

End of Year 2009 to 2010 Bridge

Co-Dependents Anonymous, Inc. Hereinafter "CoDA, Inc." or simply "CoDA"

PO Box 33577

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(602) 277-7991

(888) 444-2359 English

(888) 444-2379 (to be set-up for Spanish)

www.coda.org

Board of Trustees Report

Greetings and Happy 2010, Everybody.

This QSR is an "extra" publication between the former publication dates, the last published in November 2009, and the new dates – which are regular quarters. Not all Committees needed to report in this publication but all committees will report in the next QSR. Going forward, submissions are two weeks following the end of the quarter and publication follows two weeks later. See the back page of the QSR for further publishing details.

2009 brought changes to the CoDA Board.

- David L, QSR Editor for many years, planned to resign by 2010, and did so. Thank you, David for your years of service and your many contributions. Our best wishes to you. Going forward, Salle will compile QSR submissions and Joan our virtual office provider will handle distribution. Geff will coordinate the electronic mailings. Thanks to Salle, Joan and Geff.
- Board Member Maty A resigned. She was slated to become the Treasurer. Maty's financial expertise and business management 'know how' is much appreciated and will be greatly missed.

In the past, budgets agreed to at CSC exceeded the CoDA annual income. The Finance Committee and Board have determined that it is in the best interest of the Fellowship to budget within our CoDA annual income. Committee budgets based upon prior year's spending and current activity will be assigned to each committee. Some committees are doing work that could exceed this new lower budget. The Finance committee will notify each chair of their assigned budget sometime in March. This will allow committees that want to request additional funds ample time to plan their presentation to the fellowship at CSC 2010. Budget dates will be from July 1, 2010 through June 30, 2011.

CoDA's new toll free number (888) 444-2359 is being utilized approximately 25% of the time compared to 75% of the calls going to the local Phoenix number (602) 277-7991. A new CoDA announcement, going online within the next few weeks, will provide callers

the option to be connected to someone who will provide meeting information (Answer1-our answering service), a CoDA volunteer – Joan or Dan and other options. Two inter-groups requested mailboxes on the phone system. This in an effort to contain phone costs and secondly to provide a phone number with an extension number that will remain unchanged. This was agreed to as an experiment with no additional cost to the fellowship or the inter-groups.

After Board minutes are approved they will be available at www.coda.org Our new plan is to send “draft” minutes to the Communications Committee who will circulate them via email. Our thanks to the Communications Committee for suggesting the idea of circulating this information throughout the fellowship.

The CoDA Service Conference is just around the corner. The Events committee has set up the Convention and Service Conference in the Los Angeles area. CSC and Convention 2010 will be must attend events. Mexico and Japan are expecting to send delegates. Mexico just held their 3rd annual convention and Japan is holding their 10th annual convention this year.

The links to CoDA websites from around the world have grown significantly and other countries are organizing their websites. See Web and TMC reports for more details.

The CoDA Board is accepting applications for service. Two or more positions are available. Steve R completes his service at the next CSC. Board service is a three-year commitment. Business is conducted via conference call usually the first Sunday of each month except when a face-to-face meeting is held in the fall and spring. If you'd like to attend the Board virtual meetings, please email the board@coda.org for more information.

JudiAnn,
Board Chair

CoRe Report

Please note CoRe's new address and phone:

CoRe
PO Box 1004
Denver, NC 28037
Phone/fax – (704) 483-3088

We can hardly believe another year has passed!
CoRe has all tapes now available on CD, in stock and ready to go!

We are working on getting the CoDA book on Kindle and Barnes & Noble e-readers – stay tuned!

Please remember that our office workers, Debbie and Mike, are part time. If you leave a message or send an e-mail, it may take a few days to get back to you.

Thanks to all for your continued orders!

Events Committee Report

With the exception of Dec our conference calls have been almost every other Thursday evening. We started just after our CSC in WA and have been very busy planning 2010.

Our 2010 CSC and International CoDA Convention will be held July 13 thru July 18th 2010 in Los Angeles, CA., with the CSC being Tuesday, July 13 through Friday, July 16, 2010. Then, after lunch on Friday the 16th, our convention will start and go through Sunday the 18th. The planned motel is Radisson in Culver City, CA, just three miles from the Los Angeles Airport (LAX). This motel is not yet firm. We are working on getting a signed contract and it must be approved.

The 2010 theme is “The Promises: the yellow brick road to recovery.” We will be posting more Events and registration information on the CoDA website as soon as it is available. Please submit your Voting Entity Issues before May 13, 2010.

Events: Our response to VEI given to us at 2009 Conference.

