ANNUAL SERVICE REPORT 2014; ISSUES MEDIATION COMMITTEE (IMC)

Members: Addie M. (SoCal); Chuck J. (IN); Kevin M. (NY); John R. (PA), Chair; Natasha K. (AZ)
Board Liaisons: David M. (TX); Lorraine ( )

The IMC continued to meet monthly (and whenever necessary) by teleconference call and to go over various specified issues. One face to face meeting took place at Indianapolis in early March, 2014.

DEALING WITH DISAGREEMENTS

Since dealing with disagreements has been the primary function of this committee, we have been proactive in emphasizing the primary role of the disagreeing parties. Our outline of actions they might take, titled DEALING WITH DISAGREEMENTS (DwD), was very well received at CSC 2013 and since then continues to be refined and made more available.

Presently, the outline is available where the IMC is listed on the public portion of the web site and is being routinely provided by the CoDA Email Team when disagreements are reported by email. A one page PDF version should soon be available.

OPERATIONS MANUAL

The committee has substantually completed our Operations Manual (OM) after two years of concerted efforts and expects to publish them soon on the web site. The OM provides highly detailed procedures for the committee to follow in three possible situations involving disagreements; The initial inquiry situation when the committee performs an advisory function, using especially the DwD. A rarer situation when the Committee believes mediation is called for, and Very rare and dangerous situations when there is serious neglect of CoDA principles and failure to cooperate with other efforts of the Committee. The procedures here become investigative with directions for inquiry and documentation prior to presentation to the Board of Trustees or the CoDA Service Conference (CSC) in accord with the Fellowship Service Manual (FSM).

The procedures are highly detailed and will be fully public for three reasons
So that future members of the committee have a resource when disagreements arise, especially after long periods of seeming calm. This applies especially to the second and third types of situations.
So that the disagreeing parties have guidance in the use of respectful procedures when the stress of their issues makes that difficult
To enable the Committee to maintain a stance of neutrality in all situations.

The OM provides for the establishing of codes for any disagreement directly addressed to the Committee to aid us in maintaining confidentiality as well as procedures of recusal of individual members of the Committee who may appear to have involvement with the issues of the disagreement. Only two of our standard response letters need completion before the OM can gain Group Conscience approval and be made public to the Fellowship.

CURRENTLY LISTED CASES

Three submitted cases are currently coded and remain inactive for lack of continuing initiative on the part of the inquiring parties. All have been supplied with the DwD which specifies that IMC begins by inquiring if all the phases of that outline have been addressed. Two cases were submitted in 2013 and one in 2012.

VOTING ENTITY SPLIT APPLICATION

The application form for the split of Voting Entities is now available on the IMC site in the Committee Work Area.

VOTING ENTITY ISSUES
For a period of time before Conference 2013, IMC was uncertain about our role regarding the tracking of issues that Voting Entities present at Conference. Through further discussion we have come to understand the importance of such issues and that they have not been given the methodical and respectful attention that they deserve. During the year, issues presented at CSC 2011 through 2013 have been identified and their current status is accessible on the web site and procedures for continuing this work are included in the OM.

MOTION FOR CSC 2014

Through our attention to Voting Entity Issues, we have realized that the Board and Committees of World Service have been privileged over Conference in the disposition of those Issues. Therefore, IMC is presenting to CSC 2014 a motion requiring that all Voting Entity Issues shall be presented to a vote by the second Conference after they are submitted, unless withdrawn by the Voting Entity. The Board or Committees such issues may be assigned to are called on to work in communication with the Voting Entity when such assignment takes place. IMC is to track and report on the progress of this new process.

Committee Goals for coming year accepted as below to be submitted after June teleconference or at Conference.

CoDA Service Conference 2014-2015
Goals & Objectives for Issues Mediation Committee
Members: Addie M., Chuck J., John R., (Chair) Kevin M., Natasha K.

Committee Goals

Committee Action Plans
1
#1To continue to follow CoDA’s Traditions, Service Concepts and principles & hold high ethical standards as outlined in our FSM and Bylaws.

1
#1Using CoDA’s group conscience decision making process. Apply CoDA principles & policies (12 SCs & 12 Traditions); and practice personal recovery. Always maintain confidentiality and objectivity by using the recusal process when needed. By rotating dispute leads within the IMC members. The IMC remains transparent (SC 12) by providing final reports if requested by Fellowship, but remain confidential by not disclosing any names/titles.
#2
To handle disputes at the IMC level with objectivity, respect and fairness with each party involved.

#2
Have all IMC members follow & use CoDA’s principles; group conscience decision making process; 12 Traditions; and our newly devised internal dispute procedures and process.

#3
To continue to update the completed IMC’s internal policies & procedures manual as needed.

#3
The committee can always learn from experience, strength and hope and modify procedures. Commit all committee members to update manual periodically or assign as a task during a F2F meeting or has changes evolve through Group Conscience decision making process.

#4
To collaborate with the webmaster on the new website in regards to IMC information.
#4
Determine that the new, old and updated documents pertinent to the fellowship have been uploaded. Monitor the Website for effectiveness, be aware of possible changes that would make our new website as user friendly as possible in terms of IMC.

#5
To continue to work with any VE’s (National/International) with VE split requests as outlined in the FSM and Bylaws.

#5
There is an application and a formal process for VE splits. The IMC application is on the website under its section for the Fellowship to utilize when needed.

#6
To continue to enhance and evaluate the Voting Entities Issues (VEI’s) tracking process.

#6
A subcommittee will be assigned to VEI tracking. After VEI’s have been assigned to a committee or the board the process developed by IMC for tracking will begin. A data base will be used for this purpose and communication will happen through the QSR’s. It will be important to determine if this process is working or if there needs to be some changes made to be more efficient. Evaluating this process will be ongoing.

#7
To research and investigate ways to facilitate development of VE structures appropriate to each region and in accord with CoDA Principles and past practices.

#7
This is in line with IMC’s current responsibilities (e.g. VE Splits, tracking of VEI’s) having IMC responsible for guidelines and approval. After research and assessment, IMC will work on developing guidelines for intergroups to work together to form a VE, also IMC will develop a form to initiate the process. Perhaps bringing a motion to CSC in 2015.

8
To recruit at least two more trusted servants as IMC volunteers to the IMC committee (target: 7 members).

#8
Attend July Committee Luncheon to introduce possible volunteers to IMC through a general introduction.