

CoDA Service Items

Motion Key: 4970 **Number:** 18001 **Item Type:** MOTION **Date:** 10/9/2018

Vote: 2/3 Vote

Committee: Board

Member Names: Salle Board Member

Subject: Board Motion #1 - Define World Standing Committee as of October 15, 2018

Description:

Effective October 15, 2018, the suggested guidelines for a World Level Committee is as follows:

1. Has a minimum of 3 active members.
2. Creates/updates, within a year from CSC, a Policy and Procedures Manual that specifies the Committee's mission statement and its goals.
3. Posts, in an area accessible to the fellowship, the committee's Policy and Procedures Manual, which includes its mission statement and goals and, when possible, the Conference motion(s) that created the committee.
4. At minimum, conducts meetings every other month.
5. Posts, to an area accessible to the fellowship, the approved and corrected minutes of the committee's regularly scheduled business meetings.

Intent:

To insure transparency by clearly defining all World Standing Committees, providing a way for them to communicate with the fellowship through their manuals and reports. By increasing awareness of the committees, CoDA members will be encouraged to participate in World Service.

Remarks:

CRAFTING - Yes

VOTE - 26 in Favor; 9 Opposed Not in Favor; 0 Abstention. Passed by 2/3 Majority vote.

Motion Key: 4971 **Number:** 18002 **Item Type:** MOTION **Date:** 10/9/2018

Vote: DEFEATED

Committee: Board

Member Names: Mary Board Member

Subject: Board Motion #2 - Define World Standing Committee Chair/Vice Chair Term Limits

Description:

World Standing Committee chair positions have the following suggested term limits:

1. Beginning after 2018 Coda Service Conference the World Standing Committee service positions shall be: a Chairperson. World Standing Committee members may create other service positions, as needed, to execute the Committee's business.
2. To provide time for training and support of incoming chairs, the term of office for Chairs shall be: (i) limited to service as chair on all committees, for (ii) a maximum of two turns as Chair, (iii) for periods of three (3) years each turn, (iv) those turns to be separated by an interval of two years, unless the position of Chair is sooner vacated by death, resignation, or disqualification.
3. When a position is vacated, the vacancy will be filled at the next monthly meeting or special meeting of that World Standing Committee.

Intent:

Provide guidelines for length of service for World Standing Committees, emphasizing healthy rotation of service and increased service opportunities by encouraging fresh faces with fresh ideas to take up service work.

Remarks:

CoDA provides term limits for all positions at the group, intergroup and Voting Entity levels. This motion brings CoDA world's trusted servants into compliance. This applies to World Standing Committees, where someone may serve as Chair on the same committee in two separate stints or for one term on each of two different committees.

CRAFTING - YES

VOTE = 16 in Favor; 19 Opposed; 1 Abstention. Motion Defeated.

Motion Key: 4972 **Number:** 18003 **Item Type:** MOTION **Date:** 10/9/2018

Vote: 2/3 Vote

Committee: Board

Member Names: Jen Board Member

CoDA Service Items

Subject: Board Motion #3 - Establish grounds for removal of a member from a World Standing Committee

Description:

Establish the following guidelines for removal of a member from a World Standing Committee or the Board of Trustees, by the members of said committee, through the committee's group conscience process after they have attempted to make use of the Dealing with Disagreements Document in the Fellowship Service Manual:
Grounds for removal of a World Standing Committee member
If a World Standing Committee member's behavior is in conflict with any one (1) of the following, it may be cause for removal:
The member fails to participate in committee work for six (6) consecutive months.
The member's behavior is regularly and consistently in conflict with any of the Twelve Traditions of Codependents Anonymous.
The member's behavior is regularly and consistently in conflict with the policies and procedures of the committee.

When the group conscience (GC) decides for removal, the GC is valid immediately if:
the committee's agenda contains the GC as an agenda item
the agenda is emailed ten (10) days prior to the meeting
The chair, or the chair's designee as selected by a group conscience, shall notify the member of their removal and the reasons for that removal within three (3) days from the meeting in which the removal occurred. A removed member may file a dispute resolution request with the Issues and Mediation Committee.

Intent:

To provide consistent guidelines for removal of a member from a World Standing Committee and to give members protection from arbitrary removal.

Remarks:

In the past, World Standing Committee members were removed for reasons in conflict with our Traditions.

CRAFTING - Yes

VOTE - 33 In Favor; 2 Opposed; 2 Abstention. Passed by 2/3 Majority vote.

Motion Key: 4973 **Number:** 18004 **Item Type:** MOTION **Date:** 10/9/2018

Vote: 2/3 Vote

Committee: Board **Member Names:** Mary on the Board

Subject: Board Motion #4 - Amend last year's motion #17031

Description:

Amend last year's motion #17031 as follows, including bullet points (complete text of previous motion in Remarks):

That all chair proposed committee and or board changes to their description in the Fellowship Service Manual (FSM) be sent to the Service Structure Committee (SSC) and the CoDA Board for review.

- * Minor word or punctuation changes and minor revisions of committee definitions may be made immediately.
- * If SSC and the Board agree that the proposed changes are in accord with the Traditions, they will automatically be incorporated into the FSM without the necessity of being proposed as motions at CSC.
- * If they do not agree they meet those criteria, the changes will/can be proposed as motions at CSC.
- * All such actions by the Service Structure Committee (SSC) and the Board will be reported as board motions each month in their minutes.

Intent:

Simplify and accelerate minor description changes, in the spirit of the original motion.

Remarks:

What was proposed to simplify procedures will now actually do so.
Below is the text of motion 17031.

10/13/2017
Meeting Type:
CSC
Number:
17031
Board Number:
Item Type:
MOTION
Motion Key:
4941
Committee:
CoRe Board
Member Names:

CoDA Service Items

David
Subject:
To make FSM changes without bringing to CSC
Amends Motion
Numbers:
Vote:
2/3 Vote

Description: Motion: That all proposed committee and or board changes to their description in the Fellowship Service Manual (FSM) be sent to the board to be reviewed by Service Structure Committee (SSC), the CoDA Board, the delegates and chairs, to ensure they are in accord with the Foundational Documents and the legal and fiduciary responsibility of the CoDA Inc. If SSC and the Board agree the proposed changes meet those criteria, they will automatically be incorporated into the FSM without the necessity of being proposed as motions at CSC. If they do not agree they meet those criteria, the changes will/can be proposed as motions at CSC. All such actions by SSC and the Board be reported at the next CSC.

Intent: To cut down on the number of motions at CSC that are strictly for the purpose of updating/correcting the FSM. We would like to see more time at CSC devoted to the big picture of how CoDA can do more to reach the still suffering codependent.

Remarks: PROS - 1) help with tedious motions, intention to clear conference for ideas that can spread the work and increase recovery; 2) will streamline our processes and take out a lot of unnecessary stuff at CSC and give us more time for ideas in CSC; 3) in favor of this, simplifies. CONS - 1) likes that we are able to see what is going on with the committees and their descriptions and like these conversations at CSC; 2) agree with not bringing superfluous motions, but do like to see these motions for collaboration for transparency. Not time for this.
CRAFTING - YES - done VOTE - 28 in favor; 5 against; 4 abstentions - motion carries

CRAFTING - Yes

VOTES - 34 in Favor; 3 Opposed; 0 Abstentions. Passed by 2/3 Majority vote.

Motion Key: 4974 **Number:** 18005 **Item Type:** MOTION **Date:** 10/12/2018

Vote: 2/3 Vote

Committee: Board

Member Names: Matt Board Member

Subject: Board Motion #5 - Replace the "Policy Regarding Outside Literature at CoDA Meetings" with CoDA literature is the only approved literature for meetings

Description:

This motion was originally TABLED on 10/10/18. It came back to the floor for crafting and vote.

Amend the "Policy Regarding Outside Literature at CoDA Meetings" that was approved at the 1990 Fourth International Service Conference of Co-Dependents Anonymous. CoDA literature includes CSC-endorsed literature as well as that written by members of the fellowship and approved by their Voting Entity. Many Voting Entities (for example, Germany, Canada, Colombia, Australasia, Japan) have created CoDA literature that they distribute within their communities. This motion is meant to include that literature.

Intent:

This motion corrects a Board statement from 1990, allowing literature from outside after a detailed consideration of the Traditions in an informed group conscience.

Remarks:

In 1990, Co-Dependents Anonymous had not yet been written. After the adoption of Texas' Newcomers Handbook in 1994, the creation of CoDA literature exploded. With the publication of the first edition of Co-Dependents Anonymous in 1995, the 1990 motion allowed a confusing use of CoDA-endorsed and non-CoDA endorsed literature.

NOTES:

The Board will table #5 until they can get the revised information to the delegates.

CRAFTING - Yes

VOTE: 28 In Favor; 0 Opposed; 5 Abstention. Passed by 2/3 majority vote.

Motion Key: 4975 **Number:** 18006 **Item Type:** MOTION **Date:** 10/12/2018

Vote: WITHDRAWN

Committee: Board

Member Names: Jen Board Member

CoDA Service Items

Subject: LATE - Board Motion #6 - Resubmit motion #17029

Description:

Resubmit motion #17029, withdrawn in 2017, to insure the CoDA Service Conference and International CoDA Convention are held separately, with no overlap.