Subject TX-09-02

Item: Texas requests that CSC business/committee meetings and Convention workshops not overlap if CSC and Conventions are held together in the future.

VEI 09013: The proposed agenda for 2010 does not have CSC business and International CoDA Convention overlap.

Subject FL-09-01

Item: The CoDAFL Assembly requests CSC Committee to put a four-month scholarship request deadline in the scholarship application prior to CSC. We also ask that CSC committee responds with confirmation or denial within one month.

VEI 09016: Scholarships will now be known as a Grant. We are revising the guidelines and forms to include this name change. Events will begin accepting International Grant applications for review as early as four months prior to conference. We will accept

domestic grant applications for review as early as two months prior to conference. We do propose our response be within 30 days of request following our review timeline.

Subject WA-09-01

Item: The process currently in place for submission of Voting Entity issues for consideration at the annual CoDA Service Conference has no requirement for those issues to be submitted by a certain date. As a result, there is little opportunity for review of the issues by the fellowship prior to a vote being required at the conference. Several Voting Entities have requested that this process be changed to allow a wider review of issues by the fellowship before the conference.

VEI 09017: The FSM Section 08 Voting Entity Service states: Voting Entity issues are to be sent to the Board of Trustees sixty (60) days before Conference.

Report by Events Chair **Christine H**

Members: Chris H, Thom F, David L, Diane O, Michelle E, Nancy M, Petra P
Events Board Liaison: Steve R and Finance Liaison: Jay F

Finance Committee Report

The Finance Committee and bookkeeper are working on end-of-year business. We will send a mailing to all chairs, in February, letting them know how much their committees spent in 2008.

Judi is working as liaison to our bookkeeper, on behalf of our Board Chair, JudiAnn, regarding possible changes to our Chart of Accounts.

In Service,
The CoDA Finance Committee
Curtis, Della, Judi and Shirley

Hospitals & Institutions Committee Report

Inmate Letters Responded to: 22
Inmate Letters Returned: 3

A conference call is in order and delegation of some projects will help thrust us forward into the New Year of 2010. Communication is our largest need to clearly define the vision, goals of the committee in meeting the needs of inmates or others within our realm of influence. Those interested in the conference call please contact hosp@coda.org. Please give name, state, phone, and email address.

Our apologies to those who have tried to connect and haven't engaged with us as yet. Those who have been encouraged to do various acts of service need to write and let me know what you've accomplished.

Those willing to serve on this committee please write and let me know what you are good at. Do you like phone work? Are you able to set up email groups and send out information fast and easy? Time is limited with many and a little done by many gets the job done, once each know how to do their part. Whatever you have to offer and your willingness can become MUCH when given to our Higher Power.

Sponsors are still being asked for. Is anyone willing to talk about how we as a committee might meet this need?

Someone who is willing to handle the requests of professionals alone would be a great help.

Respectfully submitted by-
Sandra
H&I Chair

Service Structure Committee Report

We have forwarded the 2009 FSM & MSP suggested revisions to the Board for review and the Web Coordinator to post online for the Fellowship to review. It includes all conference approved changes as well as new committee descriptions developed in collaboration with the respective committees.

We will discuss motions mentioned in 2009 3rd Quarter QSR about Bylaw wording concerning a specific number of trustees, FAQs about therapists running meetings, the TX issue adding "as written, with the exception of substituting higher power for God," confused wording regarding closed and restricted meetings, review of forms to provide documents supporting alternative format meetings, collaborate with the Events Committee to update CoDA Service Conference & Convention procedures, and write election procedures for use at conference.

Eric S. CO chair, **Stephany S.** CO, **Judi T.** MD, **Curtis F.** MO and **Florence F.** MD

Literature Committee Report

The CoDA Literature Committee has been working on the topic of “counterdependency.” Please read the attachment for more details. The work thus far has been done through email and one conference call. At the end of February, we will be meeting in California for a two day work session.

Ordinarily, CLC work is kept secret because we don't want works in progress being edited or circulated prematurely. However, with this topic, we are welcoming any comments or personal sharing so that our finished product will be representative of the majority of CoDA members.

Respectfully submitted,
Janet C.

Members of the CLC Committee: Judi T., Laurel H., Joan O., Terry D., Phyllis S., Debbie W., Jutta E., Karla J., Charles Z., Jeri S., Scott P., David M., Barbara L., and Leslie C.

