

Board Summary for CoDA World Board Face to Face Meeting
February 23-24, 2013

Dear Fellowship,

Our February 2013 face to face meeting opened as usual opened up with a moment of silence followed by the Serenity Prayer. We also read the 2nd Tradition and the 2nd Service Concept. Attending were David, Lisa, Mercedes, Hal, Florence, Barbara, Dagmar, and Evie. Unfortunately Jutta was not able to join us due to a strike at the airport in Germany that closed all air traffic. We approved our January minutes. We unanimously voted to ratify the following motions approved by group conscience during the previous month:

- Revisions to the Voting Entity contact page
- Approval of payment of per diem for two members of the Hospitals and Institutions committee who live in the area where their face to face meeting was held
- Changes in board liaisons to two committees
- Sending of a correction to the email announcement that reported on day 2 of of the 2012 CoDA Service Conference
- Posting on the CoDA website of a link that allows people to find roommates for the 2013 CoDA Service Conference and Convention

We then took turns each doing a check-in/share prior to the start of the business portion of the meeting.

We reviewed the status of the Board goals that were presented at the 2012 CoDA Service Conference and discussed ways to move forward on some of them. We confirmed that those US Voting Entities who are using the CoDA seal on their website did not get permission to do so because they were unaware that it was needed and agreed that a process needs to be developed to ensure that this happens in the future. We discussed the possibility of obtaining the trademark for "CoDA World Fellowship" and, based on input from our intellectual property lawyer, decided not to do so at this time. We tabled discussion on finalizing the procedure for contract signing until the Translation Management Committee has clarified what they believe their responsibilities are in this process.

We discussed several things related to the proposal for a new website developed and sent for review by the Web Work Group. We will be working with the Spanish Outreach committee to develop a plan for the Spanish portion of the website. We reviewed and revised the proposed Request for Proposals (RFP) document and are awaiting some additional review before formally posting it on the Elance.com site. The final item needed is a process for evaluating proposals that are submitted.

We discussed several items that had been tabled from our January conference call. We agreed that we will accept signed Voting Entity agreements to us electronically, the only exception being the Copyright Assignment since legally we MUST have an original signed paper document for it, not a scanned copy. We agreed that it will be CoDA policy to sign Publication & Distribution agreements with legal entities only. However, should a situation arise outside the US where a legal entity is not available special consideration may be requested from the board.

We discussed the Service Structure Committee's request to hire a paid worker to make the necessary Fellowship Service Manual updates approved at the 2012 CoDA Service Conference. We agreed unanimously that the board does not support hiring paid workers to do what is clearly defined as the committee's CoDA Service Conference approved work.

We discussed concerns raised by our administrative Fellowship Service Worker related to her inability to get her work done in the hours allocated to her each month and her concern about the volume of work that she has. We voted to double her allocated hours. We supported her request for a change in her board liaison. Her board liaison will also work with her to see if there are tasks currently handled by her that might be moved elsewhere to lessen her workload.

We are awaiting a response from our corporate lawyer about whether we should purchase liability insurance (which was recommended to us) in place of the bond we have now. Any further action on this was tabled until we get that response.

After breaking for lunch we broke into 3 smaller groups to address several items. One group addressed items we have identified that either will require a change to the Fellowship Service Manual (FSM) or where there are errors or inconsistencies in the FSM. Motions will be developed for presentation to the CoDA Service Conference (CSC) for any identified changes needed. A second group identified a series of items related to the annual CSC which required either procedural changes or development of a procedure where one does not formally exist. Motions for presentation to CSC will be developed where appropriate. The third group addressed financial items that have surfaced recently. Some of these can and will be handled by board vote and others will involve motions that will be brought to CSC for approval.

All small groups sent reports to the whole board and, after a short discussion on one item, we closed for the day with the Serenity Prayer.

We opened the second day with the Serenity Prayer and another round robin check-in. We prioritized the remaining items to be addressed. We discussed whether our paid workers are employees or independent contractors. We agreed that we believe we are properly handling our workers as independent contractors. We will do some additional research and then review our position with our corporate lawyer and our CPA to confirm our findings.

The last item we discussed were some systemic issues that have become evident to us from our own experience and from feedback from other members of the Fellowship. We believe that these systemic issues may be having a negative impact, both real and perceived, on World level service and hence on our Fellowship as a whole.

During our meeting we identified a few key issues. These include the fear & reluctance to spend money even when the expense is both needed and appropriate; the negative perception by members of the Fellowship of those doing service at the world level; and the lack of trust that appears to exist between several standing committees and the board. We initiated and plan to continue brainstorming about causes and possible solutions for these issues. We also hope to work with the two ad hoc committees/task forces that have been

established at recent CoDA Service Conferences to address some of the same issues as well as with the standing committee chairs.

We also are exploring the possibility of hiring an executive director to focus on the business details of Board work so that the Trustees can devote more time and focus on the Fellowship issues. We are trusted servants doing the business of CoDA. Within that job, our goals are first to develop and maintain healthy and loving relationships with Higher Power, ourselves and others, second to carry out God's will as expressed through the Fellowship group conscience process, and third to reach the still-suffering codependent.

We closed the meeting at noon with the Serenity Prayer.

Future board con calls: Saturday, March 16th, 8:30AM Pacific Time
 Saturday, April 13th, 8:30AM Pacific Time

For those wishing to listen in on a board con call, please review the guidelines at <http://coda.org/service/conf-call-guidelines.htm>.