

## 2015 CoDA Service Conference, VE1 from NorCal

**In order to add organization and structure to our program of recovery, NorCal proposes offering a variety of tools to be used by our fellowship and trusted servants \*\***

- (1) To introduce to newcomers,
- (2) To develop our sponsorship and service volunteer population, and
- (3) To explain “recovery” in the program of Codependents Anonymous.

**NorCal voting entity suggests that these goals be developed into three formats: as**

- 1) A reading to be incorporated into a meeting script;
- 2) A booklet that can be used similarly to the “12 Steps and 12 Traditions Workbook,” but earlier to develop good habits toward recovery; and
- 3) An explanatory pamphlet for the use of members of Codependents Anonymous, particularly those who run a Newcomer’s meeting, but also for any member to easily and consistently explain our program in a more objective manner.

**Intent:** to give recognizable and usable tools to members as early as possible, to help “Codependents Who Still Suffer” understand the recovery process of our program, so that they can have a unified direction to follow via a CoDA Endorsed Program Path. (Example on page 4)

**\*\* “Goals for Trusted Servants” and our Fellowship**

1. Have worked the 12 Steps 3-5 times
2. Have sponsored 3-5 people
3. Have participated in Service Positions at various levels (Meeting, Intergroup, GSR, etc.)
4. Have worked a Program Path similar to what is being presented.

## Survey Responses

Number of Responses received (20)	Number of years in CoDA	Number of times I have worked the 12 Steps	Number of people I have sponsored	Our Fellowship provides a clear definition of what Recovery is.				I have a clear definition of what Recovery is - one that I feel confident sharing with sponsees or with anyone that asks me.				Our Fellowship provides a clearly defined uniform model and/or definition of what a Recovery Program is and how it leads to Recovery.				I have a clear definition of what a Recover Program is and how it leads to Recovery - one that I feel confident sharing with sponsees or with anyone that asks me.				
				Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree	
1	26	daily	a lot			1				1			1							
2	25	5	50			1		1					1							
3	23	3	10			1			1				1							
4	20	5	5		1			1					1							
5	20	1	1		1				1					1						
6	14	3	24		1			1					1							
7	12	1	1		1				1					1						
8	11	4	20			1		1					1							
9	10	3	20		1			1									no response			
10	10	1	3		1					1						1				
11	10	10	6			1			1							1				
12	9	1	0	1				1						1						
13	8	4	8			1				1			1							
14	7	0	0			1			1				1							
15	7	4	4		1			1						1						
16	4	1	1		1				1					1						
17	4	6	20			1		1					1							
18	3	2	6		1				1					1						
19	2	0	0		1				1							1				
20	2	0	0			1								1						
<b>Total</b>	226	53	179	1	10	9	0	8	8	3	1	3	7	6	2	7	10	2	0	
<b>Response Base &gt;</b>					Fellowship				Individual				Fellowship				Individual			
<b>Topic Response &gt;</b>	<b>Recovery Definition</b>										<b>Recovery Program Definition</b>									

⊕ Survey taken during the 2014 CoDA Service Conference (CSC) in Orlando, FL

⊕ 20 Survey Responses Received from 50 Surveys distributed

⊕ Responses are divided on our Fellowship Clearly Defining **what Recovery is...**

⊕ Responses are divided on our Fellowship Clearly Defining **what a Recovery Program is...**

⊕ Responses suggest a lack of Fellowship Unity on Definition of Recovery & Recovery Program

⊕ Responses suggest a stronger "me" version of the Definitions of Recovery & Recovery Program

⊕ Responses suggest a weaker "we" version of the Definitions of Recovery & Recovery Program

⊕ Responses suggest a need to improve Fellowship Unity on Recovery Definitions and Goals

## **Sponsorship and Service Volunteer Population Challenges**

1. **Board of CoDependent's Anonymous (CoDA)**  
Strategic Plan Excerpts from February, 2014

To define and prioritize key initiatives to advance the mission and drive the success of the organization.

