

BOT CANDIDATE  
WRITTEN INTERVIEW  
NAME: James Bxxxxxx

DATE:  
05/06/2026

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.?      25 yrs

• Please explain any lapses of membership.

Between 2003 – 2007 I attempted to get by with just AA and Alanon and realized I need to be in SLAA also.

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

Seeking a relationship that does not support my emotional sobriety and sense of safety. Fantasy and intrigue with inappropriate people. My sobriety is based on time in the program since my bottom lines have changed over time.

A-4. What is your current, continuous sobriety date?      November 20, 2007

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

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

Worked Steps 1 thru 7 in 2008 and 1 thru 12 over the last few years. Continue to make amends to the best of my ability. Recently worked the Steps with a focus on Anorexia.

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.

I can call as needed.

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

2 or more meetings per week.

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

At the local level I've served as Secretary / Treasurer and Webservant for Utah Intergroup. For FWS I've served as Delegate, CSPC Chair, Recordkeeper, and currently serve as an appointee on the Board of Trustees.

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.

Served as Chair on the CSPC. I enjoyed learning to work in a group and am grateful for the fellowship with those on the committee and all the growth that comes out of service.

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.

Use the Basic Text to help with my continuing recovery. Use the FWS Website to get info about Conference and Board Committees and to purchase literature. I generally glance over the newsletter and Journal when they come out. I have not delved into the CSM too much but have attended the ABM for several years. I haven't delved into the ByLaws much but am aware of their purpose and necessity.

**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 have a background in Information Technology and have been employed as an Accounting Clerk and Data Technician. I've been in office environments that involved direct involvement with management.

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

Yes, I've served on the Board for an HOA for 2 terms.

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

I've been a Service Rep and Central Office Rep for another fellowship.

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:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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?

Having and displaying integrity while maintaining anonymity and confidentiality, having good personal boundaries and being able to communicate without criticizing or minimizing.

- What are your personal strengths here?

Being able to keep my composure even in trying circumstances.

- What are your weaknesses?

Being impressionable and willing to go with what others say until I hear other angles of an argument.

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

Having round robin discussions in committee meetings has brought about some beneficial views that were useful in drafting information and literature for newcomers about sponsorship.

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

Just by working together as a group, sharing each other's ideas and being part of the decision making and voting process.

C-3. Describe your understanding of group conscience.

When everyone gets to share their views and I'm not solely making decisions myself.

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

- Most: It's great to be part of a that group can gel together and cooperate in a democratic fashion without any dominant personalities pushing their agenda.

- Least: There have been times when a meeting seems to become dominated by an individual and unfortunately the meeting ends up closing.

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'm currently serving on the BTC.

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?

No.

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

I normally have a hard time letting go of anything I commit to. There have been times when I signed up for a class in college and then withdrew and then later had to redouble my efforts to push myself through the needed course.

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.  
Currently there should be no issues.

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?

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?

Being in recovery in the fellowship carries much less discomfort than times in the past when there were things I didn't want to see the light of day.

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.

---

---

---

**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.?

---

---

---

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

---

---

---

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

---

---

---

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?

---

---

---

A-6. 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.

---

---

---

---

---

---

[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?

---

---

---

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?

---

---

---

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

---

---

---

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?

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

## **The Message of Hope of SLAA**

The message of Sex and Love Addicts Anonymous (SLAA) is a message of hope to those who have been afflicted with the obsession that sex is the answer to life's challenges. Many of us came to SLAA with a deep and persistent sense that we were incomplete as human beings and that something essential was missing within us. In an effort to relieve our emotional pain and inner emptiness, we mistakenly turned to sexuality as a form of medication. We believed that intimacy, attention, or sexual connection could soothe our distress and fill the void we felt inside.

In time, our compulsive behaviors negatively affected the people around us; partners, families, friends, and even strangers. Rather than easing pain, we unknowingly shared the disease, spreading feelings of confusion and distress. In seeking relief for ourselves, we created strife not only in our own lives but also in the lives of others. Shame became a familiar companion, reinforcing the belief that we were fundamentally flawed.

The SLAA message offers a different way forward. Guided by Tradition 5, which states that our primary purpose is "to carry its message to the sex and love addict who still suffers," the fellowship offers an effective solution. By keeping this single purpose at the center of what we do, SLAA creates a space where recovery is possible. The message is simple but profound: there is hope for a way out of the cycle of obsession and pain. Through the shared experience and understanding, lives can be transformed.

As individuals recover, the impact extends beyond the meeting rooms. Instead of continuing cycles of suffering, we make a positive difference in our circles of relationships and in society as a whole. Where there was once chaos and turmoil, we cultivate stability, accountability, and compassion. Instead of living in continual conflict, we can live balanced and favorable lives grounded in self-awareness and respect for ourselves and others.

This atmosphere of hope is strengthened through the practice of Tradition 2, which reminds us that "for our group purpose there is but one ultimate authority—a loving God as this Power may be expressed through our group conscience. Our leaders are but trusted servants; they do not govern." This principle is especially important in a fellowship that seeks to welcome everyone, including those who may have had unfavorable experiences with religion or authority in the past. By emphasizing group conscience, SLAA fosters an environment of equality and shared responsibility.

