

**CoDA Third Quarter Service Report for 2010**  
**Co-Dependents Anonymous, Inc. Hereinafter "CoDA, Inc." or simply "CoDA"**  
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[www.coda.org](http://www.coda.org)

**Note from the Editor:**

*I want to let everyone who receives this know how grateful I am for being able to serve the Fellowship in this way. We are all doing important work, and the QSRs are one way that we can let members know about that.*

*I want to say "Thank you" to all the Committee Chairs for their service and graciousness in sharing their work in these reports. The cooperation I receive in putting these reports together is nothing less than wonderful.*

**Board of Trustees Report**

Over the last decade, Co-Dependents Anonymous, Inc. transformed from a domestic to an international organization. The laws and regulations of each country with which CoDA has agreements – and the need to become compliant with those laws – requires that Board members possess or are able to access higher-level business skills. Thusly, it is necessary to consult with international business and copyright professionals, as well as to interact more closely with our legal professionals. Hence additional levels of complexity are added to the daily operations creating a quandary in directing our resources. These are some of the concepts the CoDA Board of Trustees must review when conducting CoDA daily affairs:

How important is it:

- That CoDA's literature be copyrighted and held in CoDA's name?
- That our trade names, CoDA and Codependents Anonymous are filed so that CoDA, not other individuals, has the rights to the names?
- That CoDA's dollars be held for the Fellowship's use, not spent by individuals?

AA's big book first two editions are in free domain because their Board of Trustees in the 1960's and again in the 1980's failed to renew those copyrights.

- Is that a loss CoDA could withstand?
- Shall we adhere to the intent of the Law?
- To what degree are we in compliance with local, domestic and international laws?

Fortunately, the current Trustees are international thinkers, well-studied in the regulations and operations of nonprofits operating in multiple countries. That's the good news. The other news is that conducting CoDA's daily business has just become much more expensive. The Board will be working with resources, including

the Finance Committee, to address the resulting financial concerns. This will be covered more thoroughly in upcoming QSRs.

Now, let's go on to a different topic. The law allows for the removal of any Trustee speaking and/or acting disparagingly about CoDA. This is because Trustees perform within "duty of loyalty," meaning that Trustees must clearly make reasonable and a good-faith efforts to always be thinking about and focusing on the priorities of the nonprofit, (not of self or other organizations). Trustees must prove they have made a good faith effort in this regard. They do so by sharing ideas, opinions and advice that advance the nonprofit. Trustees always represent the nonprofit in a favorable light. The current Trustees and Alternates are well aware of their responsibilities and actively comply. We hope that fellowship members will also act in such a way that their behavior is in compliance with the intent of this law.

An International Task Force has been established and given the mandate to provide a review of CoDA's current services and a report as to how other 12-Step organizations accomplish their stated tasks and goals. This task force is a part of a six-phase program that deals with the micro and macro aspects of our organization. The four current members have already provided very good feedback and insight. More information on this will follow.

The Board received a subcommittee's request to achieve Committee status and is awaiting their written proposal with complete details of the committee's envisioned work, their defined scope, responsibilities therein and how their activities will advance fellowship goals.

Last month, five requests for links to [coda.org](http://coda.org) arrived. Denmark was added and more countries will follow. Thanks to Board Member Jutta (Germany) who, with her multi-language skills, coordinated communications with all these countries. See the CoDA Germany report in the international section.

To handle the many requests for further information as to the appropriate use of CoDA's copyrighted materials, [Legal@coda.org](mailto:Legal@coda.org) was added on the website. A significant number of emails have been received each week.

The virtual-office planning is underway. Committee Chairs were requested to provide a list of their file storage needs and titles for the filing "cabinets." As an example of how the Fellowship is working together, all committee chairs responded by the due date. An offsite web address will be created in sections. As each section becomes semi-functioning the committees will be able to view their section and provide feedback.

Our Treasurer, France, took over the Treasurer's duties after a quick, one-day training by our outgoing Treasurer. France will provide the Treasurer's Report in the 4<sup>th</sup> Quarter QSR.

The Board members will endeavor to complete this year's work without any undue expense, including complete face-to-face meetings. We will work via conference calls and hold only one larger meeting, a virtual face-to-face.

A question arose regarding the CoDA process about how to respond when there is a complaint raised about a meeting. Generally, such questions are referred to the local inter-group or even at the Voting Entity level. It is not in the purview of the Board of Trustees to answer such a question about a meeting.

Several local groups have provided fresh new ways to present CoDA information and literature. See the CLC report regarding the new flyer developed by San Diego. And Sacramento developed a new method for sponsorship that continues to be refined. Projects such as these grow local communities. This is the real purpose of all our work – to create more meetings and stronger Voting Entities to be able to reach out to the codependent who is still suffering.

The Board will have openings in July at the CSC. If you are interested, have some business experience, and have been in CoDA for a year or more, please contact us at [Board@CoDA.org](mailto:Board@CoDA.org).

JudiAnn, Chair – Texas  
Geraldine, Vice-Chair – U.K.  
Salle, Secretary – NorCal  
France, Treasurer – SoCal  
Julie, Trustee – Nevada  
Dianne, Trustee – Canada  
Jutta, Trustee – Germany  
Dagmar, Alternate – U.K.  
Mercedes, Alternate – Mexico  
Delia, Alternate – Italy

## Events Committee Report

The planning for the 2011 International CoDA Conference and Convention moves forward. The event will be in Denver, Colorado, USA.

The CoDA Service Conference (CSC) will begin on the morning of Tuesday, July 5<sup>th</sup> and wrap up in the morning of Friday July 8<sup>th</sup>.

The International Convention will start the evening of Friday, July 8<sup>th</sup> and wrap up on the morning of Sunday, July 10<sup>th</sup>. We are planning a special CoDA 25<sup>th</sup> anniversary bash.  
☺

The registration form and online registration will be available around November 1.

We have one Convention speaker slot available. If you know of someone in the fellowship who would be a quality speaker please notify us. We'd like to hear their message (on CD, MP3, etc.) and consider him/her for the 2011 Convention.

