

H.A.W.S., Inc.
Monthly Business Meeting
1-14-24
9:30am AZ time



Meeting opens at 9:32am 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. Alex L. (Non-Heroin Addict Advisor); Rochester, NY)
9. Erik S. (Trustee (Pacific); San Clemente, CA)
10. Logan. (Mainline Chairperson; Birmingham, AL)
11. Wayne B. (Treasurer; Warren, OH) *partial*
12. John C. (Trustee (Southeast); Hoover, AL)
13. Eric E. (Trustee (Central); Green Bay, WI)
14. Stevie S. (Trustee (Southwest); Austin, TX)

II. Tradition of the Month

-Read by Pat B, Tradition 1

III. Minutes (December 2023)

-Minutes approved

IV. Reports

A. Treasurer

- Given by Wayne:
- Chase Main: \$22,765.13
- Chase Convention: \$5,98.64
- Chase Saving: \$6,001.38
- Pay Pal: \$1,000.00

- We have IRS fines for the years 2021 and 2022 and owe fines in the amount of \$4,721,40.
- discussion about back tax penalty
- Eric S. says in personal experience it will likely be forgiven and it is worth paying the accountant to look into this
- Adam says there may be waiver to say we make less than 50k and that is all IRS requires
- Adam poses idea of raising prudent reserve to account for possible future tax issues and conference costs

B. Webmaster

- Given by Sara R:
 - All meetings and emails are being checked/updated in a timely manner.
 - Mainline for December has been added
 - Added the HAWS Board correspondence section to the Contribute, finance, and minutes page.
 - Added documents pertaining to this section including the Covid-19 letter from the meetings tab. The letter has been deleted from the meetings tab but best practices for online meetings remains on the meetings tab.
 - Changed the Home page meeting button to direct to the meetings tab and not the in person meetings listing. There was a member saying they couldn't find the online meeting list as this shortcut went directly to the in person meetings.
 - There seems to be issues with the paid contractor not receiving the new order confirmations. This is concerning and we have been working closely on if/what emails have been received so orders can be filled. There does not seem to be anything directly affecting this. I can push the new order confirmation through and he seems to get the ones I push through manually. The secretary and I are working on adding the email it comes from (wordpress email) to the approved senders list in case it is getting blocked or filtered. I have submitted support tickets to godaddy and to the wordpress support forum to cover all basis and try to get a resolution. I may have to get some support in adding a SMTP mail plug-in to make the mail that comes from wordpress more secure (The mail coming from wordpress has been problematic before as it appears as potential spam and has gotten blocked/filtered in the secretary's email by the referral ticket system in the past). Just want to provide transparency that everything that we can do is getting done.
 - Would like to add that whenever the conference is ready to set up registration that I can assist them in redoing the registration page in regfox and getting it live on the conference tab.
 - Convention registration announcement has been added to the home page.
 - Lindy asks about HA responders on website, Sara said still waiting for committee to send the proper documents
 - Adam says merch committee considering separate website to sell merch and sara is in favor of this

Chips + Literature

- Adam mentions CLM Chair stepped down
- No report

C. Mainline

-Given By Logan C:

-1st send : 35.8% Opens / 3.7% Clicks

-2nd send : 14.9% Opens / 2.5% Clicks

-All is running as well as it can, collecting content and discussing new ideas. Nothing inherently urgent to report

D. Structure + Bylaws

-Given by Pat B:

-Bylaws updated for Q1 2024

Misconduct Investigation Report

- In late December 2023 and early January 2024, the H.A.W.S., Inc. Compliance Officer, Patrick Bailey, conducted an internal investigation into board member misconduct in accordance with the H.A.W.S., Inc. bylaws whistleblower policy. Mr. Bailey also sits on the H.A.W.S., Inc. Personnel Committee; this committee, established in 2022, is tasked with reviewing board member conduct and making personnel-related recommendations and motions to the larger board meeting and was not in existence when the whistleblower policy was drafted. At the recommendation of the H.A.W.S., Inc. Chairperson, Adam Davey, Mr. Bailey chose to carry out the misconduct investigation within the Personnel Committee so as to be aided by the insight and judgment of the two other Personnel Committee Members.

-Personnel Committee Members:

-Ole Conn, Personnel Committee Chair & H.A.W.S., Inc. Co-Chair, 7+ years' service to the Board and longtime Arizona H.A. member with over ten years sober

-Alex Levi, H.A.W.S., Inc., Non-Heroin Addict Advisor, three years' service to the Board, 20 years sober in other fellowships, 15+ years business experience, V.P. of Customer Care at a Corporation

-Patrick Bailey, H.A.W.S., Inc., Structure and Bylaws Chair (functions as compliance officer), Board Secretary, 5+ years' service to Board, over ten years sober, Professional N.Y.S. Discrimination & Harassment Investigator

-During the course of the investigation, which centered around allegations of a Board member's misconduct, the board member in question chose to resign.

