

BOT CANDIDATE
WRITTEN INTERVIEW

NAME: Kathleen A.

DATE: 4-22-2024

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.?

Since 10-1-2021 (4.5 yrs.)
(my second time...)

• Please explain any lapses of membership.

Between 1-1-2000 & 10-1-2021 I was anorexic -
emotionally & sexually. My first time in SLAA (1990-
2000) I was actively involved. I have also been in
Al-Anon / A.C.A. / lost 50 lbs. & stopped smoking (5/69).

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

No unhealthy relationship with an emotionally
avoidant male.

A-4. What is your current, continuous sobriety date?

10-1-2021

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

Yes • No

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

Multiple times & on-going.

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 meet 1 hr. each week via Zoom. He is a gay
man. (no intrigue)

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

1x wk. minimum via Zoom / M & F eves.
Sometimes more.

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

Intergroup Chair / ABM Hospitality Suite 2022 /
ABM Rep (4 yrs this yr.) Page 1 CBC Chair Board Development Committee
CJC Member 2026 / CHRC member 2025 / BHRPC
Whistleblower Investigator (2 yrs.) member
7.07.16

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.

C.H.R.C. - It really made me think & write.

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.

Have read ALL of them! By Laws (CBC) is probably where I was able to have the most impact.

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 practiced Family law for 42 yrs. @ CA, so listening to & working with emotional clients was part of my daily work.

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

Yes, many. PTA/Athletic Boosters/Galt Historical Society, Women Lawyers of Sacramento/Sac Co. Bar Assn Family Law Section/Volunteer Temp. Judge @ Fam law Settlement Conferences (30 yrs.)

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

Yes. See above.

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?
Are you willing to register an email address with Google Groups?
Are you willing to adapt to new technology?

- Yes No
- Yes No
- Yes No

• Please feel free to explain any special circumstances:

Google treats me hostilely. I may need help at first with them. (Too many emails over many years.)

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?

Active listening of others / Questioning it / when confusion occurs / stating my truth as honestly & simply as possible.

• What are your personal strengths here?

Good listener / Providing context for the speaker that can lead to insight.

• What are your weaknesses?

Sometimes I have to process my own feelings so I do not just react!

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

For many years I led a Family Law Mediation panel @ Sac Family Court - free services for couples who could not afford an attorney.

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

Research & finding speakers to expand our knowledge, as well as sharing my own experience as a neutral during conflict.
(neutral)

C-3. Describe your understanding of group conscience.

Majority rules - those who are not personally caught up in conflict (or personal agendas) are best able to be objective.

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

• Most: From my younger siblings to opposing counsel on party, I have learned to process my feelings but not simply react, emotionally, when / if I feel attacked. (a) Take responsibility for my "part" and (b) Explain what I need to say in response. (Ask for time to respond / first.)

• Least: Early in my professional career I became emotional & reacted when I felt attacked. Over time I learned to remain calm & process my feelings before dealing with the "attacker." Rely on principles.

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.

Reviewing the work of our Director re HR Policies and Health IAs.

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 still work part-time but not on weekends, illness, maybe if serious but I do not suffer any serious illness.

D-2. Have you ever chosen to step back from a service/professional commitment? If so, please explain. Only if/when my family needed me.

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

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

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

I live alone @ a rural small town in Northern CA so a quiet life. Pretty much available.

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?

No.

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.

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

CHARACTERISTICS & RECOVERY

By Kathleen A.

Characteristic 1. Poor Boundaries & 2. Staying in Destructive Relationships

As the Adult Child and Grandchild of an Alcoholic, and the oldest of 14 children, it was "baked into" my life that I would grow up with poor boundaries. This did not start to change until I got into counseling during my first marriage, as my husband's alcoholism began to frighten me. My extramarital affair did not help alleviate my anxiety, nor did it help my marriage. Not understanding what was happening to me, I sought counseling and filed for divorce. At least I believed I could work and take care of myself. It was not until my second alcoholic marriage crumbled that I found S.L.A.A. and began to understand myself more fully. I learned what healthy boundaries looked like, while working the 12 Steps with a group. My sexual promiscuity stopped, but my love addiction still confused me. After 10 years, I stopped coming to meetings and stopped dating. My life became emotionally and sexually anorexic while I lived alone.

Characteristic 3. Pursuing Unavailable Partners & 4. Confusing Love

After my first divorce, I spent 4-5 years engaged in promiscuous sex. It did nothing for my self-esteem and it caused me to experience shame and guilt in major ways. In therapy I decided to stop that behavior, but I still did not have a program. Years later, I learned that my therapist was a Sex & Love Addict when she and her husband propositioned me for sex. By then, I was aware of the ethics involved, and felt angry and betrayed by both of them. I held my boundaries and protected my Inner Child from their abuse.

