



## CoDA Service Conference 2017

### Issues Mediation Committee (IMC) Motion # 3

**Committee: IMC**  
**Motion Number:**

**Date: 8-11-17**  
**Revision #:**  
**Revision Date:**

**Result (data entry purposes only)**\_\_\_\_\_

#### **Motion:**

**Make the following changes to Part 1 of the Fellowship Service Manual in the CoDA Standing Committees section:**

#### **Replace:**

The Issues Mediation Committee facilitates dispute mediation for Voting Entities, Intergroups, and other CoDA entities as needed.

#### **With:**

Primary function: The Issues Mediation Committee facilitates dispute mediation for Voting Entities, Intergroups, and other CoDA entities as needed. **See further information and functions see FSM Part 5.**

**Make the following changes to Part 5, currently Page 10 of the Fellowship Service Manual in the CoDA Standing Committees section:**

#### **Replace:**

Issues Mediation Committee (IMC)

The Service Conference elects members of the Issues Mediation Committee (IMC) according to guidelines established by the Conference. To be eligible to serve on the IMC, a candidate shall be a current or past Voting Entity Delegate or Alternate.

- New applicants shall be present at CSC to be elected.

- A Current IMC member may be re-elected even if they are not attending the Conference by expressing an interest to continue service by written communication to the Conference, submitted by another IMC member and/or other trusted servant.

All eligible members should either have an in-depth knowledge of, or share a strong willingness to learn, CoDA's FSM principles, guidelines and Bylaws.

IMC Mission:

The Issues Mediation Committee facilitates dispute mediation for Voting Entities, Intergroups, and other CoDA entities as needed. Decisions at all levels of CoDA are made with the guidance of our Higher Power as expressed through the group conscience. As stated in Tradition One: "Our common welfare should come first. Personal recovery depends upon CoDA Unity." and Tradition Two: "For our group purpose there is but one ultimate authority—a loving Higher Power as expressed to our group conscience. Our leaders are but trusted servants; they do not govern." Thus as with all our recovery, group conscience is about putting aside the "self" and looking to Higher Power for guidance. In addition, the Issues Mediation Committee:

- Through the group conscience process will handle requests to recognize Voting Entity delegate's election process.
- Handles requests from Voting Entities to divide into two or more entities.
- Tracks and maintains the status of Voting Entity issues.
- Informs and awards Travel Reimbursement Opportunity (TRO) for incoming eligible Voting Entity delegates

We also have the additional sections to guide us in the mediation process. (Please see Part 1 of the FSM, CoDA Structure and general Information "*The Twelve Service Concepts*" in Section 1 "*The Disagreement, Mediation and Resolution in our Group Conscience Process*" in Section 5.

Mediation Procedures:

- Since CoDA operates as an inverted pyramid in its structure, the IMC should only be consulted after an attempt has been made to resolve the issue on a one-to-one level; through a group conscience at the local,

home-group level; Intergroup; and VE levels (refer to “The Disagreement, Mediation and Resolution Process” within the “Group Conscious Process” in Part 1 of the FSM, CoDA Structure and General Information.

- If a conflict arises at the CoDA World Fellowship level, it is essential that all disputing parties follow “The Disagreement, Mediation and Resolution Process.” Once the dispute reaches the IMC level: A Committee member or a Board member may submit their request for assistance to the IMC to mediate the conflict within a Committee or within the Board if irresolvable, o The Board and/or trusted Servant, and/or Committee may submit their request for assistance to the IMC to mediate the conflict if they cannot resolve the conflict between each other, the Committee chair or Board liaison may submit a request to the IMC for assistance in resolution of the conflict if conflict arises between a Board Liaison and a committee, The IMC may give advice to the CoDA Board for conflict resolution if a Board Liaison and a Committee cannot successfully resolve their conflict. This is recommended because the IMC represents an impartial perspective on the conflict, and may provide the Board with a clear understanding of the issues involved. If a new Board Liaison is necessary, a mutually agreed upon liaison should be chosen. This change will be reported in the subsequent Quarterly Service Report,

- If any conflict remains, the IMC may consider other options as outlined in the “Disagreement, Mediation and Resolution Process” in the FSM. This may include bringing a dispute to either the Board or CSC when irresolvable; advising the Board or CSC of dispute issues and IMC's recommendations, etc.

Voting Entity Division Process:

The By-Laws (Section 2) authorizes a VE to sub-divide; explains the logic and assigns IMC to oversee and approve the division. It also gives some guidance for the VE and IMC. After the division, both VEs will have two delegates.

The Process of Dividing a VE may arise for any of many reasons.

The IMC recommends the following issues and process be considered.

1. Make sure a division will solve some problem or issue with representation of the membership.

2. Consider geographical boundaries.
3. Consider division by Language.
4. Consider city, county, parish, state boundaries.
5. The division should be agreed upon by both new VE's.
6. All meetings from the current VE should be included in one of the new VE's.

Please contact the IMC @ [imc@coda.org](mailto:imc@coda.org) for an application, VE division requirements and deadline for submission.