We are scouting venues for the 2012 event. If your community is interested in hosting the 2012 event please let us know at [events@codas.org](mailto:events@codas.org). Reminder – in return for hosting the event, we'll reimburse costs (email us for specifics) for your voting entity delegates that attend the 2013 CSC.

During the 2010 Convention, we offered an early bird discount for the 2011 Convention. Forty-nine folks registered. We do not have email addresses for all registrants, so, if

you registered early, please send an email to [events@codas.org](mailto:events@codas.org) and we'll update our list.

Over 320 people registered for the 2010 Convention! Again, thank you to the SoCal community, the SoCal Spanish community, and the LA CoDA community for your generous hospitality.

You can purchase CDs of the Speakers and most of the workshops from the 2010 Convention this address:

<http://www.vwtapes.com/codainternational2010cdfs.aspx>

Most of the feedback was positive. Some things we'll work on for 2011 are:

- Improved online website registration experience.
- Convention order form for literature and CDs on the website.
- Earlier opportunity to register for CSC and Convention.
- Complete accounting on time for the Finance Committee.

Initially we planned for 250 people to attend the Convention. Thanks to the diligent 11<sup>th</sup> hour work by Rebecca from LACC we were able to facilitate last minute expansion. However when the Convention started, we turned some people away that had not pre-registered since we didn't have the capacity (according to the Fire Marshall). So please, do not wait till the last minute to register for the Convention!

This year most of the committees sent in their reports and budgets prior to the start of CSC. These committee reports were posted on the website. We received very positive feedback from the voting entity delegates for having the material available early enough for their community to review and direct the delegate how to vote.

A friendly reminder to the committees and the voting entities: please, have your voting entity issues, reports, and budgets for 2011 CSC to us by May 5, 2011. Bylaw changes must be submitted by April 5, 2011.

The Events Committee has tentatively scheduled a face-to-face meeting in January 2011.

Our last item is a reminder to everyone that each year four grants (formally known as scholarships) are available to voting entities that need financial assistance. The grants are delegated on a first-come-first-serve basis. Details about these are in the Fellowship Service Manual.

Members: Thom F; Chair, Michelle E; Co-Chair, Nancy M; Treasurer, David L, Chris H, Petra P, Jeri S., Steve R.

## **Communication Committee Report**

Signups for the email blast lists have continued to grow. The new host is working out very well and we are no longer having the problems we had before. We are encouraged that some committees have used this method for sending out information and hope that this use will continue and increase. Current numbers signed up to receive the lists as of 10/6 are:

Main List: 1869

Co-NNection: 1209

QSR: 575

Español: 200

In addition to managing the email blast process the Communication Committee has written and distributed several items through the list. These include: a summary of what happened at CSC (using reports written by two delegates); suggestions about how to get the word out about CoDA meetings that attempted to clarify the differences between attraction and promotion; and a write-up encouraging service work.

Our committee has started to use Google groups as a way of better organizing our electronic exchanges. After a few months we will determine whether this is a better method than email.

A subgroup of our committee, made up both of committee members and non-committee members, is handling phone calls that come into the main CoDA number when people want to talk to a member of CoDA. Calls received on each of the seven days of the week are handled by one of three members of the subgroup. Callers have a choice of 3 options: talking to a paid commercial answering service to get meeting information in their areas; talking to a CoDA volunteer; or talking to a Fellowship Services Worker. Calls average two or three per day, with a surge just before CSC and convention. Many callers are wondering if they are codependent and appreciate being able to talk to someone who can give them information about the program. Since not all people handling calls speak Spanish we are looking for male and female Spanish speakers willing to take infrequent 12-step calls.

Over the next few months we will be working with CoRe to hopefully have information about upcoming events and other important information included when each literature order is sent out. We will also be reviewing the FSM section(s) related to email etiquette to recommend suggested improvements. In addition we will begin working on our input for the new CoDA Content Management System.

The Communication Committee continues to have monthly conference calls, usually the 3rd Sunday of the month. Current members of the Communication Committee are Allan (SoCal), Doug (FL), Eric (CO), Evie (SoCal), Florence (MD), Geff (WA), Jeri (NorCal), Leo (SoCal), Liz (PA) and Shari A (AZ). Our board liaison is Geraldine H (UK). Geraldine joined us for our September conference call and we look forward to working with her during the year.

Respectfully submitted, Evie S, Committee Chair

## Finance Committee Report

The finance committee will continue to review expense reports for the benefit of the fellowship. In addition we provide oversight and analysis tracking so that the fellowship can remain solvent in these troubled financial times and at all times.

We welcome working with the new treasurer of the organization, France W, as she has a great deal of experience in both financial matters and CoDA as an organization. France will be a wonderful addition to the "CoDA" team.

Speaking of the team, our roster consists of Steve R, Chair, Judi T, Della, Curtis, Shirley and Evie. Many of us have been the treasurer on the Board of Trustees in the past and we all bring a solid financial background in both finances and financial positions in CoDA on a national level and also the local level.

The financial wrap up of the 2010 CSC/Convention is being worked on as this QSR is being produced.

The CoDA organization abides by our By-Laws and our FSM. The exception to this is when a rule is passed at CSC by the fellowship that may conflict with a Federal law or IRS Regulation. Having said that please note the following:

In FASB (Financial Accounting Standards Board--governing the US) Concept # 6 and GAAP (Generally Accepted Accounting Principles), all profit & non-profit organizations must account Income and Expenses in the period earned. Since we are on a calendar year for fiscal, this means that all monies coming in and monies going out that pertain to a particular year must be entered in that year. In other words, for fiscal year 2010, all income and expenses incurred during the year must be entered into the books between January 1, 2010 and December 31, 2010.

That being said, any expenses incurred for the CSC in July 2010 have to be entered into the books prior to January 1, 2011. This means that we cannot allow CoDA members to submit expense reports within 1-year timeframe and/or beyond December 31, 2010 because these expenses need to be paid and recorded prior to January 1, 2011.