Intent:

none given

Remarks:

Motion Key: 4907 Number: 17029 Item Type: MOTION Date: 10/10/2017 Vote: WITHDRAWN Committee: Board Member Names: [...] Subject: CSC and ICC to not overlap Description: CoDA Service Conference (CSC) and International CoDA Convention (ICC) cannot overlap. Intent: To allow those attending CSC to be able to attend ICC, and to allow those coming to ICC, if early, to observe CSC. Remarks: The overlap of CSC and ICC has created low attendance by delegates to the last half day of CSC and prevents those attending CSC for the last half day to get full participation at ICC.

NOTES:

Motion Key: 4976 **Number:** 18007 **Item Type:** MOTION **Date:** 10/12/2018

Vote: 2/3 Vote

Committee: CoRe

Member Names: Liliana CoRe Board

Subject: LATE - CoRE Board & Issues Mediation Motion #1 - To add the following policy to FSM Part 1 Section 03 Communications within CoDA.

Description:

To add the following policy to FSM Part 1 Section 03 Communications within CoDA.

Co-Dependents Anonymous does not accept harassment, bullying, CoDA implied definition of 13th stepping or expressed intolerance of any kind. No person should be the subject to unwanted verbal or physical conduct which intimidates or shows hostility towards that person because of, for example, their gender, class, age, appearance, national origin, skin color, disability, language, sexual orientation, or pregnancy. Anyone may request assistance from IMC. Please refer to FSM Part I for detailed Issues Mediation Committee and the Dealing with Disagreements Process. The remarks including the definitions will be footnoted in the FSM.

Intent:

To ensure a safe environment for all CoDA fellowship members and service workers. This will reinforce what is stated in our FSM, but specifically call out any bullying, harassment or discrimination which is not currently specifically stated in our FSM.

Remarks:

Definitions

Bullying is the belittling or threatening behavior directed at an individual or a group of individuals. It includes any conduct that is threatening, humiliating, intimidating, prevents work from getting done, and includes verbal abuse

Harassment is as an act of systematic and/or continued unwanted behaviors and actions from one party or a group, towards another party or a group. The purposes may vary and includes biases, prejudice, personal malice, an attempt to force someone to quit a job or grant sexual favors.

Expressed Intolerance is defined as treating a person differently than others based upon that person's gender, sexual preferences, age, national origin, skin color, disability, language, pregnancy, and/or any other legally protected classification. If you are being bullied or harassed, you might:

*be less active or successful

*be less confident in your work

*feel scared, stressed, anxious or depressed

*have your life outside of work affected, e.g. study, relationships

*want to stay away from doing service

*feel like you can't trust the people who you work with

*lack confidence and happiness about yourself and your work

*have physical signs of stress like high blood pressure, headaches, backaches, sleep problems

*the definition of 13th Stepping would include using CoDA authority for personal sexual, electoral, financial, et al, gain.

CRAFTING - Yes

VOTE: 31 In Favor; 0 Opposes; 1 Abstention. Passed by 2/3 Majority Vote.

CoDA Service Items

Motion Key: 4977 **Number:** 18008 **Item Type:** MOTION **Date:** 10/12/2018

Vote: WITHDRAWN

Committee: SSC

Member Names: Evie SSC Committee Chair

Subject: Service Structure Motion #1 - That no motion, regardless of its derivation, shall come to the CSC more than once in four years.

Description:

That no motion, regardless of its derivation (Board, Committee or rejected VEI) shall come to the CSC more than once in four years. Once it has been presented to the CSC and voted down, a motion cannot come back again for at least 3 years regardless of who submits it. The only exception to this rule is if the submitter has been told that they can make certain changes and then resubmit.

To support this, that the following changes be made to the Fellowship Service Manual (FSM):

That the following be added to Part 4 page 11:

Guidelines for Presenting Motions to CSC

No motion, regardless of its derivation (Board, Committee or rejected VEI) shall come to the CSC more than once in four years. Once it has been presented to the CSC and voted down, a motion cannot come back again for at least 3 years regardless of who submits it. The only exception to this rule is if the submitter has been told that they can make certain changes and then resubmit.

That the following be added to the Part 4 page 11 as item "1" under "Guidelines for Presenting Voting Entity Issues to CSC":

A Voting Entity Issue (VEI) that has been previously defeated as both a VEI and as a CSC motion may not be re-submitted in any form until 3 years have passed from it's defeat as a motion regardless which Voting Entity submits it.

Intent:

To create a boundary for the resubmission of CSC motions.

Remarks:

Here is what is currently in "Guidelines for Presenting Voting Entity Issues to CSC":

- a. The Voting Entity discusses an issue and forms a recommendation by group conscience process.
- b. The Voting Entity sends their issue and recommendation to the Board of Trustees.
- c. The Board responds to the issue or they may send the issue to an appropriate committee.
- d. If a Committee receives a Voting Entity Issue, they examine the issue and determine a response by group conscience.
- e. Board or Committee responses to Voting Entity Issues are presented at the CoDA Service Conference during Board or committee reports. Responses may also be published in the Quarterly Service Report (QSR) between CSC's.
- f. The Board or Committee shall establish and maintain communication with the originating Voting Entity (VE) during their process of deliberation to the extent that is possible and form their issue into a motion and present it at the next Conference. If in deliberation the board or committee decides against the VEI, the VE Delegate has the option to bring it as a motion directly to CoDA Service Conference providing it's not a By-law or legal issue. When the Board or assigned Committee decides against the Voting Entity Issue (VEI), the Voting Entity (VE) has the option to bring the motion the following year to CSC, providing it's not a By-law, Tradition or legal issue. If the Voting Entity decides to bring the VEI to CSC, the VE will meet all criteria that involve presenting a motion at the next CSC.
- g. See Procedures for Submitting CSC Items in Part 4. The Issues Mediation Committee (IMC) will maintain and publish the progress of the deliberations regarding the Voting Entity Issue.
- h. The Delegate is responsible for following up on the status of their Voting Entity issues and reporting back to their membership.

CRAFTING - Yes

VOTE -

Motion Key: 4978 **Number:** 18009 **Item Type:** MOTION **Date:** 10/9/2018

Vote: 2/3 Vote

Committee: SSC

Member Names: Evie SSC Committee Chair

Subject: Service Structure Motion #2 - Approval of the following changes to be made in the designated parts and in the combined documents of the FSM

Description:

That the following changes to the Fellowship Service Manual be approved to be made in the designated parts and in the combined document:

That the attached Glossary (SSC Attachment 1 - Glossary) be included as a separate document called Fellowship Service Manual Glossary.

To replace the following Meeting Phone List sample text on page 38 of Part 2 of the FSM (see attached document):

CoDA Service Items

This meeting has a contact list which can be used as a valuable recovery tool. Members who place their names, phone number and or e-mail address on the list agree to be contacted, to listen to others, to offer support and share their experience, strength & hope, and information, not advice, when they have time available with the following:

This meeting makes use of a phone list, which can be a valuable tool in recovery. The people whose name appears on this list have offered to listen to other members and share their experience, strength and hope, not advice. This does not constitute any obligation on anyone's part.

Please keep in mind the following: This list is not to be used for any form of solicitation or announcement. Please respect the privacy and anonymity of the members on this list.

In Part 1 on page 28 under CoDA Service Items/Literature change "Meeting Starter Packet" to "Meeting Handbook which is now Part 2 of the Fellowship Service Manual (FSM)".

That the FSM web page be modified to include the new FSM Glossary as shown in SSC Attachment 2 – FSM Page. That the following be added to Part 1 on page 12 under "CoDA Meetings":

The requirements to be considered a CoDA meeting are to read the four following Foundational Documents:

- Welcome (long or short form)
- Preamble
- 12 Steps
- 12 Traditions

as written at every meeting and to register the meeting with CoDA, Inc. or their voting entity. These documents can be found later in this manual. Meetings who choose not to read these documents in full will not be listed in the CoDA Meeting Directory on the coda.org website since they are not considered CoDA meetings.

The reason CoDA requires that all four Foundational documents be read is to promote CoDA unity, per Tradition One:

Our common welfare should come first; personal recovery depends upon CoDA unity.

To replace the following in Part 2 on page 5 under "What is a CoDA Meeting":

There are minimal requirements to be considered a CoDA meeting. These requirements are to read the four following Foundational Documents at every meeting. These documents can be found later in this manual. Meetings who choose not to read these documents will not be listed in the CoDA Meeting Directory on the coda.org website since they are not considered CoDA meetings.

- Welcome
- Preamble

- 12 Steps
- 12 Traditions

With:

There are minimal requirements to be considered a CoDA meeting. These requirements are to read the four following Foundational Documents as written at every meeting and to register the meeting with either Coda Inc. or their voting entity. These documents can be found later in this manual. Meetings who choose not to read these documents will not be listed in the CoDA Meeting Directory on the coda.org website since they are not considered CoDA meetings.

- Welcome (long or short form)
- Preamble
- 12 Steps
- 12 Traditions

To replace the word "organizations" with the word "entities" in Part 3, page 5, "Purpose of this Manual".