In such a setting where no one is in authority over another and no single voice dominates, decisions are made collectively, with care and respect for differing perspectives. This approach encourages understanding and minimizes judgment, allowing members to feel safe enough to share openly.

The absence of autocratic control reinforces the idea that recovery is a shared journey, supported by mutual respect and spiritual principles rather than rigid rules or external power.

Traditions 6 and 8 further protect the integrity of the SLAA message. Tradition 6 cautions that an SLAA group or SLAA as a whole ought never endorse, finance, or lend its name to any outside

enterprise, lest concerns about money, property, or prestige divert us from our primary purpose. Tradition 8 reinforces that SLAA should remain forever nonprofessional, though service centers may employ special workers. Together, these traditions ensure that the fellowship remains focused on service rather than profit.

By remaining noncommercial and nonprofessional, SLAA preserves the purity of its purpose. Members offer help freely, without expectation of something in return. This spirit of selfless service strengthens trust within the fellowship and reassures newcomers that the help offered is genuine. What SLAA offers is not meant to be sold or marketed; it is something shared, one addict helping another, grounded in empathy and personal experience.

Finally, Tradition 11 emphasizes the importance of anonymity, stating that SLAA's public relations policy is based on attraction rather than promotion and that we must guard with special care the anonymity of all members. This tradition is especially vital given the stigma often associated with sex and love addiction. Many individuals fear judgment, exposure, or misunderstanding, which can prevent them from seeking help.

By safeguarding anonymity, SLAA creates a protective boundary that allows members to participate without fear. Anonymity fosters humility and equality, reminding us that recovery is not about recognition or status, but about healing. It also ensures that the message of SLAA remains inviting rather than intrusive, allowing others to be drawn to recovery through example rather than persuasion.

Taken together, these traditions form a framework that supports healing, unity, and hope. They ensure that SLAA remains a safe place where brokenness is met with compassion, and where recovery is possible through shared purpose, spiritual principles, and mutual care. Through living these traditions, SLAA continues to offer hope for wholeness to those who were convinced they were incomplete.

BOT CANDIDATE: James B.  
ORAL INTERVIEW January 19, 2026

Do you have any questions for us?

*What committees would I be involved with?*

Chris noted the open chairs were the BCTC and BOC. The BHRPC may need a second BOT member as well. Chris explained that we are chairs of one Board committee and seconds on another.

*What about liaisons?*

Chris explained that we chair or second on Board Committees but we are liaisons to Conference Committees.

*How long would the Board position be?*

Chris explained that the appointment would be until the August 2026 ABC/M and then James would stand for election for the remainder of the term or a new term. Chris indicated he would provide more details.

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

*Because I can. Because support I receive from the fellowship pushes me in that direction. Also for the experience of gaining new skills and personal growth. Basically just because I can and 'get to' be of service: I have time to put into it. It takes a maturity level, and I am honored that I feel supported and deemed suitable for the challenge.*

2. What do you hope to accomplish?

*I do not have any agenda, just to be of service and fulfill my calling.*

What do you see as your calling?

*Just the service level. I have been part of the ABM for several years, and even though I do not seem to be able to drum up much support in my local area, I remain enthused about the projects and the work that is being done at the conference level. I like being a part of that.*

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

*I think we need to protect the copyright for the fellowship, protect the brand. It is great when people do service work, but there is still a human element, and things take on a life of their own, with or without merit and we need to be a guiding force in that.*

How do you see the BOT interacting with that? What's the BOT's role when it comes to the tension in a Fellowship like ours?

*We are also servants, not a governing body. We need to – for the organization's sake – fulfill our responsibilities to smooth out or create an environment of fellowship.*

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

*Being a part of the Translation Committee, maybe copyright issues. Speaking up, not sitting by the wayside. I usually kind of go with the flow and some challenges for me are to be more assertive and stand ground when needed, not be afraid to hold accountability.*

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

*I am even keeled. My life is usually not chaotic. Emotional sobriety is important. If I get out of balance, I have tools and fellowship to help me deal with it.*

What do you bring to the BOT that helps others with that emotional sobriety?

*I have long term experience in Twelve Step programs, including AA sobriety. I came to my first meeting in S.L.A.A. in 1999, though my sobriety date is 2007 because my sobriety was questionable until then. I can be an example of member retention.*

Question D5 was not answered in the written questionnaire. It says: 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?

*The stigma of being in recovery in this Fellowship carries much less discomfort than times of acting out in the past when there were things I didn't want to see the light of day. I'm not really that prominent of a person, so... I don't really see much issue as far as my anonymity goes. Feels OK with it but a bit of discomfort.*

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.***

*The first thing is to be willing to listen, and then to calmly state the position of the Board or Committee or staff. It may not get resolved there, but at least I have listened to the member and tried to share the position of the committees and perhaps go back to the Board or Committee. I would let the member know that I would get back to them.*

Why is listening important that we give that person an audience to expound on their concern or grievance?

*Just to help the member in the fellowship feel valued and heard.*

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 am a long-term member, a long-term ABM-attende, and I have drafted minutes for the Board. So I am familiar with how things work. Also, my work experience has been that people in leadership roles often come under heavy criticism and I am willing to rise to the occasion and be okay with that. I have learned to grow a thicker skin so criticism does not pierce so much.*

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.*