France, our new treasurer has made this information available to us and I want to give her credit where credit is due. So to summarize, if there is an expense incurred in 2010 you can only get a check issued in 2010. There is a procedure for expenses incurred very close to the end of the year and we will go into that later.

Finance is committed to the fellowship. If you have questions about what we do, write to us at [Finance@CoDa.org](mailto:Finance@CoDa.org) and let us know your concerns, we're all in this together.

Submitted: Chair, Steve

## Issues Mediation Committee Report

### **Accomplishments & Progress**

1. Submitted revised IMC Description to SSC and submitted motion for 2010 CSC approval. *COMPLETED.*
2. Submitted revised "Disagreement, Mediation and Resolution" section to SSC & submitted motion for CSC 2010 approval. *COMPLETED.*
3. IMC presented its yearly report at CSC 2010. *COMPLETED.*
4. Suggested a "help tutorial" for users on the Final Summary VEI table to web coordinator. *COMPLETED.*
5. At CSC 2010 (after much prior IMC discussion), moved IMC elections from 2010 CSC Agenda from Tuesday morning timeslot to *after* IMC Report at 11:30am Wednesday timeslot. *COMPLETED*
6. Collaborated with web coordinator at CSC 2010 and finished VEI Summary Table. VEI Summary Table is now on website with additional benefits to users (e.g., links to (1) the more detailed table, (2) referred motions, and (3) other VEIs), and should be easier to find VEIs. *COMPLETED.*
7. IMC voted for new chair after CSC 2010. *COMPLETED.*
8. Delivered updated CSC 2010 Motions (two) to SSC for FSM update: (1) IMC description and (2) "Disagreement, Mediation and Resolution" process. *COMPLETED.*
9. Sent email to SSC requesting if there are any further updates to the two motions (approved at CSC 2010) from SSC. If not, IMC will send updates to web coordinator for web updates. *PENDING.*
10. Prepared and submitted F2F 2010 expenses for one last member of IMC to bookkeeper (received at CSC 2010). *COMPLETED.*
11. Discussed PA dispute. Gathered information from person complaining and other parties. *COMPLETED*
12. In mediation with dispute participants finalizing PA dispute. *IN PROCESS.*
13. Discussed and referred email from Indiana referencing new Intergroup position, etc. to Outreach Committee. *COMPLETED.*
14. Discussed IMC concern regarding VEI updating process. *COMPLETED.*
15. IMC will follow through with new VEI status process with web coordinator and other chairs. *PENDING.*
16. Started discussion regarding IMC F2F meeting date/location. *IN PROCESS.*
17. Continue to monitor and track CoDA's VEIs (Voting Entity Issues). *IN PROCESS.*
18. Establish a guide of items to consider when applying for division of a VE. *PENDING.*
19. Formalize a list of recognized VEs (call them registered). *PENDING.*
20. Prepare and turn in Board motion form referencing committee history. *IN PROCESS.*

### **New Business and continuing items – Goals**

1. Continue to track & monitor VEIs & gather data from remaining committees.
2. Continue to update Summary VEI Table.

3. Establish a guide of items to consider when applying for division of a VE.
4. Formalize a list of recognized VEs (call them registered).
5. Continue to mediate ongoing disputes from CoDA entities as outlined in the FSM.
6. Consider a F2F for 2011.
7. Improve upon our inter-communication methods to problem solve issues assigned to IMC.
8. Provide new VEI status process for chairs and web coordinator.
9. Submit revised "Disagreement, Mediation and Resolution" section to website after SSC approves.
10. Submit revised IMC Description to website after SSC approves.

Thanks for reading our progress and accomplishments!

Natasha K.

**Members: Natasha K. (AZ), Chair, Curtis F.(MO), Loretta D.(WA), Lisa B. (NV),  
Cathy D. (AZ)**

**Prepared by: Natasha K. (AZ): Due October 15<sup>th</sup>, 2010**

**Cc: Board IMC Liaisons: Jutta E. (Germany) and Delia A. (Italy)  
([imcliaison@codas.org](mailto:imcliaison@codas.org)) & IMC**

## **Translation Management Committee Report**

TMC worked with several Countries at CSC to move forward the progress of translating and publishing literature. Some of these were to do the annual update of their Publication and Distribution (P&D) agreements. TMC presented a spreadsheet of all of the various Countries and people that TMC has worked with since 2006. There are over 50 distinct Countries/people TMC has worked with over the years (see status below.)

TMC still has on its plate to determine the "minimum publishing quality." At/after CSC, TMC was asked to incorporate CDs into our agreements. This request was not intended to allow others to translate CoRe CDs that they have for sale, but to allow Countries to publish our written material as spoken words on a CD.

Also requested by the board, TMC may revise some of its agreements/policy. While TMC has a document that specifically states that CoDA prefers to work with national entities, TMC has worked with individuals in some situations. Translation and publication of CoDA material is a serious undertaking, an undertaking that is beyond an individual's financial capability and sometimes beyond national entities' financial capabilities. While TMC wishes that CoDA literature was available at low prices in every language, the truth is that it takes a large investment to publish CoDA material the old-fashioned way (print thousands of the item and sell over the next several years in order to reduce the price per item.) And so far, other means of publishing have

appeared to be more expensive. {Obviously, photocopying and mass copying is a low-cost option, but provides NO copyright protection.} TMC is reviewing its policies and current relationships to see what changes need to be made.

TMC recently updated documents on the main website under “Status of CoDA Activities” called Literature Status, [www.coda.org/status/Literature/index.php](http://www.coda.org/status/Literature/index.php). Things are happening so fast, that it is hard to keep up with all of it. The committee would like to see more representation from other Countries on the committee, perhaps even as the chair.

