

**Families Anonymous
Minutes of the Meeting of the Board of Directors
January 17, 2026**

INTRODUCTION

1. Call to Order: 12:03 pm ET, by Greg

2. Roll Call: Jan B

<u>Name</u>	<u>WSB Role</u>	<u>Attendance</u>	<u>Monthly Report</u>
Greg C	Chair	P	W
Chris Y	Vice Chair	P	W
Geri N	Treasurer	P	W
Jan B	Secretary	P	W
Maria S	BMAL	E	W
Bob S	BMAL	E	W
Jeff S	BMAL	E	W
Paul W	BMAL	P	W
Claire S	BMAL	P	W
Lori H	BMAL	P	W
Judy B	BMAL	P	W
Karin H	BMAL	P	W
Cindy C	BMAL	P	W

Attendance Key: P=Present, A=Absent, E=Excused, LOA=Leave of Absence

Monthly Report Key: W= Submitted by deadline, L=Submitted after deadline, N=No report submitted, E=Excused for extenuating circumstances, LOA = Leave of Absence

3. Acceptance of Published Agenda: Greg

- Karin moved to accept the Agenda, Claire seconded, voted on and accepted.

4. Tradition One: Read by Judy: *“Our common welfare should come first; personal progress for the greatest number depends on unity.*

5. Approval of November, 2025 WSB Minutes

- Jan moved to accept the November, 2025 WSB minutes, Lori seconded, voted on and approved. Jan to distribute.

6. Chair's Report: Greg

- **Committees and Board Members** - updated list of committee members and chairs sent out, no questions. Greg said the LC is looking for more members, so asked the board to join or suggest to people they know. He will also put out a call in his monthly messages. Additionally, Bob, the chair of the Serenity Messenger committee, is ready to be replaced and so we are looking for a new SM chair. Claire is now a member of the Education Committee. Finally, there is a new ad-hoc website committee working on updating the website and getting it ready for the Learning Library.
- **WSB Match Program - Final Results** - The year end matching program resulted in \$39,600 in donations, more than double what we have raised in past years. We have been having a match since 2022. Thank you to all the current and past board members who donated generously to the match as well as to some FA members who made extremely generous donations. Karin felt that the match is a good motivator and really spoke to members in the FA groups in which she participates.
- **Literature Sales Trend** - sales are still trending downward, December, 2025 was the worst sales month so far. FA overall seems smaller and new members are not buying literature like they used to, possibly due to not meeting in-person, but on line. The time it takes to get literature sent out to folks is a problem, particularly when they are used to almost instantaneous Amazon purchases. Hopefully the Learning Library subscription service will counter this trend.

7. Treasurer's Report: Geri

- Geri provided the monthly financial reports for November and December, 2025 as part of her monthly report.
- There were no comments or questions regarding the treasurer's report.

STANDING COMMITTEE REPORTS:

<u>Committee</u>	<u>Chair</u>
SC-1 Public Information	Jeff S
SC-2 WSO	Greg C
SC-3 Literature	Maria S
SC-4 Serenity Messenger Newsletter	Bob S
SC-5 Bylaws, Parliamentary	Maria S
SC-6 International Groups	Greg C
SC-7 Budget Committee	Geri N
SC-8 Sponsorship	Lori H
SC-9 Group Outreach	Karin H.S.
SC-10 Financial Oversight	Cindy C
SC-11 Technology	Chris Y
SC-12 Long Range Planning	Greg C

AD-HOC COMMITTEE REPORTS

<u>Committee</u>	<u>Chair</u>
AH-1 Convention Liaison	Cindy C
AH-2 Intergroup Support & Development	Greg C
AH-3 Document Review	Jan B
AH-4 Education	Maria S
AH-5 Literature Access Initiative	Maria S

- There were no comments or questions regarding the committee reports.

UNFINISHED BUSINESS: NONE

TABLED ITEMS: NONE

NEW BUSINESS:

1. **MOTION LC-1 (January 2026)** –The Literature Committee moved that the WSB approve the new literature piece #1040 titled *Holding onto Hopes and Dreams*. See full Motion below.
PASSED VIA EMAIL BOARD VOTE DECEMBER 2025 – this title will be published in the Learning Library.