Outreach Committee Report

- STATISTICS:

Incoming E-mail Numbers

Quarter	Outreach	Spanish Outreach
First (Jan – Mar)	277	65
Second (Apr – June)	214	58 ¹
Third (July – Aug)	245	51
Fourth (Sept – Dec)	212	29
2009 TOTALS	948	203

- **Proposed 2009 Goals Developed at Conference: these are not necessarily completed:**

¹ Missing 1 week

1. Bring meeting database up to date.
2. Expand awareness of CoDA among professional mental health and the general communities.
3. Encourage volunteers to join the Outreach committee.
4. Reach out to new meetings and members.
5. Provide support for those in isolated areas.

Outreach Chair: No Appointee

Outreach Members: Allan B. ([SoCal](#)), Debi M. ([NorCal](#)), Florence F. (MD), Karen G. (TX), Wayne M. ([NorCal](#)), Sheree (GA), and Lisa (NV).

Spanish Outreach Members: Maggie (Nicaragua), Madeline (FL), Marilia (Mexico), Yeni (Colombia), Linda A. ([SoCal](#)) and Tracey (IL).

Professional Outreach Members: Yumi ([NorCal](#)), Lou (IL), Donna (NC), Cindy (NC), Florence F. (MD) and Allan B. ([SoCal](#)).

Update Meetings Members: Allan B. ([SoCal](#))

Web Coordinator Report

Your web coordinator has accomplished a lot this year. A new look for the website was developed and implemented as well as many normal updates.

Web Updates:

Current Last number: 1956

Current backlog: 51

Items worked since 1 Jan 09: 670

Meeting Updates: Your Fellowship Services worker has also been very busy. She has updated in some form (deactivated, re-activated, updated, added) 1428 meetings and handled over 220 pieces of mail (either emails or regular postal mail to committees from the Phoenix address) since the first of January. An update of world-wide CoDA meetings is available at: <http://www.coda.org/status/CoDAMeetingStatus.xls>.

SPAM patrol:

SPAM that committees see: averaged 19% of their emails for the year.
SPAM that is caught, but not seen by committees: 5,000 per week
Email treated as SPAM, but actually good (resent to committees): 14 per week.
In addition to SPAM, the website suffered from at least 4 attacks by SPAMMERS putting malicious code to either infect or resend emails using the website.

Backups & other duties: Backups to CDs are accomplished monthly. Reports for the Backups and other reports are in the new Committee Work Area (CWA) of the website (www.coda.org/cwa/index.php). You need to have a logon to the CWA to view these.

Special: Mailing lists were set up for Communications Committee and Co-NNections Committee. One for the QSR will be set up by the time this QSR goes out. Information for the Status of CoDA Activities is being added as it becomes available. It is the goal of the Communications Committee and the Board of Trustees that all of CoDA's activities are transparent to the CoDA Fellowship.

Respectively Submitted;

Roy L.

Web Coordinator

Communications Committee Report

Summary of items completed during 2009

- Monthly conference calls established
- Three proposals presented to 2009 CSC
 - Modify CSC motion submission process to allow time for fellowship review prior to voting
 - Create an Opt-in Announcement only Email Communication Process (Email List)
 - Replace the current answering service with an internet based volunteer supported telephone call response process
- CSC voted to turn the Communications Task Force into a permanent CoDA committee
- Subcommittee created to develop the process for a volunteer supported telephone call response process
- CSC motions and new literature submission and review process developed and sent to the CoDA Board and the Events committee for their review
- Email List implemented and 356 email addresses already signed up
- First mailing done for the Email List

Current members of the Communication Committee are Allan (SoCal), Doug (FL), Eric (CO), Evie (SoCal), Florence (MD), Geff (WA), Jeri (NorCal) and Leo (SoCal).

Respectfully submitted,
Evie S, Committee Chair

QSR Editor Report

The schedule for Quarterly Service Reports will be by calendar quarters. The first quarter of the year is January, February & March; therefore the next Report will be due to the editor during the 2nd week of April for publishing during the fourth week of April. Please refer to the chart below that will be a reminder at the bottom of each QSR.

Quarter	Months	Report Due	To be published
First	January, February, March	April 15	April 30
Second	April, May, June	July 15	July 30
Third	July, August, September	October 15	October 30
Fourth	October, November, December	January 15	January 30

I will appreciate all Chairpersons' cooperation so that this important document can get into the hands of the Fellowship in order that we all are aware of how hard we work.

QSR Editor,
Salle

Another Face of Codependency
Draft-1-19-10
CLC

Background:

At the 2007 Coda Service Conference (CSC), the state of Arizona requested adding verbiage to the CoDA *Patterns and Characteristics*. The reason? There were people attending meetings who appeared to be suffering from failed relationships, but who could not identify with the *Patterns and Characteristics* as read at every meeting. Some of these people left CoDA; others stayed, but exhibited troublesome behaviors, such as monopolizing conversations, attempting to control through intimidation, needing to appear right at all times, and passing critical judgments on others.