E. World Convention (2024)

-Given by Pat B:

-Discussion about more registration needed

-In person steering meeting 1/27

-Matt M hotel liaison's contact will be posted on website and mainline

F. H.A.W.S. Conference Liaison

- Given by Ben S.
- Working on meal options and budgets and PA system

G. Personnel Committee

- Given by Ole:
- CLM Chair resigned
- Will motion to accept Yonah G. as At Large Member in new business

H. Public Information

- Vacant

I. Outreach

- Outreach Chair, Anna A., reports recent outreach duties include:
- Assisting CLM chair with talking with South African aspiring member about starting an HA meeting
- Overseeing international H.A. WhatsApp for 4 international aspiring HA members to encourage/provide communication and support (South Africa added)
- Met with new members in outreach to restructure bylaws, positions, and duties in Outreach Committee
- Finalize template email to Alano Clubs/Recovery clubhouses for 'How to start a meeting' HA flier outreach and distributed flier outreach between members by region
- Sent contact info for new Dalton, GA meeting regional trustee
- Sent contact info for potential new South Africa meeting to international outreach representative
- Speak with person from Canada regarding lack of HA there currently and connected them with international outreach rep
- Wrote monthly HAWS update for mainline
- Discussion about HAWS report in mainline and if Outreach wants to keep doing it

J. Intellectual Property

- Adam says he may be interested in taking on IP roll, will talk to personnel to follow up In January, Adam did reach out to lawyers, has not heard back.

K. Hospitals + Institutions

- Given by Lindy H:
- Worked on FA/OPA letter
- Worked on H&I related referrals

V. **Book Writing Committee**

-Given by Alex:

-Got enough people to fill committee interested, well qualified and diverse, will be voted into committee next month, one member has published many books including on Oprah's best seller list

A. **Trustees (by region)**

-Pacific

Erik S: No report

-Southwest

Stevie S: Last week had regional meeting, discussing upcoming possible event in Utah

-Central

Eric E: Next regional meeting is 1/21.

-Northeast

Justin W: no update. Focusing on convention.

-Southeast

John C: Next regional event in 2/10 in NOLA, members in NOLA HA are opening their homes for people to stay there. Talked to West Virginia HA new meeting, wondering what region WV should join, wondering how to change their region. Discussion follows

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/ November/ December/ January, Adam reached out to Attorney , Adam will speak to Personnel about taking on IP role
- B.** Pat makes motion that CLM committee create quarterly sales flyer to showcase current HA items being sold. Discussion follows, motion passes. December- Pat clarifies reasoning behind sales flyer and Brandon says it is being worked on by his committee. Brandon. Brandon mentions that he wishes to propose a project that will include free bookmarks in startup kits. No update in January
- C.** Lindy makes motion to that we as a board send a letter to Opiates Anonymous, inviting them to this upcoming conference to possibly join forces with us once again. Discussion follows, pat offers amendment to read that HAWS extend invites to the boards of Opiates Anonymous and Fentanyl Anonymous to send at least one representative each to the 2024 World Conference in the spirit of cooperation, not affiliation, discussion follows, motion passes. December pat working with Lindy on this. After much dicussion, motion is tabled.
-January: Motion is brought off of the table, draft letter is shared by Pat and Lindy, discussed at length and called to question, fails unanimously
- D.** Alex makes a motion to create non-addict advisory committee. Non-Addict Advisors will still hold 2 votes at HAWS Board. Motion seconded, Alex briefs board on broad strokes of proposal. Motion brought off table in January, Alex gives presentation and -January: motion brought off table and Alex gives presentation, motion passes

VII. New Business

- A.** Pat makes plea to get word out that deadline for referrals to be actionable at conference is 2/16, and please make fellowship aware and encourage to submit referrals
- B.** Ole, motions to approve Yonah G for At Large Member, Approved
- C.** Alex says is sending out form to get guidance on recruiting needs for his new committee

- D.** Ole makes motion to separate C&L from Merch committee. Motion to table is made after discussion. Motion is tabled
- E.** Adam asks chairs to start sending in yearly reports for conference and thanks everyone for commitment and sitting through long and difficult meeting today

VIII. Next HAWS meeting is February 11th, 2024. Meeting adjourns, with motion to close accepted, at 11:48am AZ time.