Intent:

To provide a definition of terms used in the Fellowship Service Manual. To clarify in the Meeting Phone List sample that people's information should not be used for any form of solicitation or announcement and that people's privacy should be respected. To correct the name of the Meeting Starter Packet. To ensure that people understand the requirements to be considered a CoDA meeting. To correct one word that we don't typically use in our documents.

Remarks:

THERE ARE 2 ATTACHMENTS LISTED FOR THIS MOTION
Thumb drive - "Service Structure - attachment #1" and
"Service Structure - attachment #2"

CRAFTING - YES

VOTE - 32 In Favor; 1 Against; 4 Abstention. Passed by 2/3 Majority Vote.

Motion Key: 4979 **Number:** 18010 **Item Type:** MOTION **Date:** 10/9/2018

Vote: MAJORITY

Committee: SSC

Member Names: Evie SSC Committee Chair

Subject: Service Structure Motion #3 - The following Board decisions over the past year be overturned since they violate the Bylaws and the FSM.

Description:

CoDA Service Items

That the following Board decisions over the past year be overturned since they violate the Bylaws and the Fellowship Service Manual. The Board did need to take action to get the work done however they do not have the authority to repeal a CSC motion or to change a committee to a work group:

18200-3C - Repeal 2014 motion #14056 from SPO and to have the TMC send Spanish translated manuscripts directly to the Board in future. The Board will then pass those documents along to CoRe, to be published.

18214-3 -Motion that Spanish Outreach become a work group. Intent: to follow the in force motion that defines a committee as minimum two people. Remarks: SPO for many months has not had any committee members, only a chair. The chair has been contacted about the need to have members, and to have meetings and minutes - to no avail. Reverting to workgroup status will allow time for the committee to be reformed. There will be no financial funds for attendance at CSC, as there is no functioning committee.

Intent:

The Board has been violating the CoDA Bylaws and the Fellowship Service manual by making decisions that are not theirs to make. This motion is intended to overturn these motions and ensure that none of these decisions are made without the approval of the CoDA Service Conference (CSC).

Remarks:

The following is taken from the CoDA Bylaws:

Article VI – Committees:

The Conference may create, appoint and terminate CoDA service committees, standing and ad hoc committees, subcommittees or service boards to fulfill any task or duty the Fellowship has mandated, or as specified in the By Laws. All committees have but one purpose: that of serving the Fellowship of Co-Dependents Anonymous.

Pursuant to the Arizona Nonprofit Corporations Act, a committee shall not take any of the following actions:

1. Authorize distributions of the corporate assets.
2. Approve any action that requires the Voting Members' approval under the Arizona Nonprofit Corporations Act.
3. Fill vacancies on the Board of Trustees.
4. Adopt, amend, or repeal bylaws of the Corporation.
5. Fix the compensation or reimbursed expenses of Trustees for serving on the Board of Trustees or any committee.

Article VII – Board of Trustees

Section 1. Authority

Pursuant to the Arizona Nonprofit Corporations Act, all corporate powers shall be exercised by or under the authority of and the affairs of the corporation shall be managed under the direction of the Board of Trustees, subject to any limitation set forth in the Articles of Incorporation as described above in Article V. Subject to the legal and fiduciary obligations of the Board of Trustees to the Corporation and its members, the ultimate authority in CoDA comes from the Fellowship as expressed by the group conscience at the Conference. Subject to the legal and fiduciary authority of the Board required by the laws of the State of Arizona and applicable federal laws, the Conference reminds the Board of Trustees of the Second Tradition, "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."

The following is taken from the Fellowship Service Manual:

CoDA Standing Committees

A committee requires a minimum of two (2) members in order to be a functioning committee of CoDA, Inc. A committee that does not have at least two members for 6 months or more will be presented to the next CoDA Service Conference (CSC) and CSC will determine how to proceed.

Service Concept 10:

When the CoDA Service Conference is in session, the CoDA Board of Trustees is directly responsible to the Conference. When not in session, the Conference assigns its decision-making authority on material matters to the Trustees. The Board of Trustees is authorized to monitor the work of Conference-appointed service committees and may provide assistance or guidelines when necessary. The Trustees serve as the boards of directors of CoDA, the non-profit corporation, are assigned custodial control of all money and property held in trust for the Fellowship, and are responsible for prudent management of its finances.

CoDA Service Boards and Trustees

To provide continuity of CoDA's work between Conferences, Delegates at the CoDA Service Conference (CSC) elect members to serve on two service boards -Co-Dependents Anonymous, Inc. (CoDA), and CoDA Resource Publishing, Inc. (CoRe). Within each board, members elect their own officers.

Participation on either board excludes participation on the other. Trustees serve as volunteers and are not paid. The term of office is three years. Trustees are responsible for the legal and business needs of CoDA or CoRe. Each board has but one purpose: to serve the Fellowship. Trustees are elected by the will and through the consent of the Fellowship as expressed through the group conscience of the conference.

CRAFTING - Yes

VOTE - 19 in Favor; 11 Against; 6 Abstention. Motion Passed, Simple Majority, but is not binding on the Board.

Motion Key: 4980	Number: 18011	Item Type: MOTION	Date: 10/10/2018
Vote: UNANIMOUS			
Committee: IMC		Member Names: Gail IMC Chair	

CoDA Service Items

Subject: IMC Motion #1(CoSponsored w/Finance Committee) - Replace 3 sections on CSC Travel Service Opportunity for Voting Entity Delegates,...

Description:

Move to replace the three sections on "CoDA Service Conference (CSC) Travel Service Opportunity for Voting Entity Delegates, ... International Delegates, and ... Host City Delegates" of the Fellowship Service Manual (2018-02-05 FSM) in part 4, pp 12-15 with the following:

CoDA Service Conference (CSC)
"TRO" Travel Reimbursement Opportunity for Voting Entity Delegates

"TRO" Travel Reimbursement Opportunities are intended to assist VE's that are financially challenged with sending a delegate to CSC.

TRO Award amounts:

1. Int-TRO (International-TRO) up to \$1500 USD (or equivalent) for CSC eligible expenses.
2. Del-TRO (Delegate-TRO, for VE's located within the United States of America, Canada, and Mexico) up to \$750 USD (or equivalent) for CSC eligible expenses.
3. Host-TRO up to \$1000 USD (or equivalent) for CSC eligible expenses. Voting Entities (VE) that have acted as host to the CSC may apply for two Host-TROs, to be used within 5 years of hosting the event. This does not count towards the lifetime eligibility of the VE for other TROs.

Eligibility:

1. A person is eligible to apply if they have been selected by their Voting Entity to be a Delegate for their Voting Entity.
2. Priority is given to new attendees/Voting Entities that have either never attended CSC, or have not attended in a significant amount of time.
3. Voting Entities may receive a maximum of two lifetime TRO awards, not including host TROs.
4. Voting Entity will not receive the (TRO) in two consecutive years. Exception is if there is no other qualified recipient and a TRO remains available.
5. A Voting Entity can apply for 1 Del-TRO for the current year's CSC. The TRO may be split between elected delegates from a VE, by mutual agreement of the elected delegates.
6. If all Int-TRO's have been awarded, an international Delegate may apply for smaller Del-TRO.

The TRO may be used to cover:

1. Travel to and from the Conference from your home;
2. Current per diem for meals on eligible Conference days only and travel days as defined in the CoDA Expense Reimbursement Policy;
3. 50% of the negotiated hotel Conference rate for eligible Conference days. If you do not share the room, you are responsible for the full cost of the room, and only reimbursed for the 50% as discussed earlier.

Reimbursement:

1. Before the TRO is awarded, the Delegate must agree to the reimbursement method.
2. The Delegate must follow CoDA's Expense Reimbursement Policy (ERP), stating Int-TRO, Del-TRO, or Host-TRO" as the "reason for reimbursement".
3. The Finance Committee will assign a committee member to guide recipients through the reimbursement process. Contact Finance at finance@codas.org for more information on reimbursement.
4. If you stay for Convention, convention expenses are not reimbursable. This is for CSC expenses only. If you have questions about what is covered as a reimbursement, contact the Finance Committee: finance@codas.org
5. Every effort possible will be made to reimburse within 30 days after request for reimbursement is received.
6. Reimbursement Application Form: Complete online application; see announcement for link or contact the Voting Entity Liaison at IMCvel@codas.org. Email Attention: TRO

* See the Fellowship Service Manual and By-laws on the website for more information about Voting Entities. (Voting Entity definition: Each State and Territory of the United States of America and each Country is automatically entitled to send two (2) Delegates.) Email questions on how to apply to: IMCvel@codas.org

Intent:

Updated and non-repetitive verbiage for TRO's:
To update FSM, at Events request, so that IMC & Finance are responsible to oversee the TRO awards and payments, and to provide greater clarity in the documentation of the types of awards.

Remarks:

Rearrangement and clarification of how we do TRO's.

CRAFTING - YES

VOTE - 35 In Favor, 0 Opposed, 0 Abstention. Motion passed by UNANIMOUS vote.