MOTION LC-1 (December 2025)

Motion: The Literature Committee moves that the WSB approve the new literature piece #1040 titled *Holding onto Hopes and Dreams*.

Rationale / Background / Feasibility:

- This piece was originally titled *Daring To Dream Again: an Expression of Healing and Hope*. It had been provided to the WSB for review / approval at the November meeting. WSB rejected the November version, saying the introduction was too lengthy and needed revision to focus on the main points.
- The piece now being submitted follows the WSB's recommendations and is based on a version prepared by Jeff S and reviewed by the LC.

Cost: The piece will be entered into the FA Digital Library; there would be no cost incurred.

Implementation: Upon approval of this motion, the piece will be added to the FA Learning Library.

Note: This motion was approved by the WSB via email, and is provided here for inclusion in the January 2026 minutes.

2. **MOTION CHAIR-1 (January 2026)** –The Chair proposed that the WSB approve the bpn Web Tech engagement to support the infrastructure of the Learning Library as well as the incremental cost to host the Learning Library. See full motion below.

PASSED VIA EMAIL BOARD VOTE DECEMBER 2025

MOTION CHAIR-1 (December 2025)

Motion: The Chair moved that the WSB approve the bpn Web Tech engagement to support the infrastructure of the Learning Library as well as the incremental cost to host the Learning Library. The approved cost is no more than \$1,560 for 2026.

Rationale / Background / Feasibility: To support the launch of the Learning Library product we require the assistance of bpn Web Tech to perform the following services:

- Sitemap & Content - We finalize the site architecture, and provide FA with a "Fill-in-the-Blanks" content guide based on our narrative framework.
- The Build - Design and develop the pages.
- Review Cycles - Zoom check-ins to refine the design and ensure it matches FA vision.
- Setup, test subscriptions & training - Connect to payment processor, establish email notification messages, & review all Tutor LMS settings.
- Go-Live - As sub-site to main FA site.

Motion also includes the cost of an additional sub-site - \$25 monthly.

Cost: No more than \$1,560 for 2026.

Implementation: Upon approval of this motion, the bpn Web Tech engagement will launch and take approximately 4-7 weeks.

Note: This motion was approved by the WSB via email, and is provided here for inclusion in the January 2026 minutes.

3. **MOTION LRP-1 (January 2025)** - The Long-Range Planning Committee moves that the WSB approve the recommended Content Criteria and Printing Criteria. See full motion below.

MOTION LRP-1 (January 2026)

Motion: The Long-Range Planning Committee moves that the WSB approve the recommended Content Criteria and Printing Criteria outline on slide 10 of the attached report and summarized as follows:

Content Criteria:

Literature Committee brainstorms new content ideas based on following principles:

- Ideas that we believe that the FA membership would like to purchase
- At price points that are meaningful to FA
- Target 1 or 2 new titles per year

WSB then approves content topic in concept prior to work being started

Reprint Criteria:

Reprint Only If:

- Price is \$2 or greater, and
- Sell 15 units per quarter/5 units per month or more

Do Not Reprint If:

- The title does not meet the above criteria

Discontinue Now and Remove from Catalog Offering If:

- The title has less than \$40 of revenue per year

Rationale / Background / Feasibility:

See attached report in Appendix.

Implementation: Upon approval of this motion:

1. The above will become FA policy and PPG-13 – Literature Committee Procedures will be updated accordingly
2. Discontinued items will be removed from catalog and website (removed as print offerings – titles may be listed as available for free download and/or in the Learning Library).

Discussion: Long Range planning wants to simplify FA product offering so as to change how we use our paid staff and be able to relocate the office space to a smaller and less expensive rental. The idea is also to simplify inventory so as to help folks zero in on from which products they can benefit.

Recommendations from the LC: Hold a fire sale to reduce inventory of items we will no longer sell and donate the rest if possible. Print in-house some of the items that people want but that do not meet the criteria for reprinting. In-house printing would not need to meet criteria. Include a chart in the catalog on the website to inform purchasers from where they can buy or download for free or get with the Learning Library subscription which piece of literature.

Karin made the motion, Cindy seconded, voted on and unanimously approved.

4. Discuss and approve new literature concepts:

Relapse - board unanimously likes this idea. LC can go forward.