Weaknesses: **Lack of service at all levels; too few volunteers**

Threats: **Not enough members in services work; Lack of service at all levels**

Goals: **To develop the next generation of Service Workers**; Educate and incorporate messaging – develop a way to explain what service work is and why it matters; **Develop education on sponsorship – what it is and how you can do it**;

2. **2012 CSC Board of CoDependent's Anonymous Goals & Objectives**  
at Asheville, July 9th, 2012

Group f2f Goals and Action Plans

**Find ways to encourage service at all levels including world service level.**

**Find ways to address lack of Sponsorship CoDA in CoDA.**

3. **Ongoing Sponsorship and Service Volunteer Population Deficit in our Fellowship since our beginning.**

# Awareness + Acceptance + Action = Change

## The Suggested Program Path

### Follow the Yellow Brick Road – Handout

- Page 1     Autobiography  
[Recovery Progression Model](#)
- Page 2     About Bottoms and Making Choices  
[Anyone can choose to have a different outcome](#)
- Page 3     Why Follow the Yellow Brick Road  
[How to find the “way out” of a living nightmare](#)
- Page 4     **Program Tools**  
[What they are and why one needs them](#)
- Page 5     Program Tools  
[About organizing and implementing the Tools](#)
- Page 6     Program Tools  
[How to neglect the Tools and stay stuck](#)
- Page 7     **Program Tools**  
[How to use the Tools to achieve recovery](#)
- Page 8     Suggestions for Newcomers  
[How to get started on the recovery path](#)

# CoDA Workshop

*It Works  
When You  
Work It!*

**12 Steps**

## Follow

*Surrender*

# The Yellow Brick Road To Recovery

**Sponsorship**

**Service**

*Telephone*

*Don't Give Up  
Until the  
Miracle  
Happens!*

*Let Go &  
Let God*

*There's no  
place like  
home !*

*Literature*

*Prayer &  
Meditation*

*Believe  
In Yourself*

*Journaling  
10<sup>th</sup> Step*

*Practice,  
Practice, Practice*

**12 Traditions**



This workshop outlines a suggested Program Path for those that desire to achieve their Recovery Goals and are willing to do the work that it takes to get there.

The Program Path is available to anyone that has decided that “my way” just stopped working and continuing to fool one’s self no longer was an option as the pain, misery and suffering grew to intolerable heights or depths – again!

Recovery is a personal choice that is not compulsory, not a requirement nor mandatory. It cannot be demanded or forced upon anyone that does not want to change or recover from her/his unwanted circumstances. Recovery takes a leap of faith that offers no guarantees or benefits that can and will make life more meaningful and worthwhile for perhaps the first time in life’s experiences.

The Recovery Path offers a way out of the dilemma/bottom that leads us into the rooms, and lights up the way for the codependent who still suffers. Once the decision to recover is made and placed into action, the Program Path Roadmap will lead you to living a life beyond your wildest dreams.

## I. I walk down the street.

There is a deep hole in the sidewalk.

I fall in.

I am lost...I am helpless.

***It isn't my fault.***

It takes forever to find a way out.



## II. I walk down the same street.

There is a deep hole in the sidewalk.

I pretend I don't see it.

I fall in again.

I can't believe I am in the same place,

***...but, it isn't my fault.***

It still takes a long time to get out.



## III. I walk down the same street.

There is a deep hole in the sidewalk.

I see it is there.

I still fall in...It's a habit.

My eyes are open.

I know where I am.

***It's my fault.***

I get out immediately.



## IV. I walk down the same street.

There is a deep hole in the sidewalk.

I walk around it.



## V. I walk down another street.

## 💀💀💀 About Bottoms 💀💀💀



### Hitting bottom can be like:

- Hitting concrete
- Getting thrown overboard without knowing how to swim
- Getting in an elevator with no brakes
- Getting shoved off an airplane without a parachute
- Being trapped and straitjacketed
- Being at the end of the line with nowhere to go
- Losing something that you don't want to live without



### Common Choices at the bottom:

- Blame a person, place or thing
- Pretend nothing's wrong
- Do nothing
- Do the same thing over again
- Hit a lower bottom
- Look for "a way out"
- Choose Recovery

## 😊😐😞 About Making Choices 😊😐😞

You are at a stage of life where you don't have to do anything you don't want or need to do.



- Choose to do as little or as much as you want to do, or nothing at all
- The choice is up to you whether you know it or not, or want it or not
- You can take what you need and leave the rest
- You can make the choices that produce the best or worst consequences
- The power and responsibility of choice is your hands – if you choose

"Next Gas Station 1,000 miles - *maybe!*



- The window of opportunity to recover doesn't stay open forever
- Opportunity can easily be missed and difficult to take advantage of when not recognized or wanted. Thomas Edison said "opportunity is missed by most people because it is dressed in overalls and looks like work"
- When there is a shortage of opportunities you can create them

Recovery is:



- A personal choice.
- It is not mandatory, a requirement or demand forced upon anyone
- A totally non-compulsory and voluntary choice to change
- A leap of faith without having any assurances or guarantees that it can make life meaningful and worth living



# Why Follow the Yellow Brick Road to Recovery?

Just as career paths and courses of study are needed to obtain various life goals, the desire to recover also has a course of action to follow. The generic infrastructure of change contains similar elements for carpenters, nurses, musicians, historians, codependents and many others.