Motion Key: 4981

Number: 18012

Item Type: MOTION

Date: 10/10/2018

CoDA Service Items

Vote: UNANIMOUS

Committee: IMC

Member Names: Gail IMC Chair

Subject: IMC Motion #2 - Replace FSM Part 4, Pg 9
Revised 2018-02-05 Section 02 GUIDELINES
FOR BOARD, COMMITTEE, and VE Reports,
etc at CSC

Description:

FSM Part 4 Page 9 Last Revision: 2018-02-05
Section 02 GUIDELINES FOR BOARD, COMMITTEE, and VOTING ENTITY (VE) REPORTS, ISSUES, and
MOTIONS PRESENTED AT CoDA SERVICE CONFERENCE (CSC)

Replace current with:

Changes are in **BOLD** Italics

Voting Entity Issues (VEIs) are those issues that are formed as a result of a group conscience process at the Voting Entity level. They are submitted to VEI@coda.org on VEI form versus Motion form since they are usually assigned either to the Board or to a Committee for further action.

Intent:

To clarify form used for VEI's (Voting Entity Issues). VEI@coda.org distribution will go to: board@coda.org, IMC@coda.org and SubmitCSC@coda.org

Remarks:

CRAFTING - Yes

VOTE: 36 In Favor; 0 Opposed; 0 Abstention. Motion passed unanimously.

Motion Key: 4982

Number: 18013

Item Type: MOTION

Date: 10/10/2018

Vote: UNANIMOUS

Committee: IMC

Member Names: Gail IMC Chair

Subject: IMC Motion #3 - Replace current wording of
CoDA Fellowship Service Manual Part 4 Page
11 and 12 Last Revision: 2018-02-05

Description:

Original motion was tabled on 10/10/18 for recrafting, brought back for more crafting and a vote.

CoDA Fellowship Service Manual Part 4 Page 11 and 12

Last Revision: 2018-02-05

Replace current wording with:

Responses to Voting Entity Issues (VEI) may include:

A.Determination that the Voting Entity Issue has already been addressed; therefore, the recommendation is not needed. Include in the response, references to CoDA guidelines already in place that address the issue .

B.The VEI may not dishonor or be in conflict with any By-laws, Steps, Traditions or legal considerations. If so, in it's written response, the assigned Board or committee must cite specific reasons for the conflict.

C.Acceptance of the Voting Entity Issue recommendation to resolve issue; present preliminary motions based on that recommendation.

D.Decision to table the Voting Entity Issue will not exceed 90 days for further discussion by assigned Board or Committee. Offer an estimated time frame for making a decision on the issue.

E.Board or committee is encouraged to communicate and collaborate directly with the VE for additional information and/or clarification regarding the Voting Entity Issue.

Guidelines for Submitting and Processing a Voting Entity Issue:

A.Local Voting Entity discusses an issue and forms a recommendation to resolve that issue by using the group conscience process. This issue and recommendation is called a Voting Entity Issue (VEI)

B.Voting Entity drafts the VEI, completes the VEI form, and sends it to the Board of Trustees via VEI@coda.org. From this point of submission, all email communication concerning the VEI from all parties must copy VEI@coda.org.

C.Board sends email confirmation acknowledging receipt of the VEI to the Voting Entity within 14 days.

D.Voting Entity Issues (VEI) may be submitted at any time of the year. Submission is not limited to the CSC submission deadline.

E.Board assigns the VEI to either the board or the appropriate committee within 30 days of acknowledging receipt of VEI. Board notifies the VE at the time the VEI is assigned.

F.Assigned Board or committee examines the issue and through group conscious, develops a response or written plan to address or resolve the VEI within 90 days of being assigned. During the the response/plan development, its important that the assignee and the VE collaborate, communicate transparently, and work together towards a mutually agreeable plan, in service to the VE.

G.The VEI may not dishonor or be in conflict with any By-laws, Steps, Traditions or legal considerations. If so, in it's

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written response, the assigned Board or committee must cite specific reasons for the conflict.
H. Assigned Board or Committee, in collaboration with the VE, may develop a motion to be presented at the CSC.
I. In the event the VE is not satisfied with the response or plan from the Board or assigned Committee, the VE retains the right to draft and submit a motion at the next CSC. The motion must not dishonor any by-laws or legal considerations, and must meet all criteria for presenting a motion. (See procedures for submitting CSC items in part 4 of the FSM). The VE may request assistance from the IMC in drafting and presenting the motion.
J. The Issues Mediation Committee (IMC) will monitor the progress of the VEI to ensure the process is being followed and the timelines are being met.
K. The VE Delegate is responsible for following up on the status of their Voting Entity issues and reporting back to their membership.

Intent:

To clarify VEI procedures.

Remarks:

VEI@coda.org distribution will go to:
board@coda.org, IMC@coda.org and
SubmitCSC@coda.org

CRAFTING - Yes

VOTE: 32 In Favor, 0 Opposed, 0 Abstention. Motion passed unanimously.

Motion Key: 4983 **Number:** 18014 **Item Type:** MOTION **Date:** 10/10/2018

Vote: UNANIMOUS

Committee: IMC

Member Names: Lou Finance Chair

Subject: IMC Motion #4(CoSponsored w/Finance Committee) - Replace 3 paragraphs of FSM 2018-02-05 Part 3, Pg 21: "CSC Travel Reimbursement Opportunity (TRO)"

Description:

Replace existing with following:
See 2018-02-05 FSM – Part 3, Page 21
(Replacing 3 paragraphs titled: "CSC Travel Reimbursement Opportunity (TRO)"
(Removing Events Committee from TRO wording)

CSC Travel Reimbursement Opportunity (TRO)

A Travel Reimbursement Opportunity (TRO) is a financial assistance award offered by CoDA, Inc. to reimburse Voting Entity delegate(s) whose Voting Entity qualifies for financial assistance to come to Conference. CoDA, Inc. reimburses an eligible Voting Entity delegate who is voted in by their Voting Entity; preferably, a new attendee/Voting Entity to Conference; eligible for aid; and who must agree with the reimbursement method with CoDA, Inc's Treasurer prior to the TRO being awarded.

No Voting Entity is eligible to receive a Delegate - Travel Reimbursement Opportunity (Del-TRO) and /or International - Travel Reimbursement Opportunity (Int-TRO) more than twice, nor in two consecutive years.

The Issues Mediation Committee and Finance Committees are involved in the TRO solicitation, vetting, education and reimbursement process. You may contact IMC (imc@coda.org) regarding the solicitation, vetting and education of TROs and the Finance Committee (finance@coda.org) regarding reimbursement procedures. More information about TROs is available in Part 4 of the FSM, CoDA Service Conference Procedures.

Intent:

To update FSM regarding TRO's. And to provide greater clarity in the documentation of the types of awards.

Remarks:

CRAFTING - Yes

VOTE: 34 In Favor; 0 Opposed, 0 Abstention. Motion passes Unanimously.

Motion Key: 4984 **Number:** 18015 **Item Type:** MOTION **Date:** 10/10/2018

Vote: 2/3 Vote

Committee: Finance

Member Names: Jack Finance Committee

Subject: Finance Committee Motion #1 - That the 2018 CoDA Service Conference approve the 2018 revised Expense Reimbursement Policy.

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Description:

That the 2018 CoDA Service Conference approve the 2018 revised Expense Reimbursement Policy. Attached policy is part of the motion.

File: Proposed CoDA ERP 2018.pdf

Highlight of changes:

Changes in policy:

- 1) Changing the due date for Expense Reimbursement Requests (ERRs) to 60 (from 120) days after the event before the expenses are considered a 7th tradition donation. This eliminates the 61-120 day option. See Section 7 (removed 2nd paragraph and revised the next two)
- 2) Deadline for submitting a request for an advance established at 10 days before travel to event. See Section 5 (revised 2nd paragraph)
- 3) Change from Meeting Information Sheet to Financial Meeting Approval Form. See Section 2 (first 2 paragraphs and subpoints) & Appendix C (3rd, 4th, & 5th paragraph, & 2nd bullet of 6th paragraph and last bullet of 7th paragraph)
- 4) Change to make Finance Committee the first contact for situations not covered by the policy (was Board & Finance). See Section 1 (3rd paragraph)

Changes for Clarity of policy:

- 5) Addition of Appendix D, Examples of cost sharing for face to face meetings held near the CoDA Service Conference (CSC). (Clarity of how the Finance Committee interprets the policy in regard to F2F meetings held immediately before or after CSC.)
- 6) Multiple minor corrections in Sections 6 (last sentence of 2nd paragraph), 2 (last paragraph), 3 (each bullet), 3.a. (2nd & 6th paragraph), 5 (4th paragraph), & Appendix A (1st and 7th paragraph) & C (1st bullet of 6th paragraph).

Intent:

To continue to improve the policy and ease of compliance with the Expense Reimbursement Policy (ERP).

Remarks:

- 1) The Finance Committee felt that providing 61-120 days to file an ERR (with a penalty of receiving a 1099-Misc) is a codependent response to enforcing a deadline. We have had only a few people take more than 60 days and tracking that information for issuing a 1099-Misc is time consuming and not cost effective.
 - 2) By setting a deadline of 10 days before travel allows an Advance to be issued and delivered before travel. It also clearly distinguishes the difference of an Advance and an ERR.
 - 3) The information gathering form has changed and the policy needs to reflect that change.
 - 4) Provides an order for addressing issues not covered in the policy. Exceptions are covered in Section 8 with the Finance committee and then the Board.
 - 5) With several committees scheduling F2Fs before or after CSC, the Finance Committee wanted to address issues before a denial of coverage happened.
 - 6) Multiple word changes, grammar, punctuation and clarification of existing policy points.
- Also attached is the original ERP document with "markups" (not part of motion): Original Markup CoDA ERP.pdf

CRAFTING - NO

VOTE: 28 In Favor, 0 Opposed, 7 Abstention. Passed by 2/3 Majority Vote.

