



Board Of Directors Minutes

Sunday, November 9, 2025

Call to Order and Identification of Public Attendees

Chair Sue Betts called the meeting to order at 09:00 AM Pacific Standard Time.

Board Members	Present	Absent
Sue Betts	x	
Bobbi Campbell	x	
Monica Foy	x	
Jonathan Magid	x	
Michael Anderson	x	
Mary Beth O'Connor		x
Njon Sanders	x	
Lisa Swing-Corney	x	
Ivona Szudelski		x

Non-Board Members Present:

- Lorraine Hull, Director of Development
- Robert Stump, Operations Manager
- Ewa Conroy, Secretary
- Barbara Ross, Acting Director, LifeRing Canada
- Jonathan S.
- Laura M.
- Taresa N.

Approval of Consent Agenda

October 2025 BOD Minutes

Motion: Lisa made a motion to approve the October 2025 Minutes as presented.

Monica seconded.

VOTE: Sue confirmed a unanimous vote to approve the October 2025 Minutes.

October 2025 Financial Report

October 2025 Financial Report presented by Robert Stump.

Motions: Lisa Swing-Corney made a motion to approve the October 2025 Financial Report as presented.

Michael Anderson seconded.

VOTE: Sue confirmed a unanimous vote to approve the October 2025 Financial report as presented.

Sue announced she would depart early; Monica would chair upon her exit.

New Business

n/a

Ongoing Business

Articles of Incorporation

Updates required to reflect Congress-approved changes from June 2025

Deferred due to Mary Beth's absence.

Corrective Action Policy:

Policy created by Njon Sanders, designed to provide structure for handling breaches of LifeRing terms.

Njon reported remaining housekeeping items. Discussion held about fully preparing the grievance process before implementing the policy.

Formation of the Grievance Committee has been previously approved; finalizing membership.

Volunteers from the board: Bobbi (administrator), Ivona, Monica

Committee composition: minimum of two board members plus community members.

990 Tax Filing Update

Monica

LifeRing will begin filing Form 990 (full version) starting with FY2025 to enhance transparency and grant eligibility.

Related compliance policies (Whistleblower, Document Retention) are part of this transition.

Whistleblower Policy

Required for 2025 IRS Form 990 filing.
Document Retention policy will be a separate policy.
Motion to adopt updated Whistleblower Policy:
Monica made a motion to adopt the Whistleblower Policy
Lisa: seconded the motion

VOTE: Sue confirmed unanimous approval of Whistleblower Policy as presented.

Document Retention Policy

Njon reviewing retention period standards (e.g., 3 vs. 5 years).
Vote planned for December meeting.

Team Reports

Treasury Report

Presenter: Monica Foy
Assets: \$182,296
October expenses exceeded income. Some improvement expected in early November.
Income sources:
Donations (majority)
Sales (19%)
Meetings (≈3%)
Expenses:
Payroll (majority)
Program (21%)
Publishing (20%)
Admin (12%)
Monica noted cautious optimism but warned of general fundraising challenges.

Development Report

Presenter: Lorraine
\$20,000 grant from Comeau Family Foundation (total \$80,000 over 4 years).
Additional \$2,500 anonymous donation received.
Fundraising Calendar: Fundraising & Marketing Committee (FMC) moving to weekly meetings.
DAF initiative extended due to incomplete information.
End-of-year fundraising emphasized (24–47% of nonprofit online giving happens in Nov–Dec).

Several grant opportunities reviewed:

Atkinson Foundation removed due to eligibility limits

New target: Elevance Health Foundation (focus on SUD and loneliness)

Board Engagement:

Board encouraged to craft personal elevator pitches; assignment due next month.

Town Hall Recap

Over 50 attendees.

Strong support expressed for in-person meetings, even from predominantly online members.

Positive community engagement.

Further discussion to continue in December when Sue returns.

Thanksgiving Day Social Gathering

Annual event confirmed.

Online volunteer sign-up sheet circulating

Team Status Reports:

Strategic Plan: Reminder that committee work should align with the strategic plan.

Committee Charters & Bylaws project underway to clarify responsibilities.

Monica to prepare Treasurer/Finance Committee descriptions.

Adjournment of Board of Directors Meeting

Bobbi made a motion to adjourn the Board of Directors Meeting at 10:52 a.m. Pacific.

Lisa seconded the motion.

VOTE: Monica confirmed a unanimous vote to adjourn the November 2025 BOD Meeting.

Public Forum

The meeting was opened to the public for comments, with a two-minute limit per person.

Taresa: Convenor Tech Help

New bi-weekly tech assistance sessions launched; first session highly successful (≈ 8 convenors).

Goal: support volunteers with minimal tech experience to become convenors. Possible future development of training videos.

Barbara Ross: LifeRing Canada Update

Increased demand for in-person meetings post-COVID. Major barrier: lack of convenors. Collaboration with Lisa and potential tech-training support discussed.

Laura M expressed interest in community access to monthly team status report. Lisa will check in the executive session regarding permissions.


Jonathan S: Introduced himself as new convenor and expressed appreciation for the information shared.

Adjournment of Public Session

The public meeting was adjourned.

Executive Session

- Trademark Infringement – Ongoing
- International Relations – Ongoing
- Canada – Ongoing

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Attendees:

Attached files:  **Notes - BOD**

Notes

- <https://sobersalon.com/>

Action items