Classes Lectures Homework	Research Study Instruction	Testing Practice · Practice · Practice Next Phase & Repeat Process
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The roots of Recovery Program Paths grew from AA's experience, strength and hope that began in 1935. The growth and development of AA's wisdom and program tools are what many fellowships initially adopted and then adapted for their specific recovery needs.

Codependents generally grow up in spiritually and emotionally impoverished dysfunctional family systems that blinds or otherwise prevents them from experiencing the natural gifts of healthy and loving relationships that are modeled in functional family systems.

Too often the motivation to work an active program of recovery poses a great challenge simply because the promises of recovery are difficult to identify with, no less relate to, when coming from a dysfunctional family belief system based upon scarcity, neglect, abuse, negativity, hopelessness, helplessness and powerlessness.

The "recovery roadmap" can take persons desiring change through the transformation process from beginner, to intermediate then to advanced stages of recovery where life can then be lived beyond our wildest dreams. Without a roadmap the codependent who still suffers is without meaningful direction on her or his recovery journey, and can easily remain lost and not find the way out of the dilemma.



## Stages of Change

- Where are you now?
- Where do you want to go?
- What are you doing to get there?

The benefits of recovery materialize in stages as the work is in action - and not before

Domain	Stage 1	Stage 2	Stage 3	Stage 4
Autobiography	Chapters I & II	Chapter III	Chapter IV	Chapter V
General	Beginner	Intermediate	Advanced	Role Model
Emotional	Dependent	Codependent	Independent	Inter Dependent
Spiritual	Resistance	Acceptance	Surrender	Renewal
Recovery	Ignorance Denial	Awareness Acceptance	Action Practice Practice Practice	Freedom Service



# Program Tools of Recovery

## Awareness + Acceptance + Action = Change

The degree of recovery obtained will be commensurate with the amount of effort given to the process. The Program Tools provide the foundational basis of your recovery.

This Program doesn't automatically work for those who need it ~ it works for those who want it.  
**It only works if you work it.**

**Attend Meetings** – Meetings are where members share their experience, strength, and hope with one another. Meetings offer us opportunities to share, identify and solve our common problems through the gifts of the program. Attend a minimum of 3-4 meetings weekly until you are thoroughly involved in working your program of recovery.

**Sponsorship** – A Sponsor is a fellow member that can help you to work the Steps, and to help you with your own program of recovery. Sponsors can only carry the message but not the Sponsee.

**Stepwork** – By working the steps, and learning to practice their principles in all your affairs, you will experience positive changes happening in your life. The promises of recovery will come true and be present in your life as long as you continue to work for them. Work the Steps over and over again until you are thoroughly involved in Your Program of Recovery.

**Program Calls** – Are a means of communicating with other members between meetings, and also helps us to break the harmful effects of isolation. We can build links and relationships with friends and Sponsors by making program calls. Make at least a call a day to make a difference.

**Service** – Is a way of giving back the rewards you receive through the 12 Step process. Whether answering questions for newcomers, helping out in various service positions, or being a Sponsor, Service creates the opportunity to repay your gratitude. Don't miss out on this excellent growth opportunity to transition from hurting → to healing → to helping.

**Traditions** – The Traditions are guidelines on how groups and members interact with each other, the public, and the Fellowship as a whole to promote harmony and unity.

**Journaling and Writing** – Will often help us to clarify our thoughts and feelings by writing them down. This tool is also used in our Fourth Step Inventory, and Daily Tenth Step check-in with ourselves. Get in the positive habit of expressing yourself!

**Prayer & Meditation** – Are useful tools to help us build and maintain a healthy relationship with our loving Higher Power. Start now and build upon the success of your relationship with your HP!


**Books and Literature** – Help us to learn more about our selves and the process of recovery. New perspectives and ideas are made available through this resource. Learn self-affirming knowledge and skills so you can let go of the self-defeating myths, fantasies and negative belief systems!

**Family of Origin Work** – Taking a closer look at our family patterns and influences will often help us to know and understand why we do the things we do, and why we are the way we are. Knowing these traits and characteristics can help us to make the changes that can bring us in alignment with whom and what we really are and can become. Your efforts to create positive change in your life requires knowing who you are and especially who and what you are not!