Motion Key: 4985 **Number:** 18016 **Item Type:** MOTION **Date:** 10/10/2018

Vote: 2/3 Vote

Committee: Finance

Member Names: Lou Finance Chair

Subject: Finance Committee Motion #2 - That the 2018 CoDA Service Conference approve the 2018 revised Expense Reimbursement Approval Procedure (ERAP)

Description:

That the 2018 CoDA Service Conference approve the 2018 revised Expense Reimbursement Approval Procedure (ERAP). Attached is the final version of the proposed policy.

Attached File:

*Proposed Final CoDA ERAP 2018.pdf

Highlight of changes:

Policy changes:

- 1) Page 1, paragraphs 2, 3 & 4: Change the due date for Expense Reimbursement Requests (ERRs) to 60 (from 120) days after the event before the expenses are considered a 7th tradition donation. This eliminates the 61-120 day option.
- 2) Page 2, paragraph 5: Correction of ERR tracking number - not sent by 3rd party vendor; Correction to contact Finance Committee to re-issue ERR tracking number
- 3) In the Approvers chart, change "Board Chair" to "Designated Board Trustee" and adding row for "Designated Board Trustee" to be approved by "Board Chair" Clarification of Policy Changes:

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4) Page 2, paragraph 2: Wording added to clarify that "In cases where receipts have been lost..." should only be for minor expenses but not for hotel or airfare receipts.

Minor Administration Changes:

- 5) Page 1, paragraph 5: Slight wording change for clarity
- 6) Page 1 paragraph 7, and Page 3 paragraph 1: Change "Meeting Information Sheet" to "Financial Meeting Approval Form".
- 7) Page 3, Footnotes: Track changes summary added.
- 8) Multiple minor corrections of wording (without policy changes)

Intent:

To continue to improve the Expense Reimbursement Approval Procedure (ERAP) and maintain accuracy in correspondence with the changes in the Expense Reimbursement Policy (ERP).

Remarks:

- 1) The Finance Committee felt that providing 61-120 days to file an ERR (with a penalty of receiving a 1099-Misc) is a codependent response to enforcing a deadline. We have had only a few people take more than 60 days and tracking that information for issuing a 1099-Misc is time consuming for the CoDA Finance committee and not cost effective for the CoDA organization.
- 2) Correction for accuracy.
- 3) At the Board's request to reduce the work load of the Board Chair.
- 4) Hotel and airfare receipts are major expenses and need to have receipts to show proof of purchase.
- 5) Slight wording change for clarity.
- 6) The name of information gathering form has changed.
- 7) Track changes required.
- 8) Multiple minor corrections of wording (without policy changes).

Also attached is the original ERAP document with "markups":

*Original Markup CoDA ERAP.pdf

CRAFTING - Yes

VOTE: 35 In Favor; 0 Opposes; 1 Abstention. Passed by 2/3 Majority Vote.

Motion Key: 4986 **Number:** 18017 **Item Type:** MOTION **Date:** 10/10/2018

Vote: MAJORITY

Committee: Communication

Member Names: John Communications Committee

Subject: Communications Committee Motion #1 -
Communications Committee be authorized to
convene a subsequently self-governing ad-hoc
committee

Description:

That the Communications Committee be authorized to convene a subsequently self-governing ad-hoc committee, comprised primarily, but not exclusively, of Fellowship members who join out of belief that improvements to the structure of World Service would be worthwhile. Committee members shall be prepared to participate at least twice a month by attending teleconferences or by submitting written comments on recordings of teleconferences.

The adhoc committee may at some point during the year make a request to the finance committee and the Board of Trustees for money for a face to face meeting and/or someone to attend CSC.

The task shall be to evaluate the current structure of World Service from a broad point of view and report to CSC 2019 with possible Motions for action. The evaluation shall include the structural relationship; that is the distinctions, boundaries and roles, of the Fellowship in contrast to those of Co-Dependents Anonymous, Inc., the Corporation, as well as other possibly worthwhile areas of improvement.

The committee shall issue Quarterly Service Reports to the Fellowship.

Intent:

- To define clear structure to achieve efficient cooperative action
 - o Clear up distinction in board responsibility for Corporation vs. Fellowship
 - o Evaluate current committee structure and propose changes deemed useful
 - o Which committees belong in Corporation and which in Fellowship
 - o Identify committee function overlap and streamline/reorganize

To reinforce the primacy in all matters of the Fellowship over the Corporation created to serve the Fellowship.

- o So that there are clear lines of authority flowing down from the local meetings through directions provided at the CoDA Service Conference and transmitted through duly appointed standing committees and/or the board of trustees to Corporation personnel.

To insure that the Corporation serves the Fellowship well by relieving the Corporation of having to use the group conscience decision making process that is appropriate to Fellowship matters but not to Corporate matters.

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o This avoids micromanagement and frees responsible employees to act decisively in accord with Fellowship guidance.

To address the following problems.

o Confusion from ambiguity of roles and boundaries, leading to interminable talking

o Inexperience leading to bad decisions

Efficient business operations require competent personnel supervised by experienced supervisors. This is hindered by the mandated turnover of board of trustee membership and all Fellowship functions.

o Danger of contamination of Fellowship principles by non-Fellowship contractors who continue involvement while Fellowship volunteers rotate in and out of service.

Volunteers will tend to give way to non-Fellowship professionals' greater experience

o Discord from disagreements from confused job expectations

o Failure to explore and adopt more effective directions

Use of technologies

Cooperation with other 12 Step groups in business matters

o Failure to uphold Traditions 8 and 9 not only in word and intent but also in structure and action

8. Co-Dependents Anonymous should remain forever nonprofessional, but our service centers may employ special workers

9. CoDA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.

o Standing committees are hampered in achieving Conference-mandated missions by cumbersome access to Corporation resources of money and personnel.

o Legal structure may currently violate Arizona corporate law

In contrast to the inverted pyramid of the Fellowship, the Articles of Incorporation of Co-Dependents Anonymous, Inc. requires that it (the Corporation) be governed from the top down by a Board of Directors of at least three members.

This creates a tendency for such governance to be applied in the relationship between the board and standing committees.

The By-laws list delegates to the CoDA Service Conference as voting members of Co-Dependents Anonymous, Inc. Corporate law requires that members of a corporation be listed by full name and address. This has not been done to avoid violating our principle of anonymity. The legitimacy of Corporation matters, though, such as trademark rights, could possibly be challenged on this basis.

Members of a corporate board are required by law to sign a confidentiality agreement, contrary to the CoDA spirit of transparency

Board Policies & Procedures Manual 3.5.3 lists items as within the AMC (association management company) scope of services that are clearly Fellowship matters.

o Delegate votes can be seriously diluted by votes of individuals not representative of the higher levels of the inverted pyramid that is the Fellowship.

Usually there are about 30 persons qualified to vote at Conference. All CoDA and CoRe board members have votes, equaling at least 7 votes and sometimes many more. And these are people in regular communication with one another, unlike regular delegates.

Remarks:

At CSC 2017, the Communications Committee submitted the Motion 17010, key 4881 above for consideration. Before it was presented, two members of the board requested that it be withdrawn in favor of the board setting up a workgroup to discuss these same matters. The chair of the committee agreed to withdraw the Motion since it seemed more appropriate for the board to pursue such matters.

The workgroup was called the World Structure Group (wsg). They reported on their first teleconference on April 21 but they had decided against considering the Fellowship/Corporation distinction so the Communications Committee is re-submitting this motion.

CRAFTING - Yes

VOTE: 22 In Favor, 13 Opposed, 0 Abstention. Motion passes with simple majority, this is not binding on the board.

Motion Key: 4987 **Number:** 18018 **Item Type:** MOTION **Date:** 10/11/2018

Vote: 2/3 Vote

Committee: Events

Member Names: Katherine Events Chair

Subject: Events Committee Motion #1 - To have CSC/ICC run consecutively rather than concurrently,

Description:

To have CSC/ICC run consecutively rather than concurrently, extending total time for CSC (or Pre- CSC meeting) up to 4 days, instead of 3.5 days. This motion will supersede Motion 08021 which merged CSC/ICC to run simultaneously.

Intent:

To support unity and healthy, loving relationships. We are hoping to give the Delegates, Trustees, and Chairs more time with options for pre-conference meeting or committee work time and spiritual activities and the opportunity to fully attend the CSC and ICC, and to have more time for Fellowship with the Board, Committee members and Delegates. This would also open up Thursday evening for a closing ceremony for CSC.

Remarks:

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We believe this motion is supported by Traditions 1, 2 and 3. and from our "Welcome"--- We have all learned to survive life, but in CoDA we are learning to live life. Through applying the Twelve Steps and principles found in CoDA to our daily life and relationships both present and past - we can experience a new freedom from our self defeating lifestyles. -----

From our surveys, Delegates and CSC attendees have expressed being overworked and not being able to attend the full program for ICC but still paying the full registration.