### Status of Translation Management Activities

Yellow – Need action by TMC

Purple – No longer in contact

Country/Language	Status
Australia	Board initiated a contract in 1997. Have been unable to renew a relationship with Australia.
Braille	Received an inquiry about material in Braille. Apparently Australia has some.
CDRS (Canada)	Signed a P&D Agreement. CDRS requested new documents be added to their P&D Agreement.
Chinese	Translated MSP. Signed Translation Agreement. Paid for first website in Taiwan. Individual has requested assistance in translating CoDA material.
DAA (Canada French) – this request about English	DAA has some English speakers. Request about copying English literature. Responded with “No.” Haven’t heard from contact in years.
Dutch	Sent Application in to Translate, hasn’t responded to Translation agreement. Requested funds to publish CoDA book (tabled to board – “no”)
Finnish	Sent in request some years ago. Have been unable to re-establish contact.
French-1	Person wanting to translate CoDA book in French. Lost contact.
French-2	Person knew of a person that translated French. Lost contact.
French-3	Person contacted TMC about translating the website into French. Contact lost.
French-4	An individual wanting to translate material into French. Responded that TMC was working with DAA and he should also.
French-5 DAA	DAA signed translation agreement and P&D Agreement.
German-1	Germany translated the CoDA book years ago. Board signed agreement to cover it. TMC has signed translation agreement with Germany. Germany has also signed a P&D agreement for several documents.
German-2	Several individuals wanted to translate material. Board issued a cease and desist due to CoDA working with Germany CoDA.
German-3	Another individual wanting to translate material into German. He was informed that CoDA was working with Germany CoDA. No further contact.
Iceland-1	Person made contact in 2005. Have not been able to reestablish contact.
Iceland-2	Received agreement from individual, but has lost contact since then.
Italian	Signed Translation agreement. Working to develop P&D Agreement. They already have some material that they sell.
Japanese-1	Received application and working on MSP. Presented copy at CSC.
Japanese-2	Contacted TMC, but have lost contact.
Japanese-3	Translation agreement sent, but not received back.
Norwegian-1	Board member agreed to translation and publication of 12 step pamphlets. TMC tried to get agreements signed.
Persian-1	Translation agreement signed. Person has not sent any documents to be approved.
Portugese-1	Translation agreement signed in 2008. No documents have been sent for approval.

Portugese-2	Professional translator. Translation agreement sent but not received back.
South Africa-1	Desired to publish English material in Africa. TMC suggested that they contact England due to expense of printing. Their National office closed some time after this request.
Spanish 1-4	Various requests. Lost contacts.
Spanish-5	Established as Proofing Team #1. Completed most of their tasks.
Spanish 6-11	Various requests. Lost most contacts.
Spanish-12	Optimal translation of Spanish material. Upon first publication, further proofing was required.
Spanish-13	Person offering paid services as a professional translation. No further contact.
Spanish 14-18	Various requests. Lost most contacts.
Spanish-19	Established as Proofing Team #2. Working on their tasks.
Spanish-20	Lady already had some Spanish translations. Signed translation agreement with her and got her to share several documents with the Proofing teams.
Spanish-21	Spanish Outreach and other items changed to español@.
Spanish-22	Members from Spain. Established as Proofing Team #3. At work on their tasks.
Spanish-23	Question/action of setting up P&D with Mexico.
Spanish-24	Question/action of setting up P&D with Spain.
Spanish-25	Initial contact concerning translation into Spanish. Waiting for them to contact TMC.
Spanish-26	Individual wanting to assist with translation.
Spanish-27	Entity of Mexico signed a translation agreement and a P&D is being developed.
United Kingdom	Board signed an agreement back in 1997. Worked with representatives at 2009 CSC, but have not signed P&D agreement yet.
Turkish-1	Contact CoDA back in 2008. In 2010, TMC reestablished contact, but has since lost contact.
Sweden-1	Signed Translation agreement back in 2009. Haven't heard from them since.

**Members:** Roy L, Leo C (Fellowship Services Worker), Fernando, Judi, Lena, Gerald B

## Hospitals and Institutions Report

### ***Accomplishments***

1. The Hospitals and Institutions Committee of Co-dependents Anonymous is compiling a current list of H & I contacts to the Voting Entities (VE) and Intergroups as well as individuals who would like to be in service at the group level
  - a. Request was sent on via CoDA Announcements, Friday, October 1, 2010
2. 57 letters for inmates asking for CoDA Big Book: have been responded to
  - a. Working through the process
3. 103 letters received: working on responding

### ***New Business and Continuing Items – Goals***

1. Committee is working with CoRE to outline the handling of ordering, mailing and monies involved with “Books for Inmates” program
2. Update H&I website

### **Members:**

- Recording Secretary – Barbara
- Literature Management - Kathy & Lou
- Correspondence – Lesa
- Carry the messages Institutions – Annie
- Chair – Yumi (Prepared Report)

## Outreach Committee Report

### Emails Outreach has responded to in 2010

Time Frame	Outside Queries to Outreach	Outreach All E-MAIL	Outside Queries to Spanish Outreach	Spanish Outreach All E-MAIL
First Quarter	284	1136	59	350
Second Quarter	294	1578	46	457
Third Quarter (see #2)	331	1832	147	607
Fourth Quarter				
<b>TOTALS</b>	909	4546	252	1414

1. During the CoDA Service Conference of 2010 the following actions were taken on the motions proposed by Outreach:
  - a. **Motions #1 and #4 were passed**, so that (per CoDA Announcements of 9/16/10), the FSM Section 2 (pg 14) "*Disagreements, Mediation, and Resolution in Our Group Conscience Process*" wording [is] to be updated.
  - b. **Motion #3:** How a conflict between a Board member and a Trusted Servant ought to be handled, was tabled to the SSC for their consideration.
  - c. **Motion #2** Stipulating that candidates to become Board members have accumulated 2 years of VE delegate and 2 years of service work, was withdrawn for presentation at the next CSC in Denver in July of 2011.
2. Outreach has heretofore only counted the first incoming e-mail inquiry in its e-mail statistics. We have not counted subsequent questions, thank yous, nor e-mail discussions within the committee about, for instance, program principles and how to convey them to newcomers. Because of the 2010 CSC, Outreach feels that the huge number of e-mails we handle needs to be properly represented. Thus, we now count all incoming e-mails and committee discussions. For comparison, in 2009 total e-mails were 3972. To impart greater understanding of Outreach's 12th Step work, we include below an example of the Experience, Strength and Hope that this committee so reliably provides the codependent who still suffers. Asked *whether CoDA could work for someone who does not believe in God*, the person on rotation furnished this summary of CoDA Experience, Strength & Hope:

*"Your question is often asked by prospective members of any 12 Step program. The only connection with religion happened before Alcoholics Anonymous was formed. There were 6 principles that focused specifically on one religion. Bill W., one of the co-founders of AA, wrote the 12 Steps in an effort to reach all people – both believers and non-believers of any faith so that they, too, could find the help they needed to recover. CoDA's 12 Steps are patterned after those same steps in AA.*

*I have been in CoDA for over 20 years. I have seen many people come in and find the help they need through the Steps, with and without any spiritual belief. It is not a pre-requisite for attending CoDA. In fact, Tradition 3 states: "The only requirement for membership in CoDA is a desire for healthy and loving relationships."*

*With this in mind, there is no specific anything required of anyone who wants to become a member of CoDA and start working the Steps. We use the term Higher Power to acknowledge that many people come from many different backgrounds. This is a spiritual program, not a religious one. We talk about finding a power greater than ourselves to help us recover from the devastating effects of codependency. For as many people as there are in the program there will be as many different ideas of what that power might be. Some people do not define a Higher Power specifically, but will look at a group of recovering people coming together for support as a power greater than themselves. No one person has a monopoly on what works.*

*Attending meetings is a powerful tool in my recovery. I have recently witnessed 2 different people attend meetings for over a year, haven't touched the steps, and their lives are*

*changing. People share openly and honestly about how CoDA is working in their lives. They share about their past and how it has affected their lives today. There is a process that takes place even if a person is not actively working the Steps. I always recommend that people start working the Steps as soon as they are ready. I've also learned that not everyone is ready when they first attend a meeting. There is no "cookie cutter" recovery program. What works for one may not for another.*

*My own experience in working the 12 Steps has been that they are spiritual principles by which I live. I utilize them in my everyday life as a guide for living and in my relationships with everyone. That in itself, to me, is a power greater than myself. I came into a relationship with my Higher Power as a result of working the Steps. I do not have a religion. I do not have others telling me who my HP is or what my HP does/doesn't do. My relationship with my HP is my own. It's personal, and I only share it with people who ask. "*

3. Lisa B. was voted as Chair of Outreach after Conference.

4. Flo created an e-blast to the CoDA mail list for the **Professional Outreach Subcommittee**, suggesting guidelines for reaching out to the community of mental health workers.

5. **Spanish Outreach** is working with Communications on a Spanish Announcement list, Anuncios CoDA, a robust new way to strengthen the bonds between CoDA and Spanish-speakers. It was a success from day one: participants joined from Uruguay to Mexico and Southern California, exchanging information about CoDA events. Madeline established a new, face-to-face CoDA meeting as well as a new online meeting (Paz y Serenidad, WW051), in addition to passing Outreach information on to Spanish Outreach as the Point of Contact (POC) between the two entities and conferring periodically with the Outreach Chair to insure that both groups stay abreast of the latest developments. Spanish Outreach has applied to become an independent committee. Following the CSC, two new members were welcomed into the Committee: Rosario from Southern California and Memo from Mexico. Memo and Maggie have begun to share the editing of Spanish meeting entries from the CoDA website; Tracey keeps members informed of FSM-related matters. Spanish Outreach began to use Skype and Messenger for teleconferences at the urging of Memo, who has also designed an e-letter for Spanish Outreach to use as a model when contacting Spanish meetings to offer assistance and to update meetings.

## **MEMBERSHIP**

**Outreach:** Allan B. (SoCal), Debi M. (NorCal), Florence F. (MD), John B. (PA), Karen G. (TX), Lisa, Chair (NV) and Wayne M. (NorCal).

**Spanish Outreach:** Guillermo (Mexico), Linda A. (SoCal), Madeline (FL), Maggie (Nicaragua), Marilia (Mexico), Rosario (SoCal) and Tracey (IL/FL).

**Professional Outreach:** Allan B. (SoCal), Florence F. (MD), John B. (PA) and Lou (IL)

## Literature Committee Report

The CoDA Literature Committee remains committed to its mission of encouraging and facilitating the creation of new literature written by and for the Fellowship of Co-Dependents Anonymous. Writing for CoDA is a wonderful way to "carry the message," as expressed in Step Twelve. The CLC welcomes participation from CoDA members. We invite submissions from individuals and from groups. For information on current projects, to find out how to participate, and to offer suggestions for new or existing literature, please contact: CLC at [lit@coda.org](mailto:lit@coda.org).

This year, the CLC welcomed a new Chair, Karla K. The CLC is actively involved in the following new projects under the leadership of members of CLC who have agreed to be Project Leaders for each of these activities:

1. **Patterns of Recovery**: This task involves the completion and revision of the current Patterns of Recovery to correspond to the new Patterns and Characteristics of Codependency that was approved by the CSC in July, 2010.
2. **Grief Recovery Pamphlet**: This task involves the writing of a pamphlet or booklet that uses the principles of CoDA Steps and Traditions to assist in recovering from the grief of loss, that may include death of a loved one, losses in childhood, divorce, loss of employment, loss of relationships and other sources of deep grief that affect members of the CoDA fellowship.
3. **Manual of Operations**. This task involves the creation of a manual for operations of the CLC, as required by a motion passed by CSC in July, 2010. It will clarify and support the process for bringing a new piece of literature from the drafting stage to publication by CoRe, among other things. It will also include guidelines for members (including admission to membership on the CLC) and guidelines for the Chair of CLC.
4. **Summaries of CoRe Speaker CDs**. This task involves listening to CDs on the CoRe Literature Form for sale that currently do not have a summary of their content and drafting a summary for each of those recorded talks.
5. **Story-Gatherers Project**. This task involves the solicitation and compilation of stories submitted by members of the worldwide fellowship of CoDA detailing their recovery in CoDA. We welcome all members to submit a story for eventual publication and distribution in a format yet to be decided, but that may include updating the stories contained in the current CoDA Big Book. Please send your story to [lit@coda.org](mailto:lit@coda.org) along with the required copyright release that is available on the CoDA website on the Literature home page.
6. **Thirty Questions for Sponsees**. This task involves the revision and finalizing of a tool currently used in some regions for use in working the Steps One through Three with sponsees. It has been well-received at the grass roots level, and the CLC believes it will be a valuable tool for beginning the work of "working the Steps" with sponsees,

and creates a strong foundation for working with a sponsee on Steps Four through Twelve.

7. **Peeling the Onion Revisions**. This task involves updating the booklet “Peeling the Onion” to include the new Patterns and Characteristics.

In addition to these specific projects and reviewing new submissions, the CLC remains committed to working closely with CoRe and in assisting the Board of Directors in reviewing requests for copying or reprinting CoDA literature or service items posted on the CoDA website and related intellectual property issues, directly and through the CLC assigned liaisons to the Board and to CoRe.

**Members (14)**: Janet, Judi T., Karla, Laurel, Barbara, Jeri, Scott, Gayle, Leslie, Terry, Debbie, Joan, David, and Teresa.

**Chair**: Karla

**Board Liaison and CoRe Liaison**: France

## **CoRe Committee Report (Publishing and Distributing Literature)**

At the 2010 Service Conference two members were elected to the Board: Thom S. from Southern California, and Francis C. from England. Francis will serve as an alternate. CoRe welcomes both new members.

CoRe reported on the e-store, available to all, at [www.coda.org/estore](http://www.coda.org/estore). The new Sponsorship handbook, Sponsorship: What's in it for me?, is now available on the e-store website and the CoDA Order Form at \$3.00 each, or 10 pieces for \$12.50. CoDA has given CoRe several newly translated Spanish pieces of literature to publish. Available immediately is the Spanish language “Am I Codependent?” pamphlet and the “Communication and Recovery” pamphlet. CoRe is currently working on the translated Twelve Step and Twelve Traditions Workbook. That will be available the beginning of 2011. Already existing pieces of Spanish literature are “The Newcomers Handbook”, “Welcome to CoDA” pamphlet, “Establishing Boundaries in Recovery” pamphlet, and the New Meeting Starter Packet.

CoDA and CoRe are working together to update the CoDA/CoRe Contract by the beginning of 2011. CoRe is having a face to face meeting to prepare the document.

For international orders weighing between 11 and 66 pounds, we now have the “M Bag” option, saving significant expense. When using this option, plan for a 2 to 3-month delivery time. For information about this service, please contact CoRe at [CoReorders@CoDA.org](mailto:CoReorders@CoDA.org)

CoRe will have openings to serve on the Board next year. If you are interested and have business experience, and have been in CoDA for a year or more, please contact us at [CoRe@CoDA.org](mailto:CoRe@CoDA.org).

The CoRe Board

### Co-Nnections Report

- During this past quarter, committee members have continued to review and post CoDA member submissions to the [www.CoDA.org](http://www.CoDA.org) Co-Nnections Collection and to the Co-Nnections “Weekly Readings”.
- Subscriptions to the newly instituted “Weekly Reading Email Reminder Service” have increased its membership from approximately 400 during CSC to approximately 1225 subscribers at the present. Subscribers to the service receive a weekly email remainder that informs them that a new CoDA member submission has been posted from the Co-Nnections collection. The email contains a link sending subscribers directly to the latest posting on the “Weekly Reading” webpage.
- Committee Members continue to refine Co-Nnections web areas that are housed on [www.CoDA.org](http://www.CoDA.org) with regard to format and content. We are presently in the process of discussing issues relating to changing our current copyright policies, identifying new initiatives, changing author submission criteria and identifying needed changes to the wording presently found on the Co-Nnections web pages.

Co-Nnections Committee Members: Chuck J., Claudia F., Martha R. and Stu S.  
Chair: Gary R.

### Web Coordinator Report

#### Web Updates:

Current Last number: 2500 (last quarter it was 2213)

Current backlog: 51

Items worked on since 1 Jan 10: 592 (last quarter it was 290)

**Meeting Updates:** Your Fellowship Service Worker has also been very busy. She has updated in some form (deactivated, re-activated, updated, added) 868 meetings and handled over 582 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>. It is

interesting to note that there have been less than 10 postal mails updates to meetings so far this year.

**SPAM patrol:**

SPAM that committees see: averaged 3% of their emails since July when we switched internet hosts.

SPAM that is caught, but not seen by committees: averaging 367 per week, down from 3,185 per week on the old site.

Email treated as SPAM, but actually good (re-sent to committees): averaging 3 per week, down from 17 per week on the old site.

**Backups & other duties:** Backups continue to be made at two different locations, one in Georgia and one in Florida. Reports for the Backups and other reports are in the Committee Work Area (CWA) of the website ([www.coda.org/cwa/index.php](http://www.coda.org/cwa/index.php)). You need to have a log-in to the CWA to view these.

**Special:** [www.codependents.org](http://www.codependents.org) continues to be used for the mass emailing. Geff has been doing a good job getting the word out to everyone. There are some behind-the-scenes changes being made to the main website as a contractor has been hired to develop a Content Management System for the Committee Work Area.  
Respectively Submitted;

Roy L.  
Web Coordinator

## International CoDA Delegates & Trustees Reports

**Canada CDRS** (Co-Dependent Recovery Society) – **Deborah & Tonja**  
**Canada DAA** (Dépendant Affectif Anonyme) – **Michelle**

The first Canadian delegates came from CDRS. It was established in 1999 and has been sending delegates since the onset. Presently, the CDRS board of directors includes President-Gerry B., British Columbia (BC), Secretary, Geordie L., BC, along with Directors: Deborah R., Alberta, Ernie F., Saskatchewan, and Susan F., BC. The CoDA Inc. Board member liaison is Dianne B., BC.

The duties of CDRS has expanded over the years from primarily a literature distribution service to now including running a website: [www.cdrs.ca](http://www.cdrs.ca) with meeting lists, literature ordering forms, news and events, as well as links to CoDA Inc. and other CoDA international sites. This year, the Canadian Forum developed by Gerry B. was added to the website. Now, Canadian CoDA members can interact with each other by general sharing and responding to the Steps and Traditions, as well as, interactive announcements.

Although Canada is a large country in physical proximity, the majority of the country is sparsely populated, with some moderately to highly populated areas. These geographical dynamics influence how CoDA meetings have risen. Overall, Canada has 109 CoDA meetings. Dépendant Affectif Anonyme (CoDA Quebec) is the French-speaking voting entity from Canada and has 52 French-speaking meetings, while the remaining Canadian provinces have 57 English-speaking meetings. The provincial breakdown of the number of meetings per province/territory is as follows: British Columbia, 29; Alberta, 4; Saskatchewan, 5; Manitoba, 1; Ontario, 13; Quebec, 52; New Brunswick, 2; Newfoundland, 2; Yukon, 1; Nova Scotia, Prince Edward Island, North West Territories and Nunavut 0.

At the national level, the first CoDA Canada Newsletter was published in April of this year with the second issue forthcoming. A national intergroup structure has not yet evolved. At the provincial levels though, British Columbia and Quebec have established intergroups. BC, ALB, ON and QC have actively sponsored CoDA events. Presently, CDRS is conducting an outreach survey via telephone, mail and email in attempt to initiate contact with all Secretaries of the Canadian meetings. The intent is to connect, understand meeting needs, and begin discussions concerning possible intergroup and delegate involvement. A "CoDA Canada" website is presently in the making to create a place where national committee work and intergroups have a place to exist. Overall, Canada has much potential for CoDA development at all levels; how exciting it will be to see how Higher Power continues to work through the Canadian members in the next year.

## **Germany -- Jutta**

Personal report for the QSR –Greetings

Germany has started up this year with a fresh new team –at the soccer championship and in the national CoDA organization. There are still well-known faces in the team like Roswitha (third chair) from Garmisch who has stayed on the board for many years and assisted Ria for a long time. Ria, our chair for so many years, meanwhile stepped down and we thanked her a lot for all she has done for the organization. With Beate (St. Gallen) also the republic of Austria was well-represented on the board, so we thank her for her service too. From the old team Christine (Freiburg) is left who still works on the literature team that had a strong influx of people in the past and decided now – with Günter (Aachen) as team-speaker – to translate the American "daily meditation book" of CoDA. And there is Hartwig (Bonn), responsible for the telephone service. As one of the first members of the 20-year old German CoDA, he will write something about the beginnings for the next QSR. (Hartwig still refuses to use computers and came by bicycle to the last face-to-face.)

We are glad to have found Werner (Heidelberg) and Vera (his vice chair) as new chairs on the board. They want to realize many fresh ideas in the next few months and they plan to practice more communication between the board and the 115 groups in the German speaking countries, maybe with the help of a newsletter. Therefore we are

very interested in the American way of CoDA where the communication between the levels is so vibrant. Werner said that he wants to share his authority as a chair by finding solutions and taking decisions always in the team or at least together with a second board member. So we have much transparency and democracy now to step forward in our development.

Luckily with Philipp (Heidelberg), we found a new web-coordinator who wants to modernize our webpage that is still a bit old-fashioned and very simple. The next service conference will be in the middle of January in Fulda, where the board and all committee members meet twice a year. We are very glad to welcome this new web expert in our middle. Fortunately many members of the team like him live in the Heidelberg area and can meet very easily between our big sessions to work on CoDA. Only me, the communication link between the Krauts and America, lives at the other end of the country in the very north (near Denmark and at the Baltic Sea). And our new treasurer, Julia lives in another part of Germany, in the reunited Berlin – just in the center of the former communistic Germany where only two CoDA groups have been established in the last 20 years. And many, many in the capital Berlin, of course!

We are a little bit sad that there won't be any national convention this year in our country. So the period between the last and the next "face to face" in the central City of Fulda will be much too long. But there was no local group that decided to organize the convention this year. It is the first year without one and I miss it. In the past years we met in Karlsruhe and Limburg (a beautiful old medieval town; I had never seen something like that before!) and I enjoyed our conventions because they were so powerful.

The German conventions are different from the American conventions. It is difficult to explain: We have about 20 meetings in two days, always three at the same time, so everyone can choose. Like in Culver City, the meetings are subtitled like "Inner child", "first step" or "how I deal with family members who are not in the program". But: They are still normal meetings without a professional leader or any expert who explains the issue. We never leave the meeting structure. And, the German conventions are organized – with bed and food – so cheaply that nearly everybody can join.

There is more information that I planned to give into the QSR. Excuse my poor English writing but it seemed to me more important to write something immediately from my heart – that is not perfect!!

### **Italy – Delia (& Rosanna)**

Our first meeting of Codependents Anonymous, took place in Rome, Italy in 1992. The book we used as literature in the beginning was "Women Who Love Too Much" from which Twelve Steps & Twelve Traditions was written. Two members volunteered to translate the pamphlets from English into Italian. We studied "Twelve Steps" first and then other literature for about 10 years! In 1995, a new group started off in Turin in Northern Italy.

The first Italian National Service Meeting was held on March 21, 1998, in Turin. The second Italian National Service Conference was held on June 27, 1998. We

proceeded with the nomination of a General Coordinator and then of the Italian Board, so it was possible to start writing a document to introduce CoDA Italy to the Italian government. We continued by nominating a Literature committee and Public Information committee. We met again in November to work altogether to define what CoDA's literature stands for and to put together some guide-lines to be pursued even outside the Fellowship to convey the message.