Characteristic 5. Feeling Empty versus Being Alone

My early work in Al-Anon, A.C.A. & then S.L.A.A. helped me learn that when I felt lonely, I could reach out to others in the program for companionship or social networking. I learned to stick to women in the program, or women friends in my social orbit within my home community, a small town. Today I still live alone, but I maintain a healthy balance between "me" time and social time with close, dear friends. I no longer sit in loneliness or cry about feeling helpless to free myself from depression. My son has also entered Recovery and our relationship has become much closer. He now has integrated me into his family, so I have relationships with my granddaughters.

Characteristic 6. Sexualizing Feelings & 7. Manipulating/Controlling & 8. Distractions

Today I no longer sexualize my feelings. I am aware of my triggers when it comes to an attractive member of the opposite sex, and I handle my feelings appropriately with the aid of my Accountability Partners and closest support persons. If I have any concern, whatsoever, I talk out my concerns with my support people and avoid contact with any triggering person until I feel confident that my head is aligned with my Higher Power.

Characteristics 9 & 10. Attachment & Over-involvement With Unavailable People.

Today I spend time in 2 meetings every week, and make phone calls whenever I feel the need to insure that my behavior is aligned with my Higher Power. My life has meaning and purpose in S.L.A.A. so that emotionally unavailable people bore me, unless they are a Newcomer who is seeking help. Then I can totally relate, and I share my own experience, strength and hope from my own life.

Characteristic 11. Being Sexually and Emotionally Anorexic

This is probably my greatest challenge today. While my Sex Addiction has gone back to its "right-sized" place in my life, I still struggle with my Emotional Anorexia. Again, I get many needs met, emotionally, by having a Sponsor with whom I meet weekly. Also, I Sponsor two members of this fellowship. And I chair the CBC (Conference By-Laws Committee), plus serve in two other committees: CJC (Conference Journal Committee) and the BHRPC (Board Human Relations & Policy Committee). All of this Service work has given me opportunities to meet and become friends with wonderful members of this fellowship from whom I can reach out if and when I need support. Staying involved in service has enabled me to remain sober from my Bottom Lines for over 4.5 years this second time around in S.L.A.A.

Characteristic 12. Magical Thinking

The Fantasy groups have helped me to uncover my "H.E.A." (Happily Ever After) fantasy that has plagued me since an early age. Working to remain in the present is one way I avoid this error in my thinking. I work at taking good care of myself, emotionally and physically. I also pray for spiritual guidance from my H.P. and I call my closest friends if/when I feel I might be starting in this direction in my head and/or heart.

April 24, 2026

BOT CANDIDATE ORAL INTERVIEW

Date: May 5, 2026, 3:00 PST, 6:00 pm EST

Candidate: Kathleen A

Interviewer: Chris D, S.L.A.A. FWS BOT Chair

Notetaker: Lisa S, non-BOT BDC member

Do you have any questions for us?

K: At this point, I don't think I do. I'm interested in the greater challenge of the BOT. How many members do we have now?

C: Eight out of a full contingent of nine.

K: Who are the next three to term out?

C: I am the next one, Jeff, John, Patrick, and Ari are completing a second year. Ari is rotating off unless she decides to do another term. Rochelle and Max are completing year one. James was appointed and is completing the one year term he was appointed to. Chris and Ari are the only ones who are rotating off [see correction at end of interview].

K: Will I be filling a space that is partially expired?

C: Yes, you will be appointed to a partial term, you will either need to be confirmed at the ABM, or elected at the ABM. The effect and process are the same. You will either be through to the ABM or past it. If your appointment goes past the ABM, the conference will need to confirm you.

K: When you were elected in 2023, it was you and who else?

C: Jack F and Juanita.

K: Wasn't Ari appointed to replace Juanita?

C: She was appointed to a two year term so that is possible.

K: Chris, will you run again?

C: Yes, I have put in my application.

K: Okay, well, good.

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

I'm going to be 75 in about two weeks, so if I'm going to do it, I feel like I'm ready to move to that next level of service, but I don't think I'll be doing it after I'm 80. It felt like it's the right thing to do at this time.

2. What do you hope to accomplish?

I don't have any specific goals in mind, except to try to unify the fellowship. This year has been really challenging in the CBC [Conference Bylaws Committee]. I got to learn from more experienced members in my first year. In the second year there was a lack of interest. Two or three would show up sometimes for the meetings. I had to research and learn how to bring the by-laws together on my own pretty much. This year has been more challenging because there are 12 people and a one-hour monthly meeting, with strong opposing opinions on an

intergroup definition. I think that's going to be a big issue this year at the ABM. I would like to see us, as a fellowship, try to come together on that particular issue and reach some kind of group conscience.

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

There are always issues, in my experience, of women vs. men. Even though we like to pretend that's not a real thing, I think it's a real thing. And there are the issues of what an intergroup is, determining how we can work within the global economy, maintaining unity and incorporating customs and cultures from fellows from all over the globe. I think that's both a very exciting opportunity for the fellowship but it's also a huge challenge. It's not financially possible to bring everybody to in-person fellowship or an ABM. Not everyone has the financial means to do in-person fellowship. Many feel that the ABM should be in person, but if we want to keep expanding to reach all sex and love addicts, we need to keep expanding virtually. We may meet in person sometimes, but that will be challenging for some. It is hard to maintain unity. There are also duplications between the various S programs. I do Zoom meetings because I live in a rural area. My sponsees are virtual because of geographic considerations. Those kinds of challenges can make unity difficult. I see the conflict that is happening between the virtual people and the geographic people as an on-going issue that must be addressed. We should always place "Principles before Personalities."