Every year we are expecting delegates and other CSC attendees to attend fully packed days of business with no time for reflection or fellowship which causes more tension and highly triggered situations.

Tradition 1: Our common welfare should come first; personal recovery depends upon CoDA unity.

Tradition 2: 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.

Tradition 3. The only requirement for membership in CoDA is a desire for healthy and loving relationships.

CRAFTING - Yes

VOTE: 32 In Favor; 1 Opposed; 1 Abstention. Passed by 2/3 Majority vote.

Motion Key: 4988 **Number:** 18019 **Item Type:** MOTION **Date:** 10/11/2018

Vote: DEFEATED

Committee: Events

Member Names: Katherine Events Chair

Subject: Events Committee Motion #2 - To change our committee description in FSM part 5 under Committee responsibilities

Description:

Under Committee responsibilities our committee description in FSM part 5-would be: "The Events Committee may organize or participate with other self supporting CoDA Events in addition to CSC/ICC, as determined by The Events Committee group conscience process and notification to the CoDA Board. Events Committee will report financials to conference every year and survey the conference for feedback."

Intent:

To give the Fellowship more International activities, i.e. International CoDA Workshop/Weekend which will offer increased opportunities for developing healthy and loving relationships, reaching the codependent who still suffers and increase participation by the Fellowship at the World level.

Remarks:

The Events Committee will determine how the Event is planned, executed, and who from the Events Committee will participate. Committee attendance will be based on need and finances via a group conscience process. The goal will always be on the event, being financially self supporting, and supporting the fellowship.

Tradition 3. The only requirement for membership in CoDA is a desire for healthy and loving relationships.

Tradition 5. Each group has but one primary purpose -- to carry its message to other codependents who still suffer.

Tradition 7: A CoDA group ought to be fully self-supporting, declining outside contributions.

CRAFTING - Yes

VOTE: 17 In Favor; 11 Opposed; 6 Abstention. Motion Defeated.

Motion Key: 4989 **Number:** 18020 **Item Type:** MOTION **Date:** 10/11/2018

Vote: UNANIMOUS

Committee: TMC

Member Names: Crystal TMC Chair

Subject: TMC Motion #1 - Include the following in Tradition Eleven on page 151 in the 12 Steps and 12 Traditions Workbook and in the FSM

Description:

To include the following as the last sentence of the first paragraph of Tradition Eleven on page 151 in the 12 Steps and 12 Traditions Workbook and in the FSM Fellowship Service Manual (placement to be determined).

It is not a break of Anonymity to use or sign your last name on documents and /or contracts necessary for doing business with and/or for CoDA, Inc, including protection of CoDA's intellectual property rights. Signing a legal document for a piece of literature is not the same as signing the literature. Legal documents are held confidentially in the legal repository accessible only by the Board and responsible chairs except, when used for court procedures.

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Intent:

To reduce and eliminate controversy concerning anonymity and the use of and/or signing of one's last name when doing business with and/or for CoDA, Inc.

Translation and publication are not Fellowship functions but, being business matters, are functions of Co-Dependents Anonymous, Inc. (the Corporation) which performs those services for the sake of the Fellowship. Volunteer translators are doing service to the Fellowship by being agents of the Corporation and so must follow the constraints imposed by law on the Corporation.

Remarks:

This motion is being made because there are persons within the fellowship refusing to sign documentation necessary for maintaining CoDA, Inc's worldwide intellectual property rights citing anonymity as their reason.

Supporting References from other 12 step fellowships

From Overeaters Anonymous

OA - from their eleventh tradition in The Twelve Steps and Twelve Traditions of Overeaters Anonymous (C) - page 165 -

"Anonymity is not the same thing as secrecy. As OA's pamphlet The Tools of Recovery says "It is not a break of anonymity to use our full names within our group or OA service bodies."
footnoted #27: The Tools of Recovery (Overeater's Anonymous, Inc., (C) 1981 ... 2011) p.6.

From the AA website:

"Also, an "Assignment of Copyright – Translator" agreement will be issued, to be signed by all parties who will work on the translation."
https://www.aa.org/pages/en_us/intellectual-property-policies

From David Rosen, Publishing Director, A.A. World Services, Inc. in response to a query from the Translation Management Committee:

"I am able to share the following from our experience culled from staff services assignments and our Publishing Department employees in the office:

A.A.'s Tradition of anonymity suggests that we maintain personal anonymity in public media. It is our understanding that contracts would not fall under A.A.'s general understanding of public media.

In the course of carrying out our responsibilities, it is not unusual for A.A. members to have to sign legal documents, such as incorporation papers, tax returns, lease and rental agreements etc. This is not considered contrary to the spirit of the Eleventh and Twelfth Traditions, although some members may not wish to sign such documents.

The fact that a G.S.O. or A.A.W.S., Inc. employee signed a document does not identify that employee as a member of Alcoholics Anonymous. This office employs both A.A. members and non-A.A. members.

Nevertheless, some Fellowship members are not comfortable using their full names; only members who are willing to acknowledge their membership should be asked to sign documents.

In the routine course of the Publishing Department's administration of Assignment of Copyright and other licensing agreements, we have not encountered difficulty in obtaining necessary signatures."

CRAFTING - Yes

VOTE: 37 In Favor; 0 Opposed; 0 Abstentions. Passed unanimously.

Motion Key: 4990	Number: 18021	Item Type: MOTION	Date: 10/11/2018
Vote: 2/3 Vote			
Committee: Literature		Member Names: Alyse Literature Committee	
Subject: Literature Committee Motion #1 - Committee moves that the CoDA Service Conference endorse a new piece of literature titled "Traditionally Speaking."			
Description:			
The CoDA Literature Committee moves that the CoDA Service Conference endorse a new piece of literature titled "Traditionally Speaking."			
Intent:			
To carry the message about using the Traditions in all our relationships. We hope this booklet broadens			

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understanding of the CoDA Traditions, fosters spiritual growth in our daily lives, and provides practical tools for improving our relationships

Remarks:

CRAFTING - Yes

VOTE: 34 In Favor; 1 Opposed; 1 Abstention. Passed by 2/3 Majority Vote.

Motion Key: 4991 **Number:** 18100 **Item Type:** VEI **Date:** 10/10/2018

Vote: 2/3 Vote

Committee: VEI

Member Names: Liliana from Colombia

Subject: VEI #1 - Modifications to the "Welcome"

Description:

1. That in both versions of the Welcome to change "family systems" to "families and other systems."
2. That this change be implemented immediately in all versions of the Welcome on the web and be inserted into printed versions as they are reprinted.
3. That the present version of the long form of the Welcome continue to fulfill the requirement of being read at every meeting until meetings are able to make the change in their meeting documents.

Intent:

1. Some of us who feel a need for CoDA may not come from families that are particularly dysfunctional, but we have been exposed to other dysfunctional systems that have contributed to our codependency. These may include sexism, racism, consumerism, cut-throat competition, and religious organizations and schools, among others.
2. The family may or may not also be a significant contributor. Indeed, for some, the family is a refuge from that dysfunction, so that suggesting that codependency is rooted only in the family may hinder recovery.
3. To make CoDA more welcoming to codependents who have experienced their families as refuges from societal dysfunctions such as racism, class discrimination, gender stratification or bullying.
4. To offer a basis for forgiveness and understanding of families whose dysfunction arises from societal influences. This is important for recovery for many.

Remarks:

Here are responses to some objections to the motion.

All dysfunction comes from the family. Even if that statement were universally true, it leaves open the possibility of the family itself being influenced by the larger society, which surely happens for some families at least. As codependence underlies so much addictive and compulsive behavior, so also can a society infect families with stress and dysfunction.

Adding the words would let the family off the hook. This objection was raised by one meeting in the process of voting at the intergroup level on the original proposal. This first proposal called for the insertion of simply "or other" between "family" and "system." In an effort to accommodate that objection the present proposal was crafted.

The Welcome is a most basic document. We should not even consider changing it. This surely is a serious objection. Here are some responses.

CoDA and all our documents constitute a living program meant to evolve in service to suffering codependents as their needs evolve and as we advance in our understanding of our program through the guidance of our Higher Power. Change has been written into the very structure of CoDA through the establishment of the Service Structure Committee (SSC) charged with considering and presenting to Conference possible changes to foundation documents.

The proposed motion was assigned to a committee at CSC 2015 in accord with established procedure. Established procedure was ignored, however, by that committee not attempting contact with the PA Voting Entity before rejecting it and, also against procedure, sending it to the board. Informed of this action, the PA meetings overwhelmingly decided to have its delegates submit this to Conference, in accordance with guidelines on p. 54 of the Fellowship Service Manual.

The motion was presented at CSC 2016 and voted down after very little discussion. The PA meetings, having themselves come to support the motion only after considerable discussion, instructed their delegate to present the motion again at CSC 2017 with the hope for more extensive discussion. This is the result of that mandate.

Delegates from several voting entities strongly disagreed with the vote at CSC 2016 and one of the voting entities, Columbia, recently decided at their national assembly to join in this re-presentation of the motion.