The CoDA Literature Committee (CLC) was asked to look into Arizona's request. Questions arose: Was this behavior even part of codependency? If so, was this issue important enough to make changes to a foundation document? And if changes were made, what repercussions would there be for our current literature? Would everything have to be reprinted? In some of the local CoDA communities, in the United States, Canada and abroad, groups were meeting to discuss these types of behaviors using the term "counter-dependence" or "anti-dependence." At the International CoDA Convention in 2009, an information-gathering session was held to assess the interest of the greater CoDA community. The results represented views from the United States and Canada, the United Kingdom, Italy, and Germany and were positive and enthusiastic for CoDA to move forward with this issue.

In the fall of 2009, the CoDA Literature Committee (CLC) began engaging in an exciting dialogue about the need to recognize this other face of codependence. This other face of

codependency manifests in behaviors that seem far removed from the classic compliant codependency; i.e., people-pleasing, approval seeking, self-denial, selfless giving, caretaking, and being overly sensitive and easily intimidated. In contrast, this lesser discussed aspect of codependency may appear as defiance, stubbornness, resistance to authority, incapable of vulnerability or intimacy, self-righteous, arrogant, angry and isolating.

As a committee, we were intent to ensure that our literature covered this little-discussed side of codependency. In *The CoDA Book*, *Peeling the Onion*, and others, we found many references to descriptions of self-will that included engaging in overbearing attitudes, nonconformity, rebellion, lying, overt manipulation, avoidance, aggression, over-controlling, abusiveness, issues with authority figures, an inability to ask for help, and others. Confident that our literature already contained information on this aspect of codependency, we felt inspired to move on to the next topic: How many of us had experienced both of these paradigms at different stages of our recovery?

Through introspection and open sharing, we came to realize that there may be some common underlying issues that result in differing core behavior patterns. Most of us could agree that periods of frustration, anger, and resentment could cause us to flip from one end of the spectrum to the other. For example, we could move from victim to aggressor, from being a love addict to an avoider, from feeling less than to feeling better than, from being passive to being aggressive, and from having fear of abandonment to having fear of engulfment, and vice-versa. The consensus was that people tended to be more dominant in one area over the other.

We wanted the fellowship to recognize these behaviors as different, but still part of the codependency continuum. Codependency, as a disease of extremes, ranges from overt fear of abandonment to an overt fear of intimacy. The common denominator is that both are deeply

rooted, compulsive, self-damaging and involve attempts to exercise power over others.

We may do this by putting others first or putting ourselves first and demanding others comply.

We may be direct or indirect. We may be fearful, self-effacing, or narcissistic. But the bottom line is we think living their life is our job. Our consensus was that we would and should treat these behaviors as deserving the same responsible attention that has been given the more easily recognizable categories of codependent patterns.

What would be the best method of addressing this aspect of “resistant” codependency?

We discussed the ramifications of using language that would clarify the concept, but which might divide the fellowship and become a violation of Tradition One, “Our common welfare should come first; personal recovery depends upon CoDA unity.” There was a need to identify the patterns and characteristics of this behavior in a way not currently understood or recognized by many of us who suffer from this problem. Above all, we needed to be sure that we were addressing a problem that belonged to “us,” and not “them.”

Tradition Four states, “Each group should remain autonomous except in matters affecting...CoDA as a whole.” We needed to reach consensus on what to call these behaviors and to back up our decision with facts, because this would affect all of CoDA, not just a few select groups. We spoke of “counter-dependency,” “oppositional behavior,” “reactive codependence,” “anti-dependence,” “super-controllers,” and other descriptors that differentiated this behavior from the typical codependent behaviors associated with codependency.

In order to cover the subject without creating division, complications with semantics, or a departure from the principles of our program of recovery, we ultimately reached consensus that these behaviors represent just another aspect--another face--of codependency.

We decided that the easiest and most effective way to get this information out to the fellowship would be to modify the *Patterns and Characteristics* since it is typically read at every meeting and is especially helpful to newcomers who question whether they are actually codependent. Each of the categories of codependency—denial, low self-esteem, compliance, and control—presents a good opportunity to expand the characteristics to include these types of behaviors which look anything but compliant, caretaking, or approval seeking. Further, we determined that a new category of “avoidance,” which is already present in CoDA literature, would present further opportunities to describe these behaviors. This is what we are working on at our face to face meeting at the end of February, and will present our results at the CSC.