

H.A.W.S., Inc.
Monthly Business Meeting
10-8-23
9:30am AZ time



Meeting opens at 9:35am AZ time with Serenity Prayer

I. Attendance:

1. Adam D. (Chair; Phoenix, AZ)
2. Ole C. (Co-chair; Phoenix, AZ)
3. Sara R. (Webmaster Chairperson; Columbus, OH)
4. Lindy H. (Hospitals + Institutions; Menominee, MI)
5. Pat B. (Secretary; Rochester, NY)
6. Anna A. (Outreach Chairperson; Lafayette, CO)
7. Ben S. (Conference Liaison; Ohio)
8. John C. (Trustee (Southeast); Hoover, AL)
9. Alex L. (Non-Heroin Addict Advisor); Rochester, NY)
10. Justin W. (Trustee (Northeast); Rochester, NY)
11. Stevie S. (Trustee (Southwest); Austin, TX)
12. Erik S (Trustee (Pacific); San Clemente, CA)

II. Tradition of the Month

-Read by Pat B, Tradition 10

III. Minutes (September 2023)

-Minutes approved, note that input from treasury and mainline was not collected.

IV. Reports

A. Treasurer

-Given by Pat for Wayne

Chase's main account has \$18,156.40

Chase Convention Account has \$8,363.31

Prudent Reserve (savings) has \$6,001.23

-I and the bookkeeper need the receipt from the convention account for the withdrawal that was made on September 27, 2023, in the amount of \$1,000.00

-We also need to get another vice treasurer elected as Trevor told me that he is stepping down and the personnel committee should have received his resignation by now but if not.

-Our paid employee is paid and all bills are current and paid. Nothing else to report except that I will see everyone next month.

-Justin says he has info Wayne is requested and will send it

B. Webmaster

-Given by Sara R:

-All meetings and emails are being checked/updated in a timely manner.

-Mainline for September has been added

-Worked with the Convention committee to add the hotel info to registration and to the convention tab. They added a new picture.

C. Chips + Literature

-Brandon has been working with the LCF committee to finalize the QR codes on the pamphlets. We are currently out of 'Step One' and 'Who Is A Heroin Addict' pamphlets. Brandon got the graphic designer of his merch committee to aid and expedite the process on the proofs so a restock of pamphlets could be fulfilled. Brandon will be in contact with ACI the coming week to place an order.

-The merch committee met and created a live spreadsheet to outline ideas and cost analysis, as well as a suggested target price sold by HAWS. The committee is actively discussing 12 step and 12 tradition banners for areas, clubhouses, and/or regional events. The committee will be meeting next on 10/12/23.

-The HAWS subcontractor and Brandon are planning to print colored copies of the current HAWS convention flier to include them in all orders and starter kits leading up to the H.A.W.S 2024 World Convention. This will be implemented within the coming month.

-Starter kits were sent to Huntsville, AL and Akron, OH the month of September.

D. Mainline

-Given By pat B for logan:

-449 Unique opens, up 33.4%

-45 Unique clicks, up 3.3%

E. Structure + Bylaws

-Given by Pat B:

-nothing to report

F. World Convention (2024)

-Given by Pat B:

-Asked for clarity about shipping archives, Adam says HAWS should pay and the Convention committee should consult Bobby about what can be shipped and decide if it should be shipped or sent in members luggage

- Brandon asks about initiative to put world convention flyers in orders from HAWS, discussion about how this should be funded, will be funded by HAWS for now.
- Adam asks for regular updates on room blocks
- Justin gives update on Bus trip, must sell 68 seats to Niagara falls to break even. The total for the bus trip will be \$2370.45.