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

My biggest challenge with the CBC this year has been my patience. I am very aware that I have to be very patient when dealing with people in conflict and have strong opposing opinions. In my career, I have learned about mediation and taking time to listen, and I have practiced being as neutral as possible. I learned to take everything very slowly so each side can feel heard and not rush to a quick answer. I also try to figure out how to bring people together. I am the oldest of 14 children and had a lot of responsibility, and also alcoholic parents, which has resulted in a family history of chaos and trauma. That got me to Al-Anon in 1984. Subsequently, I applied my Twelve Step skills to my family relationships. In my life now, I am focused in a new direction, more on my own personal life and family, and S.L.A.A. is a big part of it. I feel closer to some of my program friends than I do to my own family of origin. The biggest challenge is knowing when to speak up and say what I think and when to rely on my active listening skills of mediation.

5. How would you describe your emotional sobriety*?

I introduce myself as a Love Addict and an Emotional Anorexic in the meetings. When I talk about deep childhood stuff, I get emotional. I can go further than that when I feel safe—in a meeting or with trustworthy people. I think my emotional sobriety is good because of my network of support, recovery friends, sponsees, etc. I've had one sponsee for around four years and another for around three years. We have pretty strong bonds. I've met one of them face-to-face a couple of times when I was travelling. If I feel threatened or unsafe, I

distance myself and take a time out until I have had time to process them with accountability partners or other safe people. I recognize these issues go back to my childhood growing up as one of 14. I try to get eight hours of sleep and eat right. When I am acting out emotionally, it is usually with food or TV. When that happens, I call someone, that is how I cope with emotional issues. I think it will stay good as long as I check in with HP and use my tools and maintain my program. I use tools like my God Box, Gratitude Lists, Outreach Calls and prayer/meditation, as well as journaling.

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.*

Well that is a very realistic situation. It happens now. I did a suicide prevention hotline in my 20s. I learned from that to start with the feelings: "I hear you are feeling such-and-such." "You are upset about..." Start with the feelings and practice active listening. Sometimes just talking it out can help—it depends on what the BOT or committee has done. Learning why it is so important to them and if they can do anything about it, it can help in the future. I trust that the board probably has a lot more factual information than the individual who is upset. People get upset about interpersonal conflicts in their intergroup and their first reaction is to come to the top and ask that they do something about it, but that is not how this program works. It is a ground-up program, not top down. They are not used to talking things through when mediation is needed. Sometimes we can help people clarify what they think and it may be that they need to "agree to disagree," and "let go and let God." That was my message to people who were in conflict at the CBC meetings. They often wanted to complain to me. I would tell them that if it was emotionally untenable to be on the committee, they had the option not to be on the committee. About four people ended up dropping out because they wanted the serenity to pursue their recovery instead of working with people they considered toxic. When we can't change the other person, sometimes we have to change our own circumstance. I have practiced this with my family of origin. That is what the Serenity Prayer is all about.

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?

Well, I'm human, and I don't do everything perfectly. I spent about 40 years of my life trying to do everything perfectly and in recovery I've learned that nobody is perfect and sometimes we have to talk things through and sometimes we have to "agree to disagree." I don't know what kind of gossip is out there and I can't control that. I am willing to answer any questions people have about me directly. They can call or text me but please text me before calling so I

make sure to leave enough time for a phone call. I have a small friend group that I feel close to and we have an understanding that we can bounce things off of each other without it being broadcast to the whole group. I am willing to talk to anyone who wants to talk to me. There is a lot of gossip in the program. If people really want to understand where I am coming from. I respect that we are all coming from different places and that everyone has their own experience, strength and hope. We all want to keep the fellowship going and healthy and I really respect that. That is my goal too.

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

C: Clarified that FWS covers expenses for attending the ABM if it occurs in person. Also stated that Ari, Chris and James will all rotate off the BOT at the 2026 ABM.

Any additional comments or questions?

K: What happens to my other FWS roles? Do I have to resign from them?

C: Yes. You would not be able to chair a conference committee because it could be a conflict and also because being on the board takes a lot of time. You could be a member of a conference committee. You also end up being a BOT liaison. You would have to step down from being a whistleblower investigator.

K: When is the next board meeting?

C: May 24th. We do a lot of email votes, so depending on how quickly everything is compiled and when the BDC reviews it, the vote about you being on the BOT could be sooner than the 24th.

K: Who is on the BDC?

C: Jeff R, Chris D, Ari F, Lisa S, Michelle N. Lisa S and Michelle N are both non-BOT members.

K: No further comments or questions.

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