In 1999, we held our first Convention in Prato, near Florence. Presently, there are 22 meetings all over the country and Rome holds five meetings.

Our first aim was to focus everyone's attention to the Third Tradition that states "to be open to anyone who has the desire for healthy and loving relationships." The second aim was to put into practice what the Sixth and Tenth Traditions say.

We translated:

- Codependents Anonymous Book (only five Chapters are shared, the others need to be revised)
- The 12-Step & 12-Tradition Workbook
- All the pamphlets
- The New Meeting Starter Packet

We produced and printed a small magazine similar to the ones of AA and AI-Anon groups to share information through our Fellowship members, with news, sharing and announcements included in it.

In 2005, CODA achieved legal status in Italy. A savings account was opened in a post office (that acts like a Bank in Italy).

So, we keep growing and our next project is to outreach through some meetings to a Government Institution that works with addicts and their dependency as well as with Twelve Step and Twelve Tradition Fellowships.

The National Service Structure is composed of four members who are the Board of the Committee and one General Coordinator who has the legal responsibilities.

The Committee includes:

- Financial: Manages the income and payments with the General Coordinator
- Internal affairs: Legal matters, Events, Meeting updates
- External affairs (similar to Outreach on the international service level): in charge of the telephone, receiving calls from people who are searching for a meeting in the country, or people who want to know about Codependents Anonymous. The Committee attends every meeting with our Fellowship as guest and honors our Fifth Tradition to help the groups to be visible.
- Literature: The Committee is composed of three subcommittees:
  1. Translation and revision
  2. Printing, storage, and distribution of the Literature
  3. "Emotions & Sensations" our magazine, with "shares" and news of the Fellowship.

## **Japan – Yoshi**

I first learned that CoDA meetings were being held in Tokyo. One Sunday evening in January 1999, I went to the church looking for the meeting. I found out that the meetings at the church were held every two weeks. They were English language

meetings, but their English went over my head. Still, they gave me copies of the materials they used.

I then talked with my friends about starting CoDA meetings in Japanese, and two people showed an interest. In January 2000, we began getting together once a month to plan the meetings. A long-time member of another 12-Step group translated meeting materials we could put into a handbook, but we still had a mountain of tasks to address. Here are some of the questions we had.

- How could we get the meeting handbook printed?
- How much material should we include in it?
- How should we get in contact with the services office of the CoDA World Fellowship?
- How many meetings should we have per week?
- At what time should the meetings begin and end?
- What site should we select for the meeting place?
- Who would make CoDA signs to place by the building entrance and meeting room door?
- Who should we put in charge of the contributions we collected?
- Who should we have chair the meetings?
- Who would prepare a flyer introducing the coda meetings, and how should we distribute it?
- How should we make it possible for people to contact us?

In October 2000, a Japanese language CoDA meeting began. We named the group “Grace” and that is also the name we selected for the group newsletter. This October of 2010, we will celebrate CoDA-Japan’s tenth anniversary.

If you are an alcoholic, drug addict, or someone with a gambling or shopping addiction, it is easy to identify slips, but if you are a codependent you may not notice the slip, and it will be even harder for those around you to see. In this light, pinpointing the start of your clean and sober life may in itself be difficult. Should we not say that codependency is even more cunning, baffling, and powerful than other addictions?

In my case, both of my grandfathers had a problem with alcohol. That means that both of my parents were ACA, and I am the AC child of an AC couple. By going to meetings, receiving counseling, and reading books about dependency, I came to see that I had failed to develop any self-esteem. This lack of self-esteem lies at the heart of my codependency, I believe. Codependency is said to be a disease caused by “loss of self.” In my arrogance, I would quickly decide that some man has no ability to solve things by himself or that some other woman will be in trouble if I do not help her. But the real reason why I was unable to gain a sense of trust in others was that I did not trust myself. I merely used others in an attempt to raise my own low level of self-esteem.

The responsibility for recovery from the disease is clearly in my own hands. While following a spiritual path, I hope to be able to continue to grow.

### **Mexico – Mercedes & Fernando**

It was a very enriching experience at the July CSC, finding that the CoDA community is a worldwide fraternity. We're all on the road to recovery with the help of our higher power and the tools of the program, and we put ourselves into service for the

codependent who still suffers. The road may seem long but it's easy if you just follow the Steps and Traditions.

CoDA Mexican community is very happy to have been invited to the CSC and the Convention. We want to keep in touch with all our co-dependent brothers and sisters throughout the world through Coda, Inc. and its committees. Also we are happy about the progress on agreements to translate literature into Spanish.

In Mexico City, we have had CoDA for 18 years. We have 50 groups divided between two major areas: the Central Intergroup (around Mexico City) and the Jalisco Intergroup. There is a CoDA presence in sixteen of the States of Mexico:

### **United Kingdom – Dagmar M**

1. Started in 1998, currently 60 meetings (some small, but London can run to 50+ members)
2. Regional Meeting (Intergroup) in London
3. Run by National Steering Committee (NSC)

NSC meets quarterly in London, May, August & November for business; in February we have an Annual General Meeting (AGM) at a larger venue in London. Service positions are filled at the AGM and literature is available for sale.

We do most of our work by email.

We have agreed to fund a new website which will be easier to update and to provide easier email answers. This is a goal for 2010/2011.

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To CoDA's Trusted Servants,

The purpose of the QSR is "serving our CoDA Fellowship" by providing a bulletin "in which committees can report their activities." (Quoted from CoDA by-laws) It's a vital link between CoDA Inc., Committees, Delegates and members. The QSR and [www.coda.org](http://www.coda.org) website provide the most complete and up-to-date sources of information about our Fellowship. Please share this information with your meetings and service entities.

**Use email! Help cut mailing costs!**

In order to distribute the QSR in the most cost effective manner, we want to send QSRs by e-mail whenever possible.

Go to <http://www.codependents.org/> to subscribe to the QSR list

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