

BOT CANDIDATE  
WRITTEN INTERVIEW

NAME: **ALBA U**  
DATE: **06 AUGUST 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]:  
• **X S.L.A.A. Member** • Non-Member • Returning BOT member

A-2. How long have you been a member of S.L.A.A.? **12 years**

• Please explain any lapses of membership.

**None**

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

**No sex outside a mutually committed loving relationship**

**Modified contact with my Qualifier (as co-parents)**

**I bottom lined intimacy with my ex-husband**

**I bottom lined casual dating**

A-4. What is your current, continuous sobriety date? **Since 11 September 2016**

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

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

**I have had 3 sponsors in SLAA, and I have done the SLAA Steps twice previously and am currently working the Anorexia Steps program with my current Sponsor.**

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

• **Yes X** • No

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

**My Sponsor and I meet weekly for one hour to work the Anorexia Step Program together. I do outreach between weekly Meetings with my Sponsor.**

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

**At least 2 meetings a week, one in person and one on Zoom.**

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

**Group Representative on the North Texas Intergroup and elected Delegate for the last 3 years**

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.

### **Vice Chair and Acting Chair of the CTIOC.**

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.

### **I am reasonably familiar**

## **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 my own 3 businesses, a construction, coaching and image consulting and a foundation that supports women in Colombia who are heads of their family by selling online their hand craft.**

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

**Yes, for 4 years I was a volunteer coordinator of a business incubator for the Meed Center that is part of the Asian Chamber of Commerce in Dallas Texas.**

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

### **No, I look forward to the opportunity to serve**

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:

**Yes to all the above. I reside in my home country of Colombia and the United States where I am a citizen. English is my second language, but I am reasonably proficient. I welcome the opportunity to bring diversity to the Board of Trustees with a focus on the Spanish speaking community.**

## 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?

**In my opinion those are: Active listening, empathy, compassion, and mindfulness.**

- What are your personal strengths here?

**I am a very loving, empathetic and good listener**

- What are your weaknesses?

**I want to fix everything by myself and do it quickly**

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

**Business meetings of my SLAA Home Groups and Intergroup. When I must take decisions about any of my companies. In the construction business, when I assigned the projects and choose the crew. When I choose which lady I am going to work with in my coaching business.**

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

**I prefer to communicate with respect and to listen to other's point of view to understand their reasons.**

C-3. Describe your understanding of group conscience.

**Knowing that group conscience is a spiritual decision by a group of members, this gives all of us in SLAA a democratic way to agree upon different topics.**

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

- Most: **Dealing with my business partner takes a lot of patience and diplomacy**
- Least: **Dealing with some very difficult homeowners when negotiating the purchase of our construction services**

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, but I welcome the

**opportunity to do so.**

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

## 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, I am nearing retirement age and we are selling the construction company. I will have a lot of availability going forward**

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

**Yes, when I was working as a adjunct faculty at a Dallas Community College from 2008 to 2011 then from 2024 to 2019 and I left when my boss retired and I was mistreated by my colleagues who felt threatened**

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 own my own businesses, so I am flexible to accommodate the BOT Schedule**

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?

**Just let me know in advance so I can arrange my schedule. I am a US Citizen**

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?

**This is not an issue. I have nothing to hide.**

## 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.

**My more than decade of recovery in S.L.A.A. has taught me that the Three Legacies—the Steps, Traditions, and Concepts—are not separate ideas, but a cohesive blueprint for living a sober, useful life.**

**The Twelve Steps are the foundation of my daily personal life. I practice absolute honesty by continually examining my bottom-line behaviors, top lines, and character defects with my sponsor. When triggers or old obsession patterns arise, I immediately pause to apply Step Ten, taking a prompt inventory and admitting my part. I rely daily on prayer and meditation to strengthen my conscious contact with my Higher Power, ensuring that I choose spiritual alignment over the toxic need to manipulate or control others.**

**In my interactions with family, coworkers, and the fellowship, the Twelve Traditions guide my relationships. I place our common welfare and unity ahead of my own ego, actively practicing Tradition One. I respect individual autonomy while remaining fiercely loyal to S.L.A.A. as a whole. Most importantly, I practice Tradition Two by stepping back to listen to the group conscience, trusting that our true leaders are trusted servants who do not govern. I strive to practice anonymity by putting spiritual principles before my personal desire for validation.**

**Finally, the Twelve Concepts shape my approach to service and leadership.**

**In my personal and business affairs, I look to these principles to practice a healthy balance of responsibility and authority. I respect the Right of Decision and the Right of Participation by giving others the space to execute their duties without micromanagement or codependency. I value the minority opinion, ensuring that every voice is safely heard before decisions are made.**

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

**I am passionate about assisting the worldwide Latin Community of SLAA and contributing to the diversity of our Board of Trustees.**

**I look forward to the opportunity if elected to working collaboratively within my Hispanic community to grow and strengthen the message of SLAA.**

**Spanish is the second largest language group in SLAA after English.**

**For Latino women especially who face additional cultural and family challenges to their recovery.**

ALBA U  
BOT CANDIDATE  
ORAL INTERVIEW

Conducted by Michelle N.  
Transcribed by Lisa S

*Do you have any questions for us?*  
No

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

I think it is a way for me to help myself and help others. I think being more in contact with the program and the tools will be very successful for me and be another learning experience.

2. *What do you hope to accomplish?*

Like I said, get familiar with the program and how it works. I have been in Al-Anon, and I am not very familiar with the function and the organization. Being here in SLAA, I have an opportunity to see how it is managed and organized and I think it is a very democratic way.

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

For me personally, sometimes, when they say “spiritual reminder,” I think, “Why are they saying that?” I don’t understand the purpose. When you are new in the program and you come to the ABM, you don’t know why things happen, so I think it will be good for me to know how those things work and what is the reason for them.

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

Language is my biggest challenge. ChatGPT helps me to figure out how to word things in English.

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

For the first time, I feel that I am in a very safe place and I have a lot of peace in my life. I feel that I have balance today. I think emotional sobriety is the balance we have in life. When all of the aspects you have in life are working, not because they are perfect, but you have the tools not to be reactive in all kinds of circumstances. That is emotional sobriety 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.***

I think I would listen to what this person has to say and then I would say, let me see what i can do to help. Let me talk to the right person. If I cannot handle it myself, I would ask others for help in

figuring out the best way to help this person. That's what I would do.

*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 know that SLAA is about us and our recovery, but for me, something that is very important to me is that the whole well-being of the organization is more important than the individual well-being. There is a word called Ubuntu and that means "I am, because we are." To me, that is SLAA. Being able to learn about our recovery is very important because I can impact other people's lives and they can find healthy ways to live as well.

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

Any additional comments or questions?

*What do you think your strongest leadership skills are?*

Empathy. I have a construction company, and when they have to choose the crews or I have to see how they are doing, I always look them in the eye to see how they are doing, or ask about their families. Because of the situation in the US, I am very aware that they are ok.

*How will you foster your own sobriety while serving on the board?*

You don't have a lot of time to do silly stuff when you are busy with your commitments. Also, the constant reminder of what we are doing here. I exercise, I do yoga, I read a lot of literature and books. I keep them with me all the time. Every single day I read them. Everything I read is in English. I like to improve my English.

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