**Fun, Play, & Relaxation** – Incorporate these healing and nurturing practices to maintain balance in your life because recovery work is not all work without play. Release your inner child!

**Place a Check Mark in your Recovery Journal**– Chart Your Daily Recovery Process in each Tool Category to maintain and stay in touch with healthy healing practices.

*Remember to apply gentleness, humor, love, & respect while working your program.  
Too often we forget to treat ourselves well.*

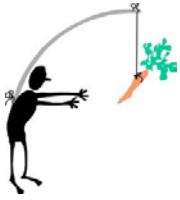
<b>Daily Program Journal</b>						 <b>Month of:</b>					
<input checked="" type="checkbox"/>	<b>Attend Meetings</b>	<b>Sponsor Sponsee</b>	<b>Step Work</b>	<b>Program Calls</b>	<b>Service</b>	<b>Traditions</b>	<b>Journal &amp; Writing</b>	<b>Prayer &amp; Meditation</b>	<b>Books &amp; Literature</b>	<b>Family of Origin</b>	<b>Fun, Play &amp; Relaxation</b>
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1									✓		
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Working a Program *without* Action  
 Will take you nowhere fast!

Daily Program Journal						✍️ Month of:					
<input checked="" type="checkbox"/>	Attend Meetings	Sponsor Sponsee	Step Work	Program Calls	Service	Traditions	Journal & Writing	Prayer & Meditation	Books & Literature	Family of Origin	Fun, Play & Relaxation
1	✓						✓	✓	✓		✓
2	✓			✓	✓	✓		✓		✓	✓
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**Working an ACTIVE Program  
Will take you where you want to go!**



## Suggestions for Newcomers and Fence Sitters

Your Recovery Program is like any living thing.

Nurture your Recovery and it will flourish.

**Awareness + Acceptance + Action = Change.**

**No Action = No Change**

This program doesn't automatically work for those who need it. It only works for those who want to change their lives. It works when **you work it.**

❖❖❖ Here are a few suggestions on working a Program of Action and Change ❖❖❖

- A. Go to 3 to 4 Meetings per week for starters – then make adjustments
  - o Arrive early and don't leave early – learn to socialize
  - o Sit at the front of the meeting – don't hide out
  - o Listen to the similarities and not the differences being shared
  - o Share from your heart as often as it takes to learn self expression
  - o Get a service commitment and keep doing one at a time for a while
  - o Welcome Newcomers and share your experience with them
  - o Go to a meeting and share – *especially when you don't want to*
- B. Learn about Boundaries and begin to use them in important aspects of your life.
- C. Learn and practice how to Trust God, Yourself and then others.
- D. Get phone numbers from members and lists – make at least one call a day.
- E. Get a Sponsor to learn how to grow and develop healthy & loving relationships by working the Steps and Traditions. *Then become a Sponsor.*
- F. Sponsors can only "carry the message" and cannot "carry the sponsee". Sponsees are ready to be sponsored when actively working a program and usually not before.
- G. Read the CoDA Big Book along with other literature – until you relate!
- H. Learn and memorize The Patterns and Characteristics so you can recognize how you may be keeping yourself stuck in The Problem. Do this on a daily basis to promote and become the change you want to see.
- I. Work a "passive program" for little or no results. Work an "active program" for positive change and continuing results. Live in the Solution!
- J. Awareness + Acceptance + Action = Change

You don't have to change your life if you don't mind living with the bottom that brought you into the CoDA Program. You are experiencing a quality of life problem stemming from your dysfunctional family of origin. Only you and you alone can change and enhance the quality of your life. Take ownership and personal responsibility of your life by first doing the footwork, then letting go and letting God do the rest.

## The Journey

One day you finally knew what you had to do, and began  
though the voices around you kept shouting their bad advise -  
though the whole house began to tremble  
and you felt the old tug at your ankles.

"Mend my life!" each voice cried. But you didn't stop.  
You knew what you had to do, though the wind pried  
with it's stiff fingers at the very foundations --  
though their melancholy was terrible.

It was already late enough, and a wild night,  
and the road full of fallen branches and stones.  
But little by little as you left the voices behind,  
the stars began to burn through the sheets of clouds,  
and there was a new voice, which was slowly  
recognized as your own, that kept you company  
as you strode deeper and deeper into the world,  
determined to do the only thing you could do --  
determined to save the only life you could save.

--- Mary Oliver