Authorization Process for the Development and Structure of a Voting Entity:

CoDA's By-Laws (Article IV Section 2) states that the Issues Mediation Committee will handle requests for CoDA to recognize Voting Entities through the group conscience process and service boards. In fulfilling this responsibility, the IMC has created a set of suggested guidelines for the development and structure of Intergroups and Voting Entities. (put link here if possible). A Voting Entity Liaison (VEL) is elected by the Issues Mediation Committee to focus on this responsibility. The awarding of all Travel Reimbursement Opportunities (TROs) to eligible Voting Entities Delegates will be the responsibility of the Issues Mediations Committee. For further information contact the Voting Entity Liaison at [imvel@coda.org](mailto:imvel@coda.org) or contact IMC at [imc@coda.org](mailto:imc@coda.org).

## **Replace With:**

Issues Mediation Committee (IMC)

The Service Conference elects members of the Issues Mediation Committee (IMC) according to guidelines established by the Conference. To be eligible to serve on the IMC, a candidate shall be a current or past Voting Entity Delegate or Alternate,

- New applicants shall be present at CSC to be elected.
- A Current IMC member may be re-elected even if they are not attending the Conference by expressing an interest to continue service by written communication to the Conference, submitted by another IMC member and/or other trusted servant.
- ***In between CSC, if it becomes necessary to increase IMC members due to resignations, leave of absence,***

***death or any other reason deemed necessary by IMC, IMC will present vetted nominee(s) to the board for approval of additional IMC members through the board motion process.***

All eligible members should either have an in-depth knowledge of, or share a strong willingness to learn, CoDA's FSM, ***Principles, Traditions, Guidelines and Bylaws.***

IMC Mission:

The Issues Mediation Committee facilitates dispute mediation for Voting Entities, Intergroups, and other CoDA entities as needed. Decisions at all levels of CoDA are made with the guidance of our Higher Power as expressed through the group conscience. As stated in Tradition One: "Our common welfare should come first. Personal recovery depends upon CoDA Unity." and Tradition Two: "For our group purpose there is but one ultimate authority—a loving Higher Power as expressed to our group conscience. Our leaders are but trusted servants; they do not govern." Thus as with all our recovery, group conscience is about putting aside the "self" and looking to Higher Power for guidance. In addition, the Issues Mediation Committee:

- Through the group conscience process, will handle requests to recognize Voting Entity delegate's election process.
- Handles requests from Voting Entities to divide into two or more entities.
- Tracks and reports the status of Voting Entity issues.
- ***Processes and qualifies Travel Reimbursement Opportunity (TRO) VE applicants.***
- Informs and awards Travel Reimbursement Opportunity (TRO) for incoming eligible Voting Entity delegates

***We also have the additional sections to guide us in the mediation process. (Please see Part 1 of the FSM, CoDA Structure and General Information Summary “The Twelve Service Concepts” and “The Disagreement, Mediation and Resolution in our Group Conscience Process”.***

## Mediation Procedures:

- Since CoDA operates as an inverted pyramid in its structure, the IMC should only be consulted after an attempt has been made to resolve the issue on a one-to-one level; through a group conscience at the local, home-group level; Intergroup; and VE levels (refer to “The Disagreement, Mediation and Resolution Process” within the “Group Conscious Process” in Part 1 of the FSM, CoDA Structure and General Information.
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A Committee member or a Board member may submit their request for assistance to the IMC to mediate the conflict within a Committee or within the Board if irresolvable, or The Board and/or trusted Servant, and/or Committee may submit their request for assistance to the IMC to mediate the conflict if they cannot resolve the conflict between each other, the Committee chair or Board liaison may submit a request to the IMC for assistance in resolution of the conflict if conflict arises between a Board Liaison and a committee, The IMC may give advice to the CoDA Board for conflict resolution if a Board Liaison and a Committee cannot successfully resolve their conflict. This is recommended because the IMC represents an impartial perspective on the conflict, and may provide the Board with a clear understanding of the issues involved. If a new Board Liaison is necessary, a mutually agreed upon liaison should be chosen. This change will be reported in the subsequent Quarterly Service Report,
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**Intent:**

To improve the information in the FSM related to the Issues Mediation Committee.

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**Remarks:**

When the FSM was restructured last year Part 1 became summary level information related to CoDA structure and other things that would be of

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interest to the average member of the CoDA fellowship. Further details related to those items plus other things that did not fit into any of the other parts were included in Part 5. This is why there is a very short description for each committee in Part 1 and more details for most committees in Part 5.

**This motion requires changes to:** (please check any that apply)

<input type="checkbox"/> <b>By Laws</b>	<input checked="" type="checkbox"/> <b>FSM P1</b>	<input type="checkbox"/> <b>FSM P2</b>
<input type="checkbox"/> <b>FSM P3</b>	<input type="checkbox"/> <b>FSM P4</b>	<input checked="" type="checkbox"/> <b>FSM P5</b>
<input type="checkbox"/> <b>Committee Function</b>		