Greg made the motion, Lori seconded, voted on and unanimously approved.

The 4th C: Am I Contributing to the Problem? - Most of the board prefer the content of this piece without connecting it to the 4th C, one person actually likes the connection to a 4th C. Other ideas for titles: Am I making Things Worse?, Unintended Consequences, and just, Am I Contributing to the Problem? Without the 4th C part.

Voted on the concept was unanimous, LC will work on the title.

Karin made the motion, Geri seconded, voted on and unanimously approved.

Greg added that the new LC piece on the 12 Promises will be voted on next month.

5. Virtual Meeting Outreach Update (Karin H.)

Tried to visit 20 virtual groups: 6 did not list links, 1 changed links so that got updated on the website, 10 are healthy groups and 2-3 are very small, 4 - 6 members, who are not getting newcomers since most of the members are older with loved ones in their 30s to 60s, so have no contact referrals.

Karin will refer people asking for a group to these struggling ones. There is one in-person group in Dallas, Tx that is struggling as well.

Chris and Paul: In-person groups, while better in some ways, may be a thing of the past, times are changing.

CLOSING

- 1. Announcements / items forgotten to mention:** none
- 2. Adjournment:** Jan moved to adjourn, Paul seconded, voted on and approved.
Adjourned at 1:25 pm ET.
- 3. Closed with Serenity Prayer.**



Appendix

LONG-RANGE PLANNING COMMITTEE (LRPC)

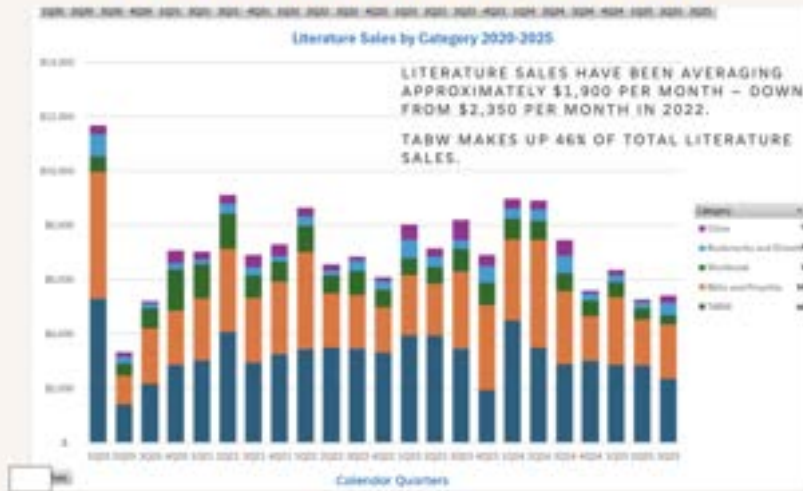
The LRPC is responsible for evaluating both existing and potential revenue sources for the fellowship, ensuring all activities comply with our traditions. The committee presents recommendations to the WSB to improve current revenue streams, develop new ones, and establish the necessary business procedures to support these efforts.

Families Anonymous is a small organization with limited resources—operating with two part-time employees, a modest office, and a dedicated board and committees comprised of volunteers who contribute significant time and effort.

This analysis reviews our literature sales trends to:

- Assess print products that may no longer be popular with our customers/members,
- Identify opportunities to simplify our print product offerings, and
- Free up physical space and intellectual resources to be leveraged in other areas of the FA organization.

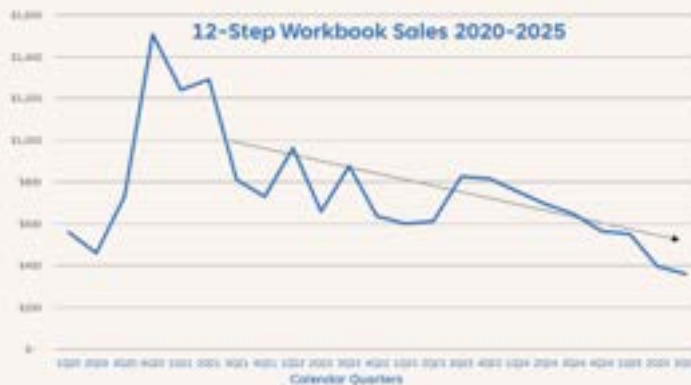
LITERATURE SALES \$ TREND



7. We
orders

LOST OVER \$16,000 SO FAR THIS YEAR.

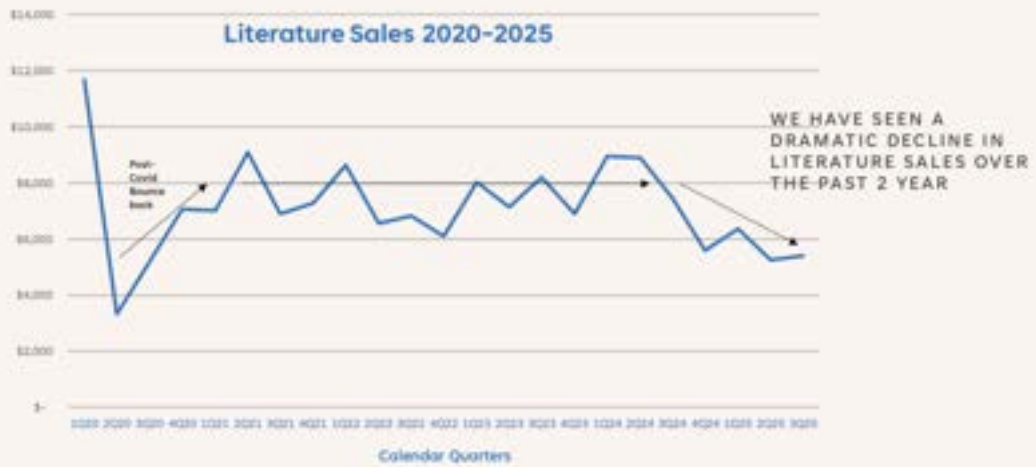
12 STEP WORKBOOK



THE TWELVE STEP WORKBOOK HAS BEEN A STEADY DECLINER FOR THE LAST SEVERAL YEARS.

THIS MAY SAY MORE ABOUT OUR MEMBERSHIP TREND THEN THE MACRO PRINT LITERATURE TREND

LITERATURE SALES \$ TREND



RESOURCE MANAGEMENT DISCIPLINES

NEED TO BE CAREFUL WHAT WE PRINT

Given the combination of:

- i) Overall declining print sales/demand
- ii) Cost to print and carry inventory
- iii) Need to be efficient with staff time to fulfill orders and manage inventory

NEED TO SIMPLIFY INVENTORY AND NUMBER OF TITLES

Given the combination of:

- i) Importance of reducing office footprint
- ii) Need to be efficient with staff time to fulfill orders and manage inventory

RECOMMENDED PRINT CRITERIA

New Print Titles

Literature Committee brainstorms new content ideas:

- Ideas that we believe that the FA membership would like to **purchase**
- At price points that are meaningful to FA
- Need 1 or 2 per year

WSB approves content topic in concept prior to work being started

Learning Library Offerings

Literature Committee brainstorms new content ideas

- These ideas can include content that we believe FA membership would **benefit from reading**
- Length can vary
- Need 2 to 4 per year

WSB approves content topic in concept prior to work being started

Reorder Criteria

Reprint Only If:

- ✓ Price is \$2 or greater, **and**
- ✓ Sell 15 units per quarter/5 units per month or more

Do Not Reprint If:

- ✓ The title does not meet the above criteria

Discontinue Now and Remove from Catalog Offering If:

- ✓ The title has less than \$40 of revenue per year

CURRENT RECOMMENDATIONS

DO NOT REPRINT

1006 – Fourth Step Workbook – \$4.00 – 5 units
 1012 – No More Expectations – \$0.80 – 30 units **I.L.**
 10155 – Today A Better Way Spanish – \$15 – 334 units
 1020 – Sponsorship and FA – \$3.00 – 257 units
 1024 – Families in Crisis – \$4.00 – 52 units **I.L.**
 1025 – Gifts of the Spirit – \$4.00 – 44 units **I.L.**
 1027 – Through Grief to Growth – \$5.00 – 13 units **I.L.**
 1030 – Dealing With Denial – \$2.00 – 92 Units **I.L.**
 1031 – Grandparenting – \$5.00 – 214 units
 1032 – A Funny Thing Happened – \$4.00 – 565 units **I.L.**
 1034 – The Gift of Awareness – \$3.00 – 148 units **I.L.**
 1035 – Bereavement, Healing... – \$4.00 – 429 units
 2007 * Open Letter to My Family – \$0.50 – 143 **I.L.** **FD**
 2008 – Serenity Prayer Card – \$0.25 – 273 units
 5001 – FA Tools For Recovery – \$10.00 – 45 units
 5010 – Twelve Traditions In Action – \$12.00 – 14 units **I.L.**
 5014 – Five Faces of Anonymity – \$3.00 – 20 units
 6001 * Letter To The Newcomer – \$0.50 – 48 units **I.L.** **FD**
 6002 – Welcome! – \$1.00 – 509 units
 6003 * To The Concerned Family... – \$0.50 – 301 **I.L.** **FD**
 6004 – 20 Questions – \$0.50 – 237 Units **I.L.**
 6005 – A New Door Opens – \$0.80 – 1579 units **I.L.**
 6006 – Greeter/Contact Card – \$0.25 – 455 units
 7003 – FA for Me? – \$0.80 – 91 units **FD**
 All Bookmarks*

DISCONTINUE ENGLISH

1003 – Father Faces the Family – \$3.00 – 37 units **I.L.**
 1004AU – 12 Steps of FA Audio USB – \$15 – 26 units
 1013 – Our Son is In Recovery – \$0.80 – 34 units **I.L.**
 1021 – But She's Too Young... – \$2.00 – 118 units **I.L.**
 3002 – Let Go and Let God – \$0.50 – \$17 units
 3003 – The Serenity Prayer – \$0.50 – 936 units **FD**
 3051 – Serenity Medallion – \$7.95 – 49 units
 5002 – Group Inventory – \$0.80 – 10 units **FD**
 5003 – Meeting Format and... – \$2.00 – 4 units **FD**
 5006 – A Look Inside FA Fellows – \$0.75 – 1 unit **FD**
 5008 – Anonymity Table Tent – \$1.00 – 4 units
 5009 – Crosstalk Table Tent – \$1.00 – 4 units
 5011 – Growing Your Group – 4 units **FD**
 5012 – My Part in the Group – \$0.80 – 5 units **FD**
 7001 – Meeting Poster – \$1.00 – 76 units
 7002 – Bulletin Board Card – \$0.25 – 121 units
 7004 – Mini Pl Folder – \$1.00 – 187 units
 7007 – Spread The Word – \$3.00 – 19 Units
 7009 – Are You Torn Apart – \$0.80 – 53 units **FD**
 7010 – FA and the Professional Community **FD**
 7012 – FA Fact Sheet – \$0.50 – 353 units **FD**
 7014 – Wit's End Brochure – \$0.80 – 15 units **FD**
 7016 – Intro to an FA Meeting – 2 units **FD**
 8001 – Full Literature Pack
 8003 – Starter Kit (available online) **FD**
 8004 – Starting A New FA Group **FD**

DISCONTINUE SPANISH

10015 – Basic Pamphlet Sp – \$2.00 – 30 units
 10045 – 12 Steps of FA Sp – \$4.00 – 200 units
 10135 – A Recovering Addict... Sp – \$1.00 – 100
 10195 – Twelve Step Workbook Sp – \$12 – 9 units
 10285 – Setting Boundaries Sp – \$4.00 – 152 units
 50035 – Meeting Format and... Sp – \$2.00 – 1 unit
 50085 – Anonymity Table Tent Sp – \$1.00 – 16
 50095 – Crosstalk Table Tent Sp – \$1.00 – 18 units
 60045 – 20 Questions Sp – \$0.50 – 53 units
 60055 – A New Door Opens Sp – \$0.80 – 82 Units
 70015 – Meeting Poster Sp – \$1.00 – 2 units
 70035 – FA For Me? Sp – \$0.80 – 79 units
 70125 – FA Fact Sheet Sp. – \$0.50
 70145 – Wit's End Brochure Sp – \$0.80
 8001 – Full Literature Pack Sp

* Bookmarks could be packaged and sold together as one product

Unit quantities = stock on hand

I.L. – Learning Library offering

FD – Free download

* Printed in house – we may continue these

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CURRENT RECOMMENDATIONS

PRINT INVENTORY STOCKED FOR SALE

1001 – Basic Pamphlet – \$2.00 – 339 units
 1002 – Guide for the Family – \$3.00 – 96 units **I.L.**
 1004 – Twelve Steps of FA – \$4.00 – 234 units **I.L.**
 1005 – Alternative to Enabling – \$4.00 – 104 units **I.L.**
 1015 – Today a Better Way – \$13.00 – 2,020 units
 1019 – Twelve Step Workbook – \$12.00 – 180 units
 1026 – What Do I Say? – \$4.00 – 142 units **I.L.**
 1028 – Setting Boundaries – \$4.00 – 293 Units **I.L.**
 1029 – Tough Love – for Whom? – \$2.00 – 43 units **I.L.**
 1033 – The Three Cs x 2 – \$2.00 – 62 units **I.L.**
 1036 – Understanding & Releasing Guilt – \$4.00 – 111 units **I.L.**
 1038 – Humility – \$3.00 – 69 units **I.L.**
 1039 – Changing Our Attitudes – \$4.00 – 169 units **I.L.**
 2003-1 through 5 – Helping – Only sell as combined Helping (2003HC) product – \$13.00 **I.L.**

2xxx – Bookmark Collection – \$4.00 (40% discount) – approx. 105 units
 (sell one of each bookmark as a single assembly until stock runs out)

Titles will be reordered if Reorder Criteria met when stock runs low

Unit quantities = stock on hand

Continue 14 Titles = 83% of print sales
 Discontinue 43 Titles = 2% of print sales
 Do Not Reprint 32 Titles = 12% of print sales
 Bookmarks (to be packaged into one product) = 4% of print sales

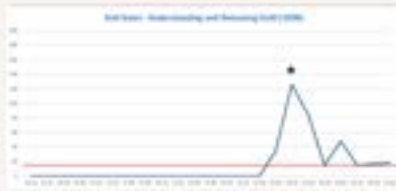
I.L. – Learning Library offering

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NEW TITLES

LAST TWO NEW TITLES HAVE NOT SOLD VERY WELL – CHANGING OUR ATTITUDES TOO SOON TO TELL

*Note: Sales peaks are due to Chicagoland convention purchases (one-time occurrence for each title)



Understanding and Releasing Guilt (1036)
Selling five copies per month in 2025



Humility (1038)
Selling five copies per month in 2025

Changing Our Attitudes (1039)
Started slow but picked up in July and August.



RECENT REORDERS

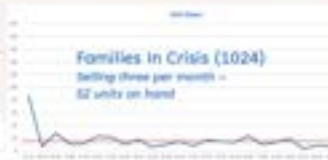
SIX RECENT REORDERS HAVE NOT SOLD VERY WELL



FA Tools For Recovery (5001)
Selling three per month – 40 units on hand



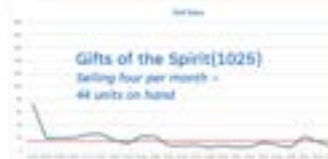
But She's Too Young (1021)
Selling less than one per month – 118 units on hand



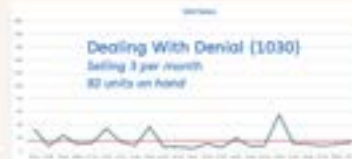
Families In Crisis (1024)
Selling three per month – 52 units on hand



Our Son is in Recovery (1013)
Selling 3 per month



Gifts of the Spirit (1025)
Selling four per month – 44 units on hand



Dealing With Denial (1030)
Selling 3 per month
82 units on hand

FEEDBACK FROM LITERATURE COMMITTEE

Would like create an online catalog that shows where to find various literature pieces example below

Item Number	Title	E-store Price	Learning Library	Free Download
1005	Alternative to Enabling	\$4.00	X	
8003	Suggested Meeting Format with Basic Readings	\$2.00 (note: printed in-house, as needed)	X	X
1022	Sponsorship Guidelines		X	X

Would like to continue some items that are printed in house since there is little incremental cost to print.

Would like to "fire sale" titles that we plan to discontinue

Will package all English bookmarks into two products that will have a \$4.00 price point