



Board Of Directors Minutes

Sunday, December 14, 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	
Njon Sanders	x	
Lisa Swing-Corney	x	
Ivona Szudelski		x

Non-Board Members Present:

- Ewa Conroy, Secretary
- Lorraine Hull, Director of Development
- Robert Stump, Operations Manager
- Laura M., Community
- Travis B., Community
- Anna B., Community
- Teresa N., Community

Approval of Consent Agenda

November 2025 BOD Minutes

Motion: Monica Foy moved to approve the November 2025 Board Minutes as presented.

Second: Lisa Swing-Corney

VOTE: Sue confirmed a unanimous approval of November 2025 Board Minutes as presented.

November 2025 Financial Report

November 2025 Financial Report presented by Robert Stump.

Motion: Michael Anderson moved to approve the November 2025 financial report.

Second: Monica Foy

VOTE: Sue confirmed a unanimous vote to approve the November financial report as presented.

New Business

n/a

Ongoing Business

Corrective Action Policy:

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

The Board discussed remaining language revisions needed prior to final approval.

Action: The Board agreed to table the policy for final revisions and bring it back for a vote in January 2026.

VOTE: Sue confirmed a unanimous consent to table Corrective Action Policy until January 2026.

Grievance Committee Formation

Sue Betts noted that discussion was limited due to the absence of Bobbi Campbell.

Monica Foy – and Njon Sanders reported that work is ongoing to clarify committee roles, expectations, and membership.

The Grievance Committee is part of the Corrective Action Policy.

No action was taken.

Formation of the Grievance Committee has been previously approved; finalizing membership. Volunteers from the Board: Bobbi (administrator), Ivona, Monica

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

The Board reviewed the final version of the Document Retention Policy.

Motion: Monica Foy moved to adopt the Document Retention Policy as presented.

Second: Lisa Swing-Corney

VOTE: Sue confirmed unanimous approval of the Document Retention Policy as presented.

Team Reports

Treasury Report

Treasurer's Report – Monica Foy

Total assets exceeded \$200,000 for the first time.

November income: \$23,476; expenses: \$5,120.

Net income for November: \$22,451.

Grant income of \$20,000 accounted for a significant increase.

Donations increased, likely influenced by Giving Tuesday.

Expense breakdown included payroll, program expenses, administrative overhead, and publishing costs.

Book sales increased slightly month-over-month.

Discussion held regarding reserves, investment philosophy, and development of an investment policy.

Operations Note

Robert Stump: Robert highlighted LifeRing's extremely low overhead due to having no physical office and a single paid staff member, noting this as a significant organizational strength.

Development Report

Lorraine Hull

Online donations increased by \$4,994 over November 2024, largely due to a \$4,000 anonymous donation.

Comeau Family Foundation grant was received on November 3, 2025.

Plans discussed to improve donation tracking via DonorBox.

Fundraising Marketing Communications (FMC) Committee met weekly through year-end.

Giving Tuesday and Season of Giving campaigns showed improved coordination.

Continued focus on board member engagement and storytelling ("elevator pitches").

Year-end board matching gift tradition discussed.

Outreach and Community Engagement

Fall 2025 Town Hall attendance increased by 186%.

Key themes included newcomer friendliness, meeting structure, and convener support.

Thanksgiving Day Social was well received.

Flyers created by Michael Anderson supported outreach, including correctional facilities.

Holiday Hangouts announced for the fifth consecutive year.

Team Status Reports:

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

Committee Charters & Bylaws project: ongoing efforts to clarify responsibilities.

Adjournment of Board of Directors Meeting

Adjournment of Open Board Business

Motion: Monica Foy moved to adjourn open board business.

Second: Lisa Swing-Corney

VOTE: Sue confirmed unanimous approval to adjourn LifeRing Board business meeting.

Outcome: Open board business adjourned.

Public Forum

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

Community members shared updates and comments, including:

Appreciation for FMC participation.

Introduction of Sober Salon, a recovery-focused blog project newly created by Anna B.

Recognition of Mary Beth O'Connor's long-term service and retirement.

Possibility that Trevor may provide insight on legal matters.

Adjournment of Public Session

Final Adjournment

Motion: Motion made to adjourn the December 14, 2025, open meeting of the LifeRing Board of Directors.

Second: Lisa Swing-Corney

Vote: Sue confirmed unanimous approval of final adjournment of LifeRing BOD meeting.

The public meeting was adjourned.

Respectfully submitted,

Ewa Conroy

Board Secretary

LifeRing Secular Recovery

Executive Session

- **BOD Open Seat Candidate Review** | Action: Unanimous approval from BOD members in attendance
- **Language Change to Articles of Incorporation** | Action: Unanimous vote to adopt
- **Conflict Resolution** | No action required
- **Stakeholder Access to Team Status Report** | Action: Solution identified and implemented