G. H.A.W.S. Conference Liaison

- Given by Ben S.
- Missed last meeting
- Working on conference logistics, microphones, chairs, prices
- Adam asks pat to open line of communication with Perry from conference committee about referrals

H. Personnel Committee

- Given by Ole:
- no report
- Mentioned Vice treasurer resignation
- Committee did not meet this month

I. Public Information

- Vacant

J. Outreach

- Outreach Chair, Anna A., reports recent outreach duties include:
- Held a zoom meeting with an aspiring H.A. member in Stockholm, Sweden about starting a new H.A. meeting there
- Speaking with an AA member in Michigan and nearby H.A. member Lindy H. who plans to hold a "How to Start H.A. meeting" meeting for these potential HA members soon
- Sending information on how to start an H.A. meeting to aspiring members in the following locations: Cortez, CO
- Troubleshooting H.A. zoom meeting links or passwords changing
- Reminding Trustees of request for representation from their region, still awaiting response from Southwest Region and Pacific Region
- Working on building membership in outreach to restructure bylaws, positions, and duties in Outreach Committee

K. Intellectual Property

- Vacant

L. Hospitals + Institutions

-Given by Lindy H:

-Working on revamping chair description. Working to get HA responders on prison tablets, doing HA presentation in Lansing Michigan.

- V.** Given by Alex- Book Writing Committee, starting to coordinate with people about meeting and making plans. Adam asks if Alex has obtained the recording from conference, and he said he has not yet but will get it from Adam. Ben asks Alex how he is recruiting people, he said he is not sure but plans to check with legacy members first but is open to ideas about recruitment suggestions. Ben suggests outreaching to delegate chat. More suggestion and discussions were shared.

A. Trustees (by region)

-Pacific

Erik S: nothing to report

-Southwest

Stevie S: had post conference regional meeting

-Central

Eric E: read by pat- Working on getting people registered for their regional convention in Akron

-Northeast

Justin W: Meeting regularly, convention coming up is main focus, working with stevie on trustees meeting and ways to connect areas

-Southeast

John C: The first regional event in Memphis yesterday was a success. 70 People attended, raised decent amount of money, and opened regional bank account. Next event will be in NOLA in January

VI. Old Business

A. Trademark the name "Heroin Anonymous" motion (seconded + passed)

1. Notes:
 - a) Billy says should cost less than \$1,250
 - b) Billy: Trademark double circle logo containing words "No More Suffering" with capital "HA" in center to be trademarked regardless of color (motion seconded + passed)
 - c) Billy mentions that the biggest violators of the trademarks are going to be program members and are difficult to enforce. Billy suggests compiling a list of recovery literature and when they were written. Adam will look into this.
2. 07-10-22: Adam asks for discussion about updates or if this should stay on old business; will stay as a reminder for future business.
3. Update in February Zora, name is trademarked with logo, only, looking into approving all colors and with name separate from the logo, Adam fills in some reasoning of this motion's history, Zora is planning to contact lawyer.
4. May- Zora is continuing her work on this matter
5. June- No update
6. July/August/ September/ October- No update

B. Pat makes motion that HAWS will examine and redefine the roles and responsibility of "independent contractor", motion is seconded and amended to read *personnel committee will*

-Pat suggests inviting Adam, Brandon and possibly contractor too, Alex asks if any information is needed from board before personnel looks in. Trevor says it is important to use correct language that contractor is **NOT** employee and should be referred to as contractor, not in bylaws. Pat says maybe adding description to handbook and suggests the board define the role in a more accurate legal term. Trevor mentions that anything removed from the paid entity will fall on a volunteer. Sara brings up spirit of rotation. Brandon says the paid entity currently files taxes as independent contractor.

-Motion passes

-update 7/9- Personnel has started this project see report above

-Update 8/13- This was discussed on personnel and an internal to-do list was made, first step will be interviewing Brandon/Bobby to get an accurate picture of current role

-Update 9/10- Guidelines coming together, plan to submit new guidelines, pay raise, legal documents within next few months

-10/8 personnel did not meet, project still active more to come in November.

- C. Motion to give “.org” emails to all conference committees. Seconded. Motion passes. October- Pat says still on his list, will finish this month

- D. COVID Policy notice- Adam brings up member question about removing COVID guidelines notice from website. Sara suggests updating best practices for online meetings listed. Adam suggests sara look into this and come back. Ole notes that COVID can be politicized and members can reach out privately to Sara to share concerns. October- Sara will complete this month

VII. New Business

No business

- VIII.** Next HAWS meeting is November 12th, 2023. Meeting adjourns, with motion to close accepted, at 10:20am AZ time. FYI daylight savings time will happen before next meeting and 9:30 AZ time will be at 11:30 eastern.