S.L.A.A. intergroup because I love those events.

5. How would you describe your emotional sobriety\*?

Well, just for today, I feel a lot of gratitude, a lot of joy, and a lot of energy to do service work for this program. For today, I have emotional sobriety. It is one day at a time. On days I do not feel emotionally sober, I reach out and often work the steps around the issues. I don't know how many times I have worked the steps in the last three years I have served on the BOT, yet the steps continue to be a

grounding force for me.

6. I am going to present a scenario and would like you to respond as best you can...

***Because you are a BOT member, a member of the Fellowship contacts you. The member is upset about something which either you, the BOT, or a staff member has done. The situation is something that has been discussed by either the full BOT or the appropriate committee and that group is comfortable with the situation and generally does not share the concerns of the member who has called you. Describe how you would handle the situation.***

What I would do would be to *actively* listen. What I often have done is move quickly. For this particular case, I would actively listen. I would try to hear, I would listen for new information that was not previously presented to the decision making body if I was part of that group. I would also present options that had not been previously discussed with the member. Lastly, I would try to share that we are all trying to do the best job we can making decisions using the information we have at the time. This is the decision that Higher Power has led us to. I also would leave the door open for the person to reach out to me again about their complaint.

7. With the information that you've shared in these interviews, which personal message would you like conference members to keep in mind as they face this important vote?

I came into S.L.A.A. in 1991 100% hopeless, got sober, and my life has changed immeasurably. It is critical for me to share S.L.A.A. recovery with those who want it. Being on the BOT is not necessarily working one on one with a newcomer. Being on the BOT is a way to ensure S.L.A.A.'s future growth so that it is available to those that seek it. I want to be a part of that growth.

**EXPLAIN THE PROCESS OF WHAT WILL HAPPEN NEXT WITH THESE QUESTIONNAIRES AND THE ELECTION/APPOINTMENT PROCESS.**

Any additional comments or questions?

*\*Please see the applicant's written interview for program sobriety information, including bottom lines and recovery time.*