CoDA is an inverted pyramid with individual meetings, guided by a Higher Power, at the top. All other levels down to World Service committees exist to provide service to those meetings. Therefore, even foundational documents such as the Welcome are subject to Group Conscience from that top level of individual meetings. That Group Conscience is being implemented by first one, now two, Voting Entities, and presented for approval by the whole Fellowship at the CoDA Service Conference.

For clarification, here is the Welcome with the change proposed shown in italics and underlined.

Short Form used in some CoDA publications:

Codependence is a deeply-rooted, compulsive behavior. It is born out of our sometimes moderately, sometimes

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extremely dysfunctional family and/or other systems. We attempted to use others as our sole source of identity, value, well being, and as a way of trying to restore our emotional losses. Our histories may include other powerful addictions which we have used to cope with our codependency.

Long Form used in other publications and required at all meetings:

Most of us have been searching for ways to overcome the dilemmas of the conflicts in our relationships and our childhoods. Many of us were raised in families where addictions existed - some of us were not. In either case, we have found in each of our lives that codependence is a most deeply rooted compulsive behavior and that it is born out of our sometimes moderately, sometimes extremely dysfunctional family and/or other systems. We have each experienced in our own ways the painful trauma of the emptiness of our childhood and relationships throughout our lives.

CRAFTING - Yes

VOTE: 23 In Favor; 11 Opposed; 0 Abstention. Motion Passed by 2/3 Majority Vote.

Motion Key: 4992 **Number:** 18101 **Item Type:** VEI **Date:** 10/12/2018

Vote: MAJORITY

Committee: VEI

Member Names: Liliana from Colombia

Subject: VEI #2 - Columbia to Literature - Issues concerning a pamphlet called "Sentimientos" ("Feelings") used in Colombian meetings

Description:

MOTION: That the pamphlet called "Sentimientos" be accepted for use for CoDA meetings as as service item.

1) Voting Entity Issue background information:

Colombian Meetings have been using a pamphlet called "Sentimientos" ("Feelings") for several years.

This pamphlet is very useful for the newcomers and members in recovery because it has a list of feelings that helps the person to identify his/her feelings. It also has an introduction about how important is to feel and know how are we feeling. It starts with the question: "How are you feeling today?"

2) What is the Issue (or concern):

We would like that this pamphlet becomes CoDA endorsed and official literature.

3) Suggested resolution for the issue:

We would like to present this piece of literature at CSC for approval.

4) Remarks or additional information:

We do not know where or when was created this piece, but it would be very useful for the fellowship.

Intent:

ASSIGN:

Remarks:

CRAFTING - Yes

VOTE: 18 In Favor; 9 Opposed; 4 Abstention. Motion passes by simple majority, not binding on the board.

Motion Key: 4993 **Number:** 18102 **Item Type:** VEI **Date:** 10/11/2018

Vote: UNANIMOUS

Committee: VEI

Member Names: Jack NorCal VE

Subject: VEI #3 - Northern CA #1 - The Twelve Tips for Sponsors has been on the NorCalCoDA website for years and NorCalCoDA would like to share it w/Fellowship

Description:

Motion:

Make the NorCalCoDA "The Twelve Tips for Sponsors" available as CoDA approved service-item literature, available for free on the CoDA website.

Remarks:

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1) Voting Entity Issue background information:

The Twelve Tips for Sponsors has been on the NorCalCoDA website for several years and NorCalCoDA would like to share it with the Fellowship. Their intent is to remind and offer guidance to sponsors and would-be sponsors, to work their own program while sponsoring.

2) What is the Issue (or concern):

NorCalCoDA would like to make The Twelve Tips for Sponsors available as CoDA approved service-item literature, available for free on the CoDA website.

3) Suggested resolution for the issue:

NorCalCoDA presents the The Twelve Tips for Sponsors to the Fellowship for consideration as CoDA- conference-approved service-item literature, under the mechanism of motions 17001 and 17002.

4) Remarks or additional information:

Intent:

Remarks:

CRAFTING - Yes

VOTE: 37 In Favor; 0 Opposed; 0 Abstention. Unanimous vote.

Motion Key: 4994 **Number:** 18103 **Item Type:** VEI **Date:** 10/11/2018

Vote: UNANIMOUS

Committee: VEI

Member Names: Jack NorCal VE

Subject: VEI #4 - Northern CA #2 - 30 Questions
NorCalCoDA would like to share it w/Fellowship

Description:

Motion:
Make the NorCalCoDA 30 Questions available as a provisional draft CoDA approved service item.

REMARKS:

1) Voting Entity Issue background information:

Ten years ago, NorCalCoDA wrote the original 30 Questions, a way of working the first three steps of CoDependents Anonymous. It has helped provide a pathway to get started on working The Steps for hundreds of fellow codependents. Since the word about the 30 Questions got out, NorCalCoDA has received requests from around the world for that document.

2) What is the Issue (or concern):

NorCalCoDA would like to make the 30 Questions available as CoDA approved service item.

3) Suggested resolution for the issue:

NorCalCoDA presents the 30 Questions to the Fellowship for consideration as CoDA- conference-approved literature, under the mechanism of motions 17001 and 17002.

4) Remarks or additional information:

FYI: NorCalCoDA is working on an analogous document for working the 4th and 5th Step with 40 questions, using the CoDA blue book as a source reference document.

Intent:

ASSIGN:

Remarks:

CRAFTING - Yes

VOTE: 37 In Favor; 0 Opposed; 0 Abstention. Unanimous.

Motion Key: 4995 **Number:** 18040 **Item Type:** MOTION **Date:** 10/9/2018

CoDA Service Items

Vote: DEFEATED

Committee: Board

Member Names: Jen Board Member

Subject: Board motion to remove an agenda item

Description:

Jen from the Board made a motion to remove the Voting Entity Issue from Columbia #1 from the Wednesday agenda at 4pm. Mary I seconded. Discussion with questions ensued.

7 votes in favor; 25 votes not in favor; 2 abstentions.
MOTION DEFEATED

Intent:

Remarks:

Motion Key: 4996

Number: 18041

Item Type: MOTION

Date: 10/9/2018

Vote: UNANIMOUS

Committee: Board

Member Names: Jen Board Member

Subject: Board Motion to give voice to others in the room

Description:

Jen from the board made a motion that chairs of committees, committee members, CoRe board members, alternate delegates and observers have a voice. Salle seconded.
Voice Vote - all in favor; motion passed unanimously.

Intent:

Remarks:

Motion Key: 4997

Number: 18042

Item Type: MOTION

Date: 10/12/2018

Vote:

Committee: Board

Member Names:

Subject: IGNORE THIS - could not delete

Description:

Intent:

Remarks:

Motion Key: 4998

Number: 18043

Item Type: MOTION

Date: 10/11/2018

Vote: UNANIMOUS

Committee: CSC

Member Names: Athena

Subject: Approved CSC Motions from 10-9-18

Description:

Athena A made a motion to accept the CSC motions from 10/9/18 as presented. Jen seconded. Approved unanimously.

Intent:

Remarks:

CoDA Service Items

Motion Key: 4999 **Number:** 18044 **Item Type:** MOTION **Date:** 10/11/2018

Vote: UNANIMOUS

Committee: IMC

Member Names: Gail IMC Chair

Subject: IMC Slate of Nominees and Election

Description:

Issues Mediation Committee Slate of Nominees:

- 1) Gail S
- 2) Andrea S
- 3) Greg B
- 4) Liliana R
- 5) Steve S
- 6) Darlene H
- 7) Theresa K
- 8) Kris K
- 9) Chris J

Athena A made a motion to approve the IMC Slate as presented. Jen L Seconded.
Voice Vote was unanimous.

Intent:

Remarks:

Motion Key: 5000 **Number:** 18045 **Item Type:** MOTION **Date:** 10/10/2018

Vote: 2/3 Vote

Committee: CSC

Member Names: Events Committee

Subject: 2018 CSC Board Elections

Description:

2018 CSC Board Elections

CODA BOARD NOMINATIONS

SLATE PRESENTED WAS:(There were 3 nominees)

- 1) Matt T
- 2) Don B
- 3) Nancy O

Vote was taken via paper and counted.

