

## Eurypaa Board Meeting 7. August, 14:15.

Opening with serenity prayer.

Fabian appointed interim Secretary in absence of Michelle.

We have 13/14 Members attending.

9 people required for 2/3 majority.

Additions to agenda? Nope.

### Reports

Secretary: Michelle absent

Chairperson:

- Morten B. has been assisting Rome/Italy in setting up this convention, finding the hotel, finalizing contract, etc.
- Following up on general discussion matters

Co Chair:

- Morten M. has been working with Helsinki bid team. A lot of people are involved. They are very well set up on the matters.

Treasurers:

- Patrick: had to deal a lot with bureaucratic bank stuff. Goal is to get an online banking account, but this has not been managed to do.  
Situation on Ireland reimbursement – no updated.  
Update on UK area: changes in service structure happening. Trying to reach more young people in and outside of the rooms. New service position planned: Young People Liaison Officer (like in CER).
- Vivian: balance is 2.067,27€ (?), just 1 transaction of 1.500€ to Italy host committee. See attached summary.

Tech Chair:

- Fabian: everything going smoothly, updates coming quickly, some issues with mail forwarding, Fabian is looking into it.  
Banner has to be updated after this year's convention.

General Members:

- Anders: YPAA in Copenhagen is in bad shape. Eurypaa attendance has declined, lots of young newcomer girls and older men are making up the AA community. There will be a discussion after the reports.
- Angela: is still getting into her General Member role. Looking to do more service.
- Tim: not much to report, Ireypaa fellowship has taken off, a lot of newcomers.
- Vlad: worked a lot with Diana to exchange experience from Prague.

Archivist:

- Peter: picked up a lot of information from emails. Swecypaa started in Sweden, planning for mid 2016. Peter is resigning after this term.

### Mailing Chair:

- Matt: we should set up a mailing list for convention attendees. We need to get a plan. A lot of information has gone out on facebook. Matt has been around the US a lot, including World.  
Update on Madrid: small committee, they have 11 English speaking meetings, well integrated.

### Outreach team:

- Anna: is bothered by all the different means of communication (email, facebook, etc.)
- Noel: big outreach at Scancypaa, Ireypaa crew has done so either (e.g. at World)  
Relation between Irish YPAA and GSO is a nightmare

### General discussion:

- How do we react up front regarding whatever sexual tension we might be facing at this convention?

Matt: this topic has been discussed at every YP convention ever. Conclusion: it's an outside issue. We cannot mandate „who fucks who“. Matt doesn't think it is a prevalent issue at this convention. Lot of mixture of ages amongst the genders here.

Noel: agrees, mentions Big Book part about sexual misconduct. Not our role as Board to interfere with people's personal affairs.

Patrick: at first UKYPAA there has been a case of this, but nothing like that has been observed at Eurypaas.

Morten M.: agrees with Matt, suggests clearing up that this behavior is just human. Talks about his experience with interfering on 13th stepping.

Matt: people usually are aware of what is happening and interfere, harassment etc. Anti-harassment policy could be a topic for a future agenda (e.g. ICYPAA example).

Anders: differentiating between 13th stepping / abuse.

Anna: outside issue, probably not a good idea to raise awareness about the topic by putting up convention guidelines or policies.

Angela: outside issue, suggestion for rephrasing something like „safe place for everyone“

Anders: matter of „our common welfare“

Tim: if people have issues regarding the topic, they might want to know who to talk to.

Morten B.: suggestion: talk to the police. There was a case in Malta and people interfered. Find out about the ICYPAA policies.

Matt: suggests to compress those policies into something more European. Matt, Anders, Noel and Angela volunteer to do this (formed an Ad hock committee for this purpose) ☺

Patrick: suggestion: mentioning to do this in order to comply with other YPAA conventions.

Vivian: not playing devil's advocate.

Patrick: common welfare > individual anonymity.

- Lack of stringency in electronic communication within the board
  - Anna: suggests doing a summary email for stuff happening on Facebook
  - Angela: mix up of conversation flow, e.g. stuff happening solely with the host committee.
  - Matt: indirect overflow via [info@eurypaa.org](mailto:info@eurypaa.org). It is on us to pay attention to what is going on. Most emails are just FYIs.
  - Vlad: also complains about a little too much stuff happening in a ton of different groups on Facebook.
  - Anders: can deal with the annoyingness 😊
  - Morten B.: group discussions are happening on Facebook messenger.
  - Patrick: asks about the email forwarding. Is that necessary?
  - Matt: just delete them 😊
  - Angela: was also confused about what to do with those emails
  - Morten B.: Really important stuff like decisions is happening on BOARD group or messenger. Emails are just for information.
  - Matt: suggests to continue using the Facebook group. -> Group consensus
  
- What can I do as a General Member?
  - Morten B.: best way to get involved is to start working with the bid and future host committees. Doesn't have to be on site, skype is fine.
  - Noel: read the bylaws, get familiar, read about host committee structure.
  - Anders: maybe inform new members better about all the information existing.
  - Morten B.: include another member when you do stuff.

### Labeled points:

#### Report on ISMYPAA:

- Morten B.: 13-14 different YPAA committees, had a tendency to be backpatting-ish, some interesting subjects came up though about committees facing similar challenges.
  - Scancypaa is interested in forming a board.
  - Noel: concerned about it being a separate service structure, but it connects different YPAA committees and so it is a good opportunity for outreach.
  - YPAA <> GSO affiliation should be improved.
  - It would be a good thing to get some kind of ISMYPAA liaison.
  - Matt: agrees, the meeting was productive. US people are uninformed about the YPAA situation in Europe, which is way more complex and new than the US pendant.
  - Patrick: wants to know about the content of the call.
  - Noel: who are you and what do you do? what do you do for outreach? What is your connection to GSO?
  - Morten B.: we are the oldest non-US YPAA conference and we can be of help for others. Suggests to create the role of liaison, question is: somebody from the board or an outside person?
  - Noel: volunteers for the position.
  - Matt highlights the work connected to this position and its importance.
  - Morten B.: it will be 3 people attending the calls, so it is a group effort. Liaison is not the sole participant.

Noel: liaison should know the people who are suitable for different topics and keep the others informed.

Matt: options: Chair appoints a person, draw from a hat, or have a 3rd legacy procedure election.

Voting:

Chair appoints person: 6

Lottery: 0

Election: 5

2 abstains

⇒ The position is gonna be elected

Banking updates:

- Morten B.: maybe other options for storing the money. E.g. PayPal, but expensive and only requires 1 signature.

Angela: service called transfer-wise, useful for transferring money in different currencies.

On issue with changing signature people: Why not open a brand new account?

Vlad: maybe find some online bank, there are international ones.

Patrick: creating a new account sounds like the best solution

Matt: is looking up transfer-wise. We put the account to Malta, because it is like the European Cayman Islands

Morten B.: we need someone with expertise in international banking

Ad hoc committee to look up banking solutions: Vlad, Angela, Vivian, 45 days timeline. Incoming treasurer will be added to this committee, if not already part of it.

Bylaws update/changes:

- Appendix A:

Matt: changes allows to better consider personal circumstances.

Voting:

Yes: 13

The concepts brief overview:

- Matt: useful for all those things happening with Ireland. So we should be up to speed on the concepts.

Noel: GSO in Ireland has taken a bad direction.

Matt: reads responsibility pledge, declaration of unity.

1: strive to have an informed conscience, go back to the convention body if necessary.

2: we have an ongoing responsibility when speaking as board, clearing up if it is individual or representing.

3: right of decision, not everything has to be approved by the whole board, where applicable

4: right of participation, if people want to know what is going on with board actions

5: right to speak up, disagree with matters

6: make financial decisions as an informed body when possible

7: if something happens, moneywise e.g, it is critical. It is important to protect the financial welfare.

8: speaks about collective responsibility towards the convention

9: talks about importance of having accurate people for positions, using 3rd LP, positions can stay open if no one is suitable, clarifying responsibilities among positions

10: we operate under job descriptions and bylaws

11: external help can be useful

12: using thresholds, having a prudent reserve, be financially responsible and protect ourselves.

Website (Fabian):

- More information, better design, include photos (anonymity...), include post-convention materials. „Reviews/Testimonials“ like „I went to Rome and it kicked ass because ... „
- How is the plan for every year’s convention websites? Can there be some consolidation, also regarding costs.
- Sign up for mailing list to stay informed on updates instead of checking. Like make some use of the WordPress blog features.

Morten M.: good ideas, attract more „regular attendees “

Noel: people have no idea of what is possible in sobriety, so we need photos and videos, he will hook Fabian up with the tech guy from Ireland to exchange experience. They have a vivid website going for their convention.

Angela: agrees, people would like to get more information up front to get an impression.

Matt: agrees, have some kind of archive for previous Eurypaas. Collaborate more with the future host committee. If we are going to do that, how do we deal with the financial stuff? e.g. paypal for registration money.

Morten B.: we don’t want something like „click here .. under construction d’oh“

Affiliating with the host committee has to be checked, there have been some reasons against it. We do not want to get mixed up on finances!

Fabian, tell us what you need.

Patrick: give an outline of cost overviews?

Angela: better keep stuff separate. Have the current committee send stuff over they want to preserve.

Matt: business PayPal is complicated. Debriefing with past convention website person / materials is expected and should be added to the tech chair role description.

Morten B.: Fabian is gonna go ahead and prepare the ideas. Matt and Noel are gonna support him preparing materials.

Voting on the discussed action: all in favor.

Meeting closing at around 6pm.

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=== Announcement for tonight regarding website ===

as you all know, eurypaa.org currently does not provide a lot of information on the actual Eurypaa event as most of you are experiencing it. This is gonna change and we're giving the site a big overhaul.

We want to enhance the overall impression people get when first visiting our page. They should immediately know that they are looking at one of the most impressive AA weekends you can attend in Europe. And that's why we need your help.

We want to create some kind of archive to preserve the awesomeness going on here. So we will be setting up an email address where you can share your memories that you would like to go on the website. Of course we have to be mindful of our 12th tradition.

If you have any good photos of the host cities, the convention sites or any fun activities from Stockholm, Dublin, Copenhagen, Malta, Prague or Rome, feel free to submit them. I remember how my first Eurypaa changed my life, and I could easily write a little story on that. If you'd like to share your story for other first timers to read, write in down and submit it.

It might be something along the lines of „i went to eurypaa and found my current sponsor“, „i never knew there were other young alcoholics in my area“ etc.

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#### Eurypaa Board Meeting 8. August, 10:00.

Morten B.: additions for the agenda: international GSO woman from Italy is coming around, inviting us to the Italian convention, 2pm

6 – How can we support bid cities...:

- Morten B.: on host committee meetings, not joining the voting on specific host area items.

Vlad: last year's experience: he stepped in for position of chair person, worked very well last year in cooperating with the board, standing behind them but just in the advisory role

Matt: quotes from bylaws section 8.1, stresses that amounts of work can still be needed, e.g. contracts with hotels

Morten B.: we have hotel points for members of the board to stay at a future host city.

Other convention might be coming to us for advice on how to form a board, bylaws etc.

Matt: indirect responsibility of us.

Noel: they did that in Ireland, forming a board before doing anything else. It's important to have a body, united, who is familiar with our traditions and concepts.

Matt: talks about finances (8.3), what to do with the money. There was no accounting for Stockholm and Dublin was a mess.

## 7 – Elections:

- Morten B.: Peter is rotating out after this convention. going round the room for volunteers.

### Treasurer:

Matt: very important role, we need competent people so we don't f\*ck ourselves money wise.

Available: Vlad, Vivian

Voting rounds: 5/8, 2/10

Vivian is elected new treasurer

### Archivist:

Available: Patrick, X (don't fill position)

Voting rounds: 11/2

Patrick is elected new archivist

### ISMYPAA liaison:

Job is not really defined yet, gonna be done soon, e.g. 2 year term, probably a very active and fun role.

Role has to be an active member of the board.

Available: Noel, X

Voting rounds: 9/3

Noel is elected new ISMYPAA liaison

## 8 – Letter from Diana:

- Morten B.: thanks to Italian committee for showing up (7 people) Eurypaa and other conventions have had some controversies from time to time, sweeping issues under the rug, so we want to get the chance to sort this out. We're looking at the concepts 3, 4 and 5, plus 12.

Michele: appreciates that we can have this discussion. But this might not be the best forum for it, it was a personal conversation between Diana and Morten & Patrick. More appropriate would be a personal discussion between the people involved.

Diana: she wrote a follow up email which was not forwarded to everybody.

Main concern: paying the rent without taking a loan. We were collecting money in the last weeks before the convention, the money from 1) was not approved for spending on merchandise and fliers. Fliers and shirts ~1.900, rent for hotel ~4000, that is a lot of out of budget. Shirts got back to different parts in Europe, not to Rome where they were needed, would have costed ~150 for shipping.

Plan was to print those in Rome. The lack of communication is very unsatisfying. How can we work better together?

Matt: \$400 for fliers were discussed with host and outreach committee more than once, no objection. Receipts were provided, left over money was transferred back to host committee.

Sarah: feels like it was just decided to spend those 400 on fliers, no voting or something. Not used to working with groups where people say what they think 😊

Set personalities aside and work in the interest of the convention. She was not aware of how much money would come in at the convention. We're doing fine moneywise.

Sean: he and Andrew were co/chairs for outreach. They had a call with Matt on how to use the ACYPAA money for fliers in the US, get some rough numbers on what would be appropriate.

Mirella: secretary role. Remembers discussing the spending of the money, that that would be run by the treasurer, that's not protocol, no voting. There were a lot of things up in the air, group conscience would have been appropriate.

Morten B.: communication issue. Did not think that this was a personal email because of the subject and the matters discussed. Communication has to be improved. For example, it would have been a good idea to share the experience regarding Eurypaa on site revenue to reduced worries about financial sustainability. 1500 euros sounds like a big amount of money but board has an overview about how much is gonna come in, this communication has to be improved.

Matt: didn't really know how much the fliers would cost, and hosting the hospitality room, no numbers to report or approve on. Pile of cash in the US. Apologizes for not being clear with host committee.

2) contract was really late and there was time pressure on getting people to know about it so they can book. Our fault for not communicating appropriately. No intent to rob host of putting out the information. Time was an issue, the registration link for hotel discounts took another 2 weeks.

Michele: most productive way to look at this, most of the committee are on it for the first time, mostly no experience at all, props to all members for all their hard work. What can we learn from this? Awesome job, regarding the tools they had at hand. Improving the communication, like minutes sent out after meetings would be valuable. Also important that interests (eurypaa vs. Host) are aligned.

Vlad: comments on confidentiality confusion. His experience is that half of the money comes in at the event (7th tradition baskets, sales, registration etc).

Getting money from the board is the usual procedure, then give it back after the convention. Maybe false expectations have happened regarding loans.

Andrew: appreciates the outreach, they had one meeting, it affects decisions if there is an unsafe feeling about the money.

Noel: we're sitting at one table here, good to talk as a group about this. Difficulties on working in full faith with the board is an issue that should be addressed in this round. We now have learned for future decisions about communication.

Angela: important to look at this as a group, not getting mixed up in personalities. Transparency has to be improved. This discussion is kind of uncomfortable but necessary and vital for future.

Diana: felt like going to court for being invited to speak on the matter on a set date and time. There were a lot of questions on how to interact with the board. There's 14 people on this year's host committee, outreach was focused on Italy, board would take care of other areas. Wishes for more transparency like on the budgets, how much money can be provided by the board, 7th tradition wise. The function of the prudent reserve was not really clear. Un-clarity about the shirts for Atlanta. How did that decision get made, where did the number (300) come from? etc.

Billy: started back in September for outreach, shirts went all over the place. He and Matt discussed about Atlanta and that's where 300 came from. Original plan



was to get different shirts for Italy. It dawned on him that this was some kind of own decision, not discussed with other members.

Morten B.: board might not have been clear enough on the issue, how board and host are working together financially. Intention is that board is able to front the money for hotel contracts, as it is a lot of money. It is two different accounts, but the money is supposed to work in favor of the whole convention, it is not to be seen as like two separate 7th traditions. He apologizes for having sounded offensive, sorry for his English ☺ no intention to sound rude.

Matt: thought they would be selling 300 t-shirts; it was not clear that there would be a restriction in the ICYPAA hotel. Throughout the entire hotel negotiations, it was pointed out that the board is able to serve with the deposit for the contract. There was some uncertainty about the host committee positions and roles, how elections are working etc. In order to provide that information for others the document on the position outlines was created and put online. Thanks for bringing all of this to our attention.

Sarah: good idea to have this meeting, announcement was not optimal. Sometimes short language comes across harshly. Spending money always requires approval in the future, this has to be remembered. There was no list of who registered through the outreach efforts. It would be cool to have some kind of information sheet about the experiences, what does the board do etc. more clearance.

Morten B.: wants to set up an evaluation meeting about this whole discussion on skype. In September.

Michele: things that might help for the next conference: having some kind of lessons learned list. Reinventing the wheel is counter-productive for future first-time host committees. People might not know what questions to ask and who to ask.

Angela: more debriefing needed from the board to the host committee, „don't worry about the money, this how we've done it, etc.“

Vlad: we had the discussion about what does the board do, what are the roles of the members, and now there is a better overview, also thanks to this discussion. It will be fruitful to have this year's host committee members joining the board and providing their experience.

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#### Eurypaa Board Meeting 9. August, 12:30.

Morten B.: There have been accusations of abuse made against a participant of this convention – and about conduct on other conventions.

This is something we need to address in the near future – but for now what I would like us to do is follow the suggestion in the 11th step, so that when agitated or distressed we pause – and make it possible for me to gather information.

Luckily we have already agreed on working more on the harassment letter in an ad-hoc committee. For now, I just want everybody to know this is going on.

Thanking and saying goodbye to Peter S. and Tim H. for their service.  
Meeting closing at 12:45 with the serenity prayer.

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