New Board Members Elected by 2/3 majority:

- 1) Matt T
- 2) Don B
- 3) Nancy O

Intent:

Remarks:

Motion Key: 5001 **Number:** 18050 **Item Type:** FYI **Date:** 10/12/2018

Vote:

Committee: Board

Member Names: Jen Board Member

Subject: 2018/19 Board Officers and Liaisons and Board Report

Description:

Board Report - Jen introduced the board
Introduction of 2019 BOARD OFFICERS
Chair - Jen L
Vice Chair - Don B
Secretary - Nancy O
Treasurer - Salle H

CoDA Service Items

Members At Large - Nancy O and Matt T

2018-2019 BOARD LIAISON POSITIONS

- 1) Communications Committee - Matt T
- 2) Co-NNections Committee - Linda A
- 3) Events Committee - Salle H
- 4) Finance Committee - Salle H
- 5) Hospitals & Institutions Committee - Nancy O
- 6) World Connections Committee - Matt T
- 7) Issues Mediation Committee - Jen L
- 8) CoDA Literature Committee - Matt T
- 9) Outreach Committee - Nancy O
- 10) Service Structure Committee - Jen L
- 11) Spanish Outreach Committee - Linda A
- 12) Translation Management Committee - Don B
- 13) CoRe - Matt T
- 14) Email Coordinator - Linda A
- 15) Admin Coordinator - Linda A
- 16) AMC Liaison - Jen L
- 17) Legal/Legal Workgroup - Don B
- 18) Web/Web Workgroup - Jen L
- 19) Chairs Forum - Don

CODA items heard during CSC:

- 1) By-law change to give voice to chairs, committee members and alternate delegates at CSC
- 2) VEI's should be treated the same as committee motions (use same form)
- 3) International Public Information needs attention to carry the message better world wide if we are World Service
- 4) Fellowship is concerned and need clarity when our legal seem to conflict with traditions - Consult attorney to assist with International literature
- 5) Making speakers recordings available through CoRE
- 6) Address time constraints - such as re-tooling CSC times to more time for questions
- 7) Sponsorship and Public Information Group - please contact board. Sounds like committee work? Yes - we would like to get it started and hand it off
- 8)***Ask to use same email for all positions every year instead of new emails - Office365 "Chair@coda.org" - individual choice and may change as we explore the use of Zoom

Intent:

Remarks:

Motion Key: 5006 **Number:** 18046 **Item Type:** MOTION **Date:** 10/10/2018

Vote: 2/3 Vote

Committee: CSC

Member Names: Events Committee

Subject: 2018 Core Board

Description:

CORE BOARD NOMINATIONS
SLATE TO BE ELECTED WAS:

- 1) Addie M
- 2) Gerry B
- 3) Yvonne K

The vote was taken via paper and counted.

New Members were approved:

- 1) Addie M
- 2) Gerry B
- 3) Yvonne K as alternate

2/3 Majority vote

Intent:

Remarks:

Motion Key: 5007 **Number:** 18047 **Item Type:** MOTION **Date:** 10/11/2018

CoDA Service Items

Vote: 2/3 Vote

Committee: Finance

Member Names: Lou Finance Chair

Subject: 2019 Budget Approval

Description:

The Finance Committee presented the 2019 budget to the CSC.

Finance Committee moves to approve the 2019 CoDA Budget of \$262,868 in Expenses, \$243,300 in income. This budget has a shortfall of \$19,568.

See Budget documents that were passed out.

VOTE: 29 In Favor; 1 Opposed; 0 Abstention. Passed by a 2/3 Majority Vote.

Intent:

Remarks:

Motion Key: 5008 **Number:** 18000 **Item Type:** ACTION **Date:** 10/9/2018

Vote:

Committee: CSC

Member Names: Facilitator

Subject: Opening Session Quorum Count

Description:

At the beginning of the 2018 CSC, a Quorum count was taken. The total of voting delegates counted was 37. The 2/3 count was 25.

Intent:

Remarks:

Motion Key: 5010 **Number:** 18048 **Item Type:** ACTION **Date:** 10/12/2018

Vote: UNANIMOUS

Committee: CSC

Member Names: Facilitator

Subject: CSC Motion Approval

Description:

Matt made a motion to accept the 10/10 and 10/11/18 as amended. Theresa seconded.

Voice vote - unanimous.

Intent:

Remarks:

Motion Key: 5011 **Number:** 18049 **Item Type:** MOTION **Date:** 10/12/2018

Vote: UNANIMOUS

Committee: Board

Member Names: Jen Board Member

Subject: Ratification of 2017/2019 Board Motions

Description:

Jen made a motion to accept the 17/18 board motions with a footnote that we accept and honor SSC Motion #18010. Salle seconded.
Discussion.

VOTE: 31 In Favor; 0 Opposed; 0 Abstention. Approved unanimously.

CoDA Service Items

Intent:

Remarks:

Motion Key: 5012 **Number:** 18051 **Item Type:** MOTION **Date:** 10/12/2018

Vote: WITHDRAWN

Committee: Board

Member Names: Jen Board Member

Subject: Board motion to separate CSC/ICC

Description:

The Board moves that effective after the 2019 CSC, the International CoDA Convention (ICC) and the CoDA Service Conference (CSC) be held as two separate events. Events would be responsible for planning and producing the ICC and the CoDA Board of Trustees would be responsible for planning and producing the CSC which will be held on a weekend.

Intent:

To serve the fellowship by moving it to a venue with a cost that attracts and makes available for more participation for international members.

Remarks:

We want to work with the local fellowships to find a more cost- effective venues.

Motion Key: 5013 **Number:** 18052 **Item Type:** MOTION **Date:** 10/12/2018

Vote: 2/3 Vote

Committee: Events

Member Names: Katherine Events Chair

Subject: Events Motion to have a 3-year trial period to organize other CoDA events

Description:

The CoDA Events Committee will have a three year trial period to organize financially self supporting CoDA events separate from the CoDA Service Conference (CSC) and International CoDA Convention (ICC) and the world CoDA budget in coordination with local Fellowship communities. The CoDA Events Committee will maintain a separate financial account and be transparent throughout the process of planning, executing and budgeting the these events in communication with the CoDA Board, published in our Events meeting minutes, the Quarterly Service Report (QSR) and then report to CSC each year.

Intent:

To give the Fellowship more International activities, i.e. International CoDA op/Week,end which will offer increased opportunities for developing healthy and loving relationships, reaching the codependent who still suffers and increase participation by the Fellowship at the World level.

Remarks:

The Events Committee will determine how the Event is planned, executed, and who from the Events Committee will participate. Committee attendance will be based on need and finances via a group conscience process. The goal will always be on the event, being financially self supporting, and supporting the fellowship.

Tradition 3. The only requirement for membership in CoDA is a desire for healthy and loving relationships.

Tradition 5. Each group has but one primary purpose -- to carry its message to other codependents who still suffer.

Tradition 7: A CoDA group ought to be fully self-supporting, declining outside contributions.

CRAFTING - Yes

VOTE - 30 In Favor; 1 Opposed; 3 Abstained. Passed by 2/3 Majority Vote.

Motion Key: 5014 **Number:** 18053 **Item Type:** MOTION **Date:** 10/12/2018

Vote: 2/3 Vote

Committee: Events

Member Names: Katherine Events Chair

Subject: Events Motion to have site visits reimbursed

Description:

CoDA Service Items

To change the Section 3 Expense Reimbursement Policy to read as below: (4th bullet was added below)

3. Reimbursable expenses CoDA business events for which some members may incur reimbursable expenses include:
- CoDA Service Conference (CSC)
 - Committee & Board Face to Face (F2F) meetings (These meetings cannot be held on the same days as the CSC.) See Appendix D for more information.
 - International CoDA Convention (ICC) (Some expenses for members who are the keynote speakers with the prior agreement of the Events Committee may be reimbursable.
 - One Site Visit per conference plan for up to two members of the Events Committee to determine suitability of a venue and meet with the established host community for the CoDA Service Conference and/or International CoDA Convention as deemed necessary through group conscience by the Events Committee"

Intent:

To allow Events committee members who travel for a site visit to be approved and reimbursed through the same process as travel to CSC or a Face to Face meeting. As the policy stands any site visits would be approved only by Finance through the exemption and not approved by CSC.

Remarks:

The Events Committee believes that a site visit is necessary and crucial to determine the suitability of venues and we will always attempt to use the host community first for a site visit and will decide through our group conscience process if a visit necessary.

Since the Events Committee was created it has had site visits included in their budget and committee members were reimbursed for their travel.

This past year the Events committee was denied by the Finance committee for travel reimbursement for a site visit that was approved in our budget by 2017 CSC. A reason given was there was no provision for reimbursement in our Expense reimbursement Policy.

We feel that to support our work we should be able to file for reimbursement in the usual manner as if we had attended CSC or a face to face meeting.

This motion is supported by Service Concepts one and two:

1. The members of the Fellowship of Co-Dependents Anonymous, in carrying out the will of a loving Higher Power, advance their individual recoveries, work to insure the continuance of their groups and their program, and carry the message to codependents who still suffer. They may also collectively authorize and establish service boards or committees and empower trusted servants to perform service work.
2. The Fellowship of CoDA has the responsibility of determining, through its group conscience, the service work to be performed, and the best manner to perform such work. This authority is expressed through our group conscience. Authority carries responsibility; thus, CoDA groups conscientiously provide adequate funding and support for the service work they authorize.

CRAFTING - Yes

VOTE: 31 In Favor; 2 Opposed; 0 Abstained. Passed by 2/3 Majority Vote

Motion Key: 5015 **Number:** 18060 **Item Type:** MOTION **Date:** 10/12/2018

Vote: UNANIMOUS

Committee: CSC

Member Names: Facilitator

Subject: Approval of all 2018 CSC Motions

Description:

Salle H made a motion to accept the 2018 CSC Motions as corrected and amended. Kris K seconded.

Voice Vote - approved unanimously.

Intent:

Remarks:

Motion Key: 5016 **Number:** 18061 **Item Type:** MOTION **Date:** 10/12/2018

Vote: UNANIMOUS

Committee: CSC

Member Names: Facilitator

Subject:

CoDA Service Items

Description:

Salle H made a motion to close business for the 2018 CSC. Kris K seconded.

Voice Vote is unanimous

Intent:

Remarks: