

CoDA 1st Quarter Service Report for 2023

Co-Dependents Anonymous, Inc.
PO Box 33577, Phoenix, AZ 85067

(Hereinafter "CoDA, Inc." or simply "CoDA")

[602-277-7991](tel:602-277-7991) or [888-444-2359](tel:888-444-2359) www.coda.org

CoDA Board

Committee: Board of Trustees

Mission: *Acknowledging that we are all here for our personal recovery, the mission of the CoDA Board of Trustees is to ensure the longevity and fiscal health of the organization, to support the Fellowship's ongoing service work, to promote CoDA unity, and to reach the still suffering codependent.*

Board meetings: We met for public meetings, executive sessions and workgroups throughout the last 3 months. The Board has changed executive sessions to focus solely on legal, contractual, and confidential issues related to CoDA. In addition, the Board will send out a summary of executive sessions in the QSR, respecting issues of anonymity and confidentiality where necessary.

Finance

As a financial update, during the 1st Quarter 2023:

- CoDA funds on hand decreased from \$551,019.89 at the end of Q4 2022 to \$542,947.23 at the end of Q1 2023. A decrease is to be

expected now that normal travel for face-to-face meetings is again occurring now that Covid restrictions have been removed.

- CoDA received \$32,711.15 in royalties* from CoRe.
- CoDA received \$8,471.63 in 7th Tradition donations

* **Note:** CoRe is now sending CoDA the royalties via Zelle, so royalty payments are now deposited in CoDA's bank account the same month they are paid.

To support CoDA World in reaching out to the codependent who still suffers, please go to <https://coda.org/donate/>

For information about supporting your local meeting, please go to <https://coda.org/guidelines-to-coda-digital-donations/>

Post CoDA Service Conference (CSC) Actions

- **Fellowship Service Manual Updates:** In final review for approval
- **World Connection Committee (WCC) 2022 Motion 22059:** WCC decided to withdraw their motion.

Legal/Executive Sessions

- "insure" vs. "ensure" in FSM and the Bylaws
- Copyright assignment for committees
- Meeting Requirements, Warning, and Final Notification form letters for CoDA registered meetings not following Traditions
- Updating Independent Contractor Contracts
- Updating Copyright Agreement for non-CoDA use of our CoDA copyrighted material
- Approved budget overage for professional editor project with Literature committee
- Event Insurance for 2023 CoDA Service Conference (CSC) and International CoDA Convention (ICC)
- Budgeted for adding CSC/ICC flier to CoDA Publishing Resource (CoRe) outgoing orders

Website

- **Website:** The Board is working closely with our web developer to implement changes that will improve the web server's functionality.
- **Meeting Search:** Meeting search issues were up and down during the past quarter.
- **Meeting Updates:** Meeting updates fell behind during the last quarter. The Board worked closely with our Fellowship Service Workers (FSWs) to get current with the updates. We are working with the web developer as to how we can make this task easier for the FSWs.
- **Member Resources & Draft Literature:** During our March 4, 2023 public meeting, our web liaison gave a demonstration of the improvements made to the Member Resources area and Pending Conference Approval - Draft Voting Entity and Other CoDA Literature page.
- **CoDAteen Web Page:** We are working with the web developer to create a CoDAteen webpage.

Task Forces: If anyone is interested in joining one or more of the task forces, please email them at the email address listed below for each one.

- **Delegate Relations Task Force (DRTF)** drtf@coda.org They are meeting regularly. They are looking for more members. They are working to bring a motion to CSC 2023 to become a committee.
- **Alternate Format Meeting Task Force (AFMTF)** alternativeformatmeeting@coda.org They are focused on creating a recognized Voting Entity of Alternate Format meetings which could include many different formats. Their initial goal is to form one VE that would send 2 delegates to CSC 2023.
- **Gender Inclusive Language Task Force (GILTF)** giltf@coda.org Due to a variety of reasons, the GILTF has not met in a couple of months. The Board hopes to get this task force back on track during the next quarter.

CSC Prep Workgroup: The CSC Prep Workgroup started meeting in January. The Delegate page and CSC Information page are live.

<https://coda.org/world-service-events/>

Highlights

- **Grant Program for Voting Entities (VEs)** The Board passed a motion to create a program to provide a one time \$1,000 grant to Voting/Legal Entities, to assist in translating and/or publishing of CoDA literature. This motion supersedes Board Motion #18215 from 2018. Intent: To assist Voting Entities or upcoming VEs to begin to publish CoDA endorsed literature that they have translated to their language to help spread recovery.

Board Face to Face Meeting 3/24/23 to 3/26/23: Topics covered include:

- Electronic Literature in Other Languages on CoDA.org
- H&I incoming and outgoing donations plus correcting the accounting practices for donated books to institutions.
- Guidelines of public meeting minutes
- Dealing with Problematic Meetings, not following Traditions
- CoDA.org meeting registrations, including adding a category for Step Study meetings: 3 Board members had an initial meeting with our web designer. We are continuing to work on it.
- Creation of Step Study meeting guidelines that are registered on CoDA.org
- Board Policies and Procedures (P&P) review started, not completed
- Partial review of Board's Strategic Plan
- Executive session topic summary will be included in the Public Meeting Agenda
- Online/hybrid meeting recognition discussion
- Updated Copyright Contract discussion
- Robert's Rules of Order (RR) in the FSM - Possible 2023 CSC Board Motion to remove RR from FSM
- Board member recruitment
- Update the Board Application, making it a fillable document.
- Board webpage review, needs to be updated
- Meeting Requirements, Warning, and Final Notification form letter for CoDA registered meetings not following Traditions
- Issue/concern that was referred to IMC for consideration.

Board Members: Chair - Gail S., Nevada; **Vice Chair and Legal Liaison** - Katherine T., Arizona **Treasurer** - Barbara D., NorCal; **Secretary** - Lisa J., Illinois; Faith J. ON, Canada; **Web Liaison** - Florence F. Maryland; Jose R, Guatemala; Yaniv S – Israel.

Alternate Board Trustees: Tina R, Georgia; Steve S, Florida;

FELLOWSHIP SERVICES WORKER: Email List Coordinator

We would really appreciate it if you would share the CoDA email lists with your home meetings, so we can continue to grow our subscribers. Our subscriber numbers continue to show slow growth (the number of subscribers on 3 lists are actually down this quarter for the first time in several years). If every person reading this would take this information back to your home group, I suspect our subscriber base would once again have a growth spurt!

At this time the email lists are our #1 means of communication with the fellowship. Members can sign up here:

<https://www.codependents.org/sub.htm>.

You can view all past announcements from the 7 public lists in our archives here: https://www.codependents.org/coda_email_lists.htm. Please click on the list of interest, then you can either browse or search past mailings.

To smart phone users: we have been formatting for readability on smart phones for several years. Any email can be received on most smart phones and reads similarly to a text message!

Subscription statistics as of 4/03/23 are as follows:

CoDA Announcements:	6997 (up from 6949 on 1/07/23)
Co-NNections	
Weekly Reading List:	13,788 (up from 13,669 on 1/07/23)
QSR List:	3613 (down from 3650 on 1/07/23)
Hospitals & Institutions List:	3085 (down from 3141 on 1/07/23)
Events	6250 (up from 6078 on 1/07/23)
Group Representative List:	2717 (up from 2697 on 1/07/23)
Fellowship Forum Reminder	2974 (down from 2820 on 1/07/23)

Our open rate has continued on many of our mailings at 50-80%! As industry average tends to vary between 25-35%, that is a pretty amazing number. Thank you for opening our emails & only using the unsubscribe button in the body of the email. Both significantly help CoDA get the emails to your inbox.

Is there anything you would like to hear more of in CoDA announcements? Less of? Please feel free to let us know at codalist@codal.org.

To make sure your subscription doesn't fail:

- A. Please check the spelling of your email address carefully. Many subscriptions fail with a message that the email address does not exist.
- B. Please check the spam folders on your email providers. These filters have blocked some subscription attempts. To avoid this, before subscribing please read the "Email Whitelist Instructions": <https://www.codependents.org/whitelist.htm>. The suggestions found there for your email provider will likely resolve the issue.
- C. Subscribing via one email provider and then forwarding CoDA emails to your phone or another email address can cause problems. Successful receipt of CoDA emails is more likely if you subscribe using the address where you will actually read them.

From 1/08/23 – 04/03/23, 17 announcements were sent out on the CoDA General Announcements list. Additional announcements were sent on the Events list, the Meeting Contact list, the QSR list, The Hospital and Institutions list and the Co-NNections' Weekly Readings list.

And finally, we have several closed limited lists for internal use, including 3 CoDA Service Conference (CSC) lists, an International CoDA Conference (ICC) list, lists for CoDA virtual events and a list for all committees & volunteer service workers.

I also maintain <https://www.codependents.org/>

Codependents.org continues to grow! CoDA.org's sister site houses a history of the CoDA Board in addition to the public CSC archives, Fellowship Forum audios, CSC audio since 2016, CoDA historical documents and the CoDA email lists. There is a complete index at <https://www.codependents.org/>

I continue to work as part of the CoDA Service Conference (CSC) Prep Work Group; working alongside the Events Chair, the Voting Entity Liaison, and the Work Group's Board Liaison. We will be planning the 2023 service Conference for you. We are currently in process; the CSC 2023 web pages design is largely complete.

<https://coda.org/2023-csc-info/>

<https://coda.org/delegate-package-2023/>

I continue to manage the CoDA YouTube channel:

<https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ>

We've copied almost all known CoDA audio files to YouTube as videos in the last quarter. We currently have 101 "videos", and 2127 subscribers (up from 1640). We've also sorted the YouTube videos by "playlist" (Categories):

<https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ/playlists>

We've also added subtitles to our YouTube Videos in almost 100 languages!

Here are the directions for using YouTube Subtitles:

<https://www.youtube.com/@co-dependentsanonymouscoda8948/about>

If any intergroups or CoDA entities have audio or video (without showing faces) that you think might be useful on our YouTube channel, please email or send by one of the file transfer companies to codalist@coda.org CoDA must own all copyrights or at minimum have written permission for use of all copyrights. All videos must be in line with our 12 Traditions.

I have also been interactive with the Co-NNections committee in addition to other CoDA Fellowship Service Workers, and the Web and Board liaisons. I welcome the opportunity to continue to assist in ongoing projects.

Finally, I forward many misaddressed emails (kind of like an email switchboard operator) and write and send out occasional announcements regarding technical issues that impact the fellowship. I compile the QSR that you are reading. I assist CoDA volunteers & members with tech issues and part of my duties include creating a quarterly "local CoDA events" Announcement.

A reminder to all CoDA committees - the Email Lists are here for YOU! If you would like information or an announcement sent out to the CoDA Fellowship, please email it, in plain text or Word formatting (we can now also embed graphics in the email announcements), to codalist@coda.org

In Service,

Geff R (Washington State)

CoDA Fellowship Service Worker/Email List Coordinator

Board Liaison, Gail S. (Nevada)

FELLOWSHIP SERVICES WORKER / Finance

The following is a summary of what I have been working on during January, February and March 2023.

I processed and submitted two Expense Reimbursement Request's (ERRs) for approval and am working on the final process for another ERR which is still pending additional information from Trusted Servant.

My Board Liaison is Barbara.

In Service,
Jean C.

Fellowship Service Worker/H&I and Translation Management

Translation Management Coordinator

The first quarter of 2023 has been busy. Translation Management has worked with CoDA lawyer to create simplified versions of the Translation Agreement, Copyright Assignment and the Publication & Distribution Agreements. Several rounds of revisions have been made and we are just waiting for final versions to be ready and approved. Once these are ready, they will be used right away and should be much easier for our fellow non-native English speaking CoDA members to understand. We will continue to meet with anyone who has questions on agreements.

Translation Management continues to hear from new countries who would like to translate. We have also been hearing from some countries who haven't been in touch for a while to reconnect. Each country representative is offered an opportunity to meet via Zoom or other agreeable platform to virtually connect and review the translation and publication needs of the CoDA groups.

Translation Management Goals for the next quarter:

- Continue with Countries requests
- Continue reviewing current templates while updating wording, formatting and creating fillable pdfs
- Organizing files and creating a master tracking sheet
- Continue meeting with countries via Zoom to establish connections
- Implementing updated legal agreements
- Update Translation webpage

As you talk with your CoDA peers interested in translating material into their native language, please encourage them to have patience as new processes are still unfolding and to email tmc@codas.org.

Hospitals & Institutions Support

H&I mail has been a little slower this quarter. Every two weeks, there is an average of 8-10 pieces of mail from inmates requesting literature or letters for sponsors. Recently, one inmate spread the word about CoDA and that has greatly increased our requests for literature and sponsorship from a particular facility. We have added some new sponsors and more sponsors are emailing me their response letter to their inmate sponsee. I then print out the letter and mail it to the inmate. With the start of the new year, a new H&I Master Inmate spreadsheet has been created for 2023. The end of March concluded my support with H&I. I will be switching over to support Meeting Updates as of April 2023.

In addition to the above items, I helped to update the Fellowship Service Manual with the approved motions from CSC 2022. The FSM was reviewed by the Board and more updates were deemed necessary. Final

updates are being made and will be put forward to the Board. Once finally approved, the FSM will be updated on the website.

Thank you for the opportunity to serve CoDA.

Respectfully submitted,

Fellowship Service Worker: Brenda B-M

Board Liaison: Katherine T.

FELLOWSHIP SERVICES WORKER / Interpretation Coordinator

2023 1st Quarter Service Report:

- Participated for a couple of months in CSC Prep Group CSC 2023 primarily assisted with revamping the script of interpretation needs for the website
- Monitoring interpretation for Chairs Forum and CoDA Teens Committee
- Attempted to support a Trusted Servant as simultaneous Interpreter for WCC, which did not work out
- Draft version of Interpretation Flow Chart

Goals for next quarter:

- Obtain estimates from interpretation services for the needed languages for CSC like Spanish, German, Portuguese
- Finalize the specifics for the contact with Events and Board
- Setup the Interpreters on Events Zoom account before CSC
- Invite Trusted Servants for ICC interpretation
- Provide necessary training to the Trusted Servants on the Zoom interpretation feature
- Provide, in collaboration with Events Workshop Subcommittee, workshop and speaker scripts to the Trusted Servants to minimize

the work strain of simultaneous interpretation and retain their services for future events

- Set up the Trusted Servants on the Events Zoom account before ICC
- Finalize Interpretation Flow Chart
- Consider with Board Liaison a webpage for interpretation to enable connection with VEs around the world and CoDA World Committees

Services providing:

- o Act as a voice for the needs of the Fellowship with language needs who are looking to connect with CoDA World d by receiving emails of interested parties - email address: interpretation@codas.org
- o Collaborate with IMC VEL, Events and WCC regarding interpretation especially for CSC
- o Research interpretation companies for CSC, committee work, etc.
- o Request estimates for contractible work based on time, day, language needs, number of Interpreters, etc.
- o Provide approximately three estimates to Events and the Board for decision
- o Communicate with the chosen company and set it up with the Board Treasurer and Chair for contact negotiation and signature
- o Follow up with the company and the committee regarding the scheduling of meetings with interpretation, as needed
- o Review contract before Board provides signature
- o Set up Zoom Account of committees with the interpreters' email, which requires permission to access the committee's account (the email address and password associated with the account) to input hired or Trusted Servant email addresses
- o Be present for the first committee meeting involving contracted or Trusted Servant Interpreters to confirm effective initial set up
- o Troubleshoot support as needed
- o Training Trusted Servants as meeting host with interpretation feature
- o Training Trusted Servants as interpreters i.e., using Zoom interpretation feature
- o Address emails requiring interpretation that surpasses the use of Google translate by the recipient/committee

If your committee has interpretation needs, please connect with me, when possible, at least one month in advance to ensure time to set up contracts with agencies and two months for work that involves Trusted Servants.

If you are an individual in the Fellowship who needs interpretation for World Committee work or to connect with a committee, please contact me.

in grateful service,
Carole T., Ottawa, Canada
Interpretation Coordinator
interpretation@coda.org

Board Liaison: Barbara D.

FELLOWSHIP SERVICES WORKER / Spanish

Activities

In this first quarter, I edit and link recorded shares, then integrate them visually with a background video montage accompanied by music, for example: Brief Experiences/Breves Experiencias series. I also create reminders about the availability of these recordings and post the recorded messages.

I followed the same procedures to inform the Fellowship of translated CoDA Announcements, Forum series: like the Cinema Forum, Podcast, and Monthly Informational Forum.

I have supported the translation and maintenance of the coda.org/es/ websites where, for example, superimposed text on sliders needed to be translated and posted as CSC 2023 announcement.

Materials posted on Spanish Outreach's YouTube channel include email Announcements sent through Constant Contact as well as via digital media such as SPO own WhatsApp.

Now that SPO is on TikTok and Instagram, I have been creating content about what CoDA is for these two social networks, which will be included in the CoDA App and SPO WhatsApp

All the items posted on SPO's YouTube channel and other social networks are found here:

https://drive.google.com/drive/folders/1qB2hRoJ1WZnohjPt2TVPz4H4k7z3e1uu?usp=share_link

Mónica R.

FELLOWSHIP SERVICES WORKER / Spanish Web Master

INFORME PRIMER TRIMESTRE 2023

RESUMEN:

Este cuatrimestre trabajé en el sistema de anuncios de Constant Contact, actualizando el sitio web de divulgacioncoda.org y también tuve actividades extraordinarias como la indexación de las páginas del sitio de Divulgación, creación del sitemap en versión virtual y visual, así como la recopilación en un documento de la literatura disponible para una mejor organización.

Durante enero se lanzó la aplicación de CoDA en español a través de Google Play que tuvo una buena recepción por parte de la comunidad. En torno a esta actividad, también se realizó la colaboración de la revista EFE de CoDA México para anunciar el lanzamiento de la aplicación.

Se está actualizando el sitio divulgacioncoda.org para tener una organización del material disponible de manera más eficiente.

Para el trabajo realizado fueron necesarias las herramientas: Sedja.com, Imagecompressor.com, Acrobat Reader (cuenta de SPO), Canva (cuenta de CoDA), Constant Contact, Google site, Google Play Console y Firebase, etc.

DATOS:

- Anuncios enviados a través de Constant Contact: 24
- Modificaciones a las páginas del sitio divulgacioncoda.org: Inicio, Literatura, Anuncios, Estructura de servicio, CoDAtónica, Conferencia de servicio 2022, CoDAteen, Foro mensual, Convención.
- Subidas de archivos al FTP divulgacioncoda (imágenes, documentos y PDF): 85
- Notificaciones en la aplicación: 25

Trabajadora: Nadia R.

Enlace con la junta directiva: Barbara D

QSR 1, 2023

January 1st to March 31th, 2023

OVERVIEW:

This quarter I worked on the Constant Contact announcement system, updating the divulgacioncoda.org website and also had extraordinary activities such as indexing the pages of the Disclosure site, creating the sitemap in virtual and visual version, as well as compiling the available literature in a document for better organization.

During January, the CoDA application was launched in Spanish through Google Play and was well received by the community. Around this activity, there was also a collaboration with CoDA Mexico's EFE magazine to announce the launch of the app.

The divulgacioncoda.org site is being updated to organize the available material more efficiently.

The following tools were necessary for the work done: Sedja.com, Imagecompressor.com, Acrobat Reader (SPO account), Canva (CoDA account), Constant Contact, Google site, Google Play Console and Firebase, etc.

DATA:

- Announcements sent through Constant Contact: 24
- Modifications to divulgacioncoda.org site pages: Home, Literature, Announcements, Service Structure, CoDAtonic, Service Conference 2022, CoDAteen, Monthly Forum, Convention.
- File uploads to divulgacioncoda FTP (images, documents and PDF): 85
- Notifications in the application: 25

Worker: Nadia R.

Board Liaison: Barbara D

FELLOWSHIP SERVICES WORKER / Web Master

In January and February, I worked especially hard on updating the CoDA Service Conference (CSC) and Spanish pages.

Uploaded committee documents, Board meeting minutes, printed meetings in English and new Spanish translations.

Published the weekly Connections readings, created six events in the calendar, updated the World Events pages, and updated outdated links, among others.

At the end of each month, I prepare a google analytics report with some findings to give a broad overview to the Board. This includes:

- ✓ Online traffic tracking. Most visited pages, countries/cities, sources.
- ✓ User behavior. User preferences, best times for visits, least visited pages.
- ✓ Comparative with previous month.

I had meetings with SPO committee to verify progress with translated and missing pages.

Hours worked QSR Q1: 30

Carlos H.

CoDA Fellowship Service Worker/Webmaster

Board Liaison: Florence F.

CoDA Resource Publishing (CoRe)

Meetings: CoRe meetings were held monthly January to March, 2023, with an additional extended meeting in February in lieu of a Face-to-Face meeting. CoRe has been meeting generally on the second Wednesday of the month.

Literature Updates: At the start of January, we were finally fully stocked on books, after supply chain issues in the fall. Please note paper costs are almost doubled from the previous year, which made printing each book substantially more and price increases on paper products are likely to happen soon. Due to the limits on paper, members should continue to see different paper types, such as the cover of the “In This Moment- Daily Affirmations” book.

Literature Printed or in progress- English

- Books this quarter:
 - 6005- “Twelve Steps and Twelve Traditions Workbook”
 - Reprint completed. Final delivery (8500 copies) arrived. This 2022 reprint does not include changes.
 - Fourth Edition workbook received from The CoDA Literature Committee (CLC). New edition will be presented at the 2023 service conference.
- Other English language literature printed or in process:
 - 4018 - Crosstalk - Sent to CLC for review
 - 4020 Carrying the Message - Pending CLC final edits

- 4023 - Sponsorship - CLC initial review
- 4010A/B - What Is CoDA - Waiting on CoRe board determination
- 4011A - First Meeting - Waiting on CoRe board determination

As reported in the last QSR, but important to note again, we are (1) phasing out all single pamphlet sales through CoRe or (2) significantly increasing the price for orders of single (or low quantities) of pamphlets. This is necessary as the current costs for printing and sending single pamphlets result in significant monetary losses. Furthermore, every pamphlet is available at coda.org for free print or download at <https://coda.org/meeting-materials/service-materials/> Many pamphlets will be available in bundles.

Literature Printed and/or Reprinted- Spanish

- 6005S - Workbook Updated and in production Chair to provide bids to Board members
- 4002S - Am I Codependent (SP) - Sent to SPO for review
- 4001S - Welcome to CoDA (SP) - Sent to SPO for review
- 4003S - Attending Meetings (SP) - Sent to SPO for review

Coins & Medallions

- Coins reissued: Welcome chips, 9-month coins, 1-month coins
- Medallions:
 - Reissued: including 1-yr, 4-yr, 33 Year medallions.
 - Year 37 created - available on store

2022 Royalties Paid to CoDA*:

Paid in January: \$5770.79

Paid in February: \$16,777.14

Paid in March: \$10,163.22

Total Paid for 1st Quarter: \$32,711.15

*These numbers are the actual royalties which were paid and received by CoDA, Inc.

Other Areas:

Some areas CoRe is working on include:

- Electronic Formats: We continue to explore updates to electronic versions of pamphlets and books, recognizing that quality and ease of use can improve. CDs are moving to MP3 formats and a price reduction has been approved.
- Communication: We are exploring ways to communicate in newsletter or emails to CoRe customers. Please reach out if you have interest in volunteering.
- Email Response: We have initiated a new email alias called orders@corepublications.org specifically for order questions such as change of address or cancellation. This goes directly to the distribution company and we hope this will expedite immediate order changes.

Members:

Kathy H., Treasurer

Linda V., Secretary & Spanish Liaison

Addie M., Trustee At Large & Warehouse Liaison

Annie S., Vice-Chair

Ritchard I., Chair & Print Liaison

* If you are interested in service on CoRe, please reach out to us at board@corepublications.org and submit an application at the CoDA World Service Conference.

CoDAteen

Meetings with interpretation:

CoDAteen met 3 times, on the following dates

- January 17, 2023
- February 21, 2023
- March 21, 2023

We also meet in individual workgroups for English and Spanish in between our monthly meetings.

CoDAteen most significant activities were:

- The committee nominated a chair and co-chair during the March 2023 meeting.
 - The Spanish team finalized the “What is CoDAteen?” brochure in Spanish. The English team continues to make edits before posting it on the coda.org site as a draft document.
 - The English team continues to work with web developers to finalize the CoDAteen webpage with postings/videos that are attractive to teenagers.
 - Additional Spanish and English CoDA members have come forward to join the CoDAteen committee.
 - The Committee is discussing the possibility of having a hybrid CoDAteen workshop during CSC 2023.
 - The Spanish team met with Finance committee to review and submit request for a tentative F2F meeting in the fall of 2023 in California.
- Post CoDA Service Conference- CoDAteen materials are present in English and Spanish on our website. We encourage groups to use these materials to start teen meetings and give us feedback so that we can improve.**

English link: <https://coda.org/member-resources/pending-conference-approval-draft-voting-entity-literature/>

Spanish link:

<https://www.divulgacioncoda.org/codateen>

For information about CoDAteen or if you are interested in world service on the CoDAteen Committee – please write to codateen@coda.org

In service,

The CoDAteen Committee

MEMBERS:

Gillian A. /UK, Jeanne J./Tennessee, Katya R. /Mexico, Rosa S. /California, Nadia R./Argentina. New members names will be added upon confirmation from them during the April 2023 meeting.

Liaisons to CoDA Board:

Florence F. MD, Lisa J., IL

Communications Committee

The Communications Committee has 3 subcommittees:

1. **CET** (CoDA E-mail Team)
2. **C-Phone** (CoDA Phone)
3. **AVM** (Audio/Visual/Media)

Running the **Fellowship Forum** is one of the tasks of the Communication Committee.

1. **CET** – The CoDA E-mail team has 6 volunteers who have responded to 790 emails in the first quarter.

2. **C-Phone** – The CoDA phone team has 7 volunteers, with volunteers who responded to 135 calls in the first quarter.

3. **AVM** –Daphne completed a meditation that is an introduction to the 12 Steps. Releases were signed and it was posted to the CoDA YouTube

channel, which is listed below. Suggestions for this subcommittee can be sent to comm@coda.org.

Fellowship Forum (FF) – The forum is hosted by James K and David A, with a focus on a different CoDA topic each month. January’s topic was “Joy in the Journey: Recover with Color.” In February, the hosts of the Fellowship Forum helped with a workshop on sponsorship presented by the Outreach Committee. March’s topic was Meeting in Print. The Fellowship Forum meets on the last Saturday of the month at 3:00 PM Eastern Time.

Recordings of these meetings are posted on the Fellowship Forum website pages at: <https://www.codependents.org>, and <https://www.codependents.org/ff/ff.htm>, and on the CoDA YouTube Channel (<https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ>).

Since the Fellowship Forum happens only once a month, an E-mail tickler is available for those who would like to be reminded of this event. It usually includes the Topic for the month and Speaker’s name.

Communication Committee Members

Chair – Duties are currently shared between Jeanne B and David A

Secretary – Needs to be filled

CET Coordinator – Dayle

People serving on CET:

Raul, Krista, Dayle, Chris, Lizzie, Mary

C-phone Coordinator – Dayle

People serving on C-phone:

Raul, Michele, Dayle, Chris, Daniel, Charlotte, Linda

Fellowship Forum – James K & David A

AVM – Daphnie

Thanks to our Board Liaisons for their service.

Gail S and Lisa J (back up)

Co-NNections Committee

The Co-NNections Committee works to inspire the fellowship through publication of Weekly Reading (WR) and quarterly Meeting in Print (MiP). We encourage individuals of the Fellowship to submit their own firsthand CoDA recovery narratives because every member has a story that can help a still-suffering codependent. Weekly Reading submissions are up to 500 words while Meeting in Print contains longer personal stories, poetry and images.

This quarter, WR served over 13,500 subscribers by sending out a recovery story every Tuesday and publishing an issue of MiP in the first week of March.

Weekly Readings can be found at <https://coda.org/co-nnections-recovery-stories/>

Meeting in Print can be downloaded here: <https://coda.org/meeting-in-print/>

To submit a recovery story for either WR or MiP, visit <https://coda.org/submit-your-story/>

To subscribe: <https://codependents.org/cgi-bin/dada/mail.cgi/list/connections/>

This quarter, we began planning for our Face to Face (F2F) meeting which will be taking place this summer. We plan to do a “deep dive” into Co-NNections presence on coda.org. There are a number of redundant and outdated pages that have caused some confusion. When we’re finished, we hope that finding and submitting stories will be more streamlined for the Fellowship.

The newest version of Co-NNections' Policies and Procedures manual will be published soon. <https://coda.org/service-info/connections-service-info-page/>

The committee has four (4) members at the time of this report. Caryn T. chairs Co-NNections, Alison J. is our editor in chief, Jim H. chairs the WR subcommittee, and Lori H. chairs the MiP subcommittee. All members participate in the review process for every submission we receive. When an article is not quite in alignment with the principles of our program, a Co-NNections member may offer to help the author revise their story to meet CoDA's guidelines for publication.

The Committee is always open to volunteers interested in helping us review and edit submissions. After some time with the committee, newer members may correspond with authors, when they feel ready. Committee work is done in a combination of real-time video meetings monthly via Zoom™, email correspondence between meetings, and using shared documents via Google Drive™. Ideally, interested volunteers have been in CoDA for a year or more, are responsive to emails and have familiarity with the platforms mentioned above (some training is available). If you would like to join the team, please email connections@coda.org.

Members:

Caryn T., Southern CO (Co-NN chair)
Alison J., FL (editor in chief)
Jim H., SoCal (WR chair)
Lori H., WA (MiP chair)
Board Liaison: Joe R., Guatemala

Events Committee

Membership: The CoDA Events Committee (CEC) currently has 9 members and 2 Board Liaisons with members from multiple states and Canada. The CEC is a very productive and cohesive group.

Meetings: Meetings were held every 3 weeks in January and February, 2023. Beginning March, 2023, CEC meetings are now being held every 2 weeks. In addition, sub-groups have been developed and will meet more frequently to effectively plan “fun” aspects of the CSC/ICC event.

2023 CSC / ICC: Efforts continue to effectively plan all aspects of this year’s CoDA Service Conference (CSC) and International CoDA Convention (ICC) to be held in Houston, Texas July 24-27, 2023 (CSC) and July 28-30, 2023 (ICC). Eventbrite is live for in-person and virtual (via the Internet) reservations. The ICC early bird registration deadline is May 31, 2023. ICC Speaker and Workshop applications are being accepted and many have phenomenal speakers and workshop presenters have been confirmed, including Ken R. and Mary R., CoDA founders, as the ICC Keynote Speakers.

2024 (and 2025) Conference:

Our goal to select the 2024 CSC/ICC Host City has been achieved! Hotel specifications and contract negotiations are underway. Once the dates are determined, the Host City will be notified. A presentation announcing the 2024 location and dates will be made to those attending this year’s CSC/ICC followed by a World Events Announcement to the Fellowship. 2025 Host City applications are still being requested from any and all interested Intergroups.

CSC Prep Meetings / Interpretation and Translation Support

CEC’s Chair and Vice Chair continue to be active participants in regular CSC Prep meetings. The efforts to streamline Eventbrite were made and feedback has been positive relative to the ease of registration. The CEC continues to work closely with the Interpretation Coordinator to serve and support 2023 CSC/ICC multilingual attendees.

2023 Houston Site Visit

The site visit to the Royal Sonesta Hotel in Houston, TX (location of 2023’s CSC/ICC) took place February 2023. Essential information was obtained.

Partnership with other CoDA Committees

The CEC supported the World CoDA Outreach Committee by setting up the Eventbrite registration site and providing registration support for the online workshop “Joy in the Journey” held February 11, 2023. The CEC looks forward to continuing this partnership, and in developing others, to

provide useful recovery tools and information. The CEC Chair participates in the Delegate Relations Task Force and Chair's Forum to exchange ideas and build cohesion and synergy to support Delegates, Voting Entities, other committees and ultimately the Fellowship at large.

2023 First Quarter Members: 2023 First Quarter Members: Chris H. (SoCal – Chair), Cathy P. (WA – Vice Chair), Patsy C. (WA – Secretary), Angela (Canada), Brian P. (IL), Deedie H. (TX), Holly H. (NV), Kristina (TX), Rebekah S. (OR), Barbara D. (Board Liaison), Tina R (Board Liaison)

Yours In Service,
The CoDA Events Committee

CoDA Finance Committee

We need volunteers! Specifically, we need non-financial folks that can help run a meeting, take good notes or enjoy talking with other committees. Approx. 4 hrs/month commitment. Contact finance@coda.org to learn more!

The Finance Committee met 5 times by Zoom, and spent 20+ hours in a Face-to-Face meeting to address a number of improvements to better serve the Fellowship.

Our committee has also:

- Brainstormed ways to attract new members to the Finance Committee
- Completed an 8-hour Group Inventory with our Board Liaisons
- Met with our Board Liaisons to approve Finance and Events for their Face-to-Face Meetings and conditionally approved Communications, Connections and Teen for their Face-to-Face meetings this year.
- Practiced using the new Travel Booking forms during our F2F
- Edited and approved the Policies and Procedures Manual aka “Roles & Responsibilities”

- Mapped out a new Smartsheet based process for the FMAF
- Reviewed and edited the Treasurer's Handbook
- Reviewed, edited and approved minor clarifications to the Expense Reimbursement Policy (will be forwarded to the Board for approval)
- Discussed and implemented improvements to the Expense Reimbursement Request
- Discussed and clarified the Grant process in the Expense Reimbursement Policy
- Discussed and did *not* approve modifying the Expense Reimbursement Policy to reimburse non-Events (i.e., "local") member expenses.
- Discussed non-travel expenses and the IRS 60-day rule and agreed to improve the non-travel Expense Reimbursement Request
- Approved Hershenberg Financial of Tempe, Arizona, as the primary investment advisor and authorized Rob to pursue more details in preparing a proposal for the Board
- Discussed and approved the Face-to-Face Guidelines for Planning a Meeting.
- Discussed and established a role rotation guideline as well as a succession plan for newcomers to the Finance Committee
- Added a "Back-up Lead" role to help newcomers come up to speed and support existing committee members if they are swamped or need training
- Reviewed motions to bring to the 2023 CSC in addition to the 2024 Budget motion (none needed right now)
- Discussed Finance's position to support of CoDA members with disabilities and asked the Board to create a Disabilities Policy

We need help in April to implement several of these improvements and help to prep other committees attending the CSC for quick expense reimbursement. We need volunteers!

We also want to thank Judi T. and Tina for all their help these past years and welcome Lesha back to the Finance Committee after her break.

NEW Committee Liaison List:

Committee	Primary	Backup	F2F Rotation
Board	Lou	Rob	N/A
Communications	Lesha	Rob	2023 - 1st
Connections	Lesha	Marily	2023 - 2nd
Events	Lesha	Lou	2023 - 3rd
Finance	Rob	Lou	2023 - 4th
Hospitals and Institutions (H&I)	Lesha	Rob	2025 - 2nd
IMC	Lesha	Rob	2024 - 4th
Literature (CLC)	Lesha	Marily	2024 - 2nd
Outreach	Lesha	Lou	2024 - 1st
Spanish Outreach	Lesha	Rob	2024 - 4th
World Connections (WCC)	Rob	Lou	2025 - 1st
Teen	Lesha	Lou	2023 - 5th

Respectfully submitted,

Rob O, Marily B, and Lou L, members; Lesha, returning member

Barbara, Treasurer and Board Liaison; Tina, member and back-up Board Liaison

Hospitals & Institutions Committee (H&I)

In the 1st quarter of 2023 (1/1/23 through 3/31/23), the Hospitals & Institutions Committee held virtual (ZOOM) meetings every 3rd Thursday of the month at 5 PM (ET). Meetings were well attended. We maintained “Books for Inmates and Institutions”, and correspondence with the CoDA community, inmates and institutions who contact us.

We are working on:

- We continue updating our database with information from our online survey, which facilitates communication between trusted servants, the H&I Committee, and facilities. We received 11 surveys this quarter.

- We are supporting two members of our committee from the UK to bring H&I information to the NSC National Service Committee and Public Information sub- committee to facilitate development of their H&I committee. Currently we are sharing our process of establishing a service worker to coordinate communications between Sponsorship Coordinator, sponsors and sponsees. As well as the Corresponding Secretary. While they learn from us, we are learning from them.
- We are reaching out to the worldwide community to share our experience, strength, and hope in assisting them in developing their own version of H&I. Most helpful information is on our website [coda.org/service info/H&I](http://coda.org/service%20info/H&I). We can be contacted with questions and requests for assistance at hosp@coda.org
- We are in the early phase of developing a guide for accessing facilities with the help of the So Cal community who have had the experience of bringing meetings into facilities.

Email and Postal Secretary Report: During the period between Jan. 1, 2023, and March 31, H&I received 60 letters and 8 emails related to inquiries about our services. All the letters and all the emails were responded to. Of the letters from inmates/institutional residents, 47 were from first time correspondents. The requests came from 13 different institutions, 4 of which were new to us.

Sponsorship Coordinator Report: We received a request from two female sponsees for a sponsor and assigned one. We gave two male inmates to a previous sponsor.

The Books for Inmates and Institutions Program received a total of \$247.00 in donations this quarter.

Literature Distribution Report

H&I Literature Report 1st Quarter, 2023				
Piece of Literature	Jan	Feb	Mar	Q1 Total
Co-Dependents Anonymous Book	35	0	17	52
Co-Dependents Anonymous Pocket Book-SP	0	0	0	0
12 Steps & 12 Traditions Workbook	30	0	13	43
12 Steps & 12 Traditions Workbook-SP	0	0	0	0
Standard Packet	10	0	9	19
Standard Packet-SP	0	0	0	0
Institutional Meeting Handbook	2	0	9	11
In This Moment*	2	0	0	2
CoDA Meeting Handbook/MSP	4	0	0	4
Library in English	0	0	0	0
Library in Spanish	0	0	0	0
Other				
TOTAL	83	0	48	131
Cost for literature (+ shipping)	\$449.70	\$0	\$240.11	\$689.81

--	--	--	--	--

Committee members:

Terry D. CT	Chair
Kathy L. IL	Postal mail Corresponding Secretary
Carrie B. OK	Literature Distribution Coordinator
James K. PA	Sponsorship Coordinator
Lou L. IL	member at large
david a. NY	member at large
Gillian A. UK	member at large
Kate F. UK	member at large
Faith J. CA	Board Liaison
Katherine T. AZ	Board Liaison back-up

Issues & Mediation Committee (IMC)

The Issues Mediation Committee (IMC) meets virtually via the internet on the third Sunday of each month. We use Zoom.us as the platform for our meetings.

- IMC created sub-committees to respond to incoming emails in a timely manner, update our Policies & Procedures document, create Simplified Voting Entity Guidelines requested by the Board, create a more user-friendly and up-to-date Voting Entity database, and Voting Entity Structure. Work is ongoing with these projects.
- Voted for Jorge B. to serve as our Vice-Voting Entity Liaison (VEL)
- With the disbanding of the Service Structure Committee (SSC) at CSC 2022, who have been responsible for keeping the Fellowship Service Manual (FSM) updated, our understanding is that the FSM is in the process of being updated which includes the

glossary. With these updates, our hope is that the language will be easily understandable and consistent as some parts are quite confusing, especially referring to Voting Entities (VE), Alternative VEs (Alternative Format Meetings (AFM), travel reimbursement/delegate grants and for speed in including all other updates for 2022. As of this report, the “approved 2022” FSM updates have not been posted on coda.org which is also concerning. We are conducting CoDA business and need the updated FSM.

- With the upcoming CSC 2023, there remains concern about the new process for VE’s to submit motions which are now Voting Entity Motion (VEM) {formerly called Voting Entity Issues (VEI)}. What is the process for presentation on the floor at conference? We are hoping that with the FSM updates taking place as of this report, several incorrect references to the former term of ‘Voting Entity Issues’ rather than the newly named Voting Entity Motions will be corrected. The process for VEMs sends a more positive message to our Fellowship that their voices and ideas are important and will be heard by means of submitting a motion via same process as all committees {more inclusive}.

IMC Mediations and VE Requests:

- Alternative Format Meeting Task Force (AFM): The AFM members have been meeting regularly since this task force was created at CSC 2022. Members of IMC attend the meetings along with the Voting Entity Liaison (VEL) who is working closely with the AFM (along with their Board Liaison and Back-up Liaison) to assist and make suggestions about forming a VE, electing Delegates and Alternates, creating Bylaws, electing officers, creating list of meetings in attendance along with Group Service Representatives (GSR), et cetera. Our Bylaws currently allow AFMs to send two delegates and two alternates to our conferences.
- Concerns about the CoDA *Preamble* motion changing wording from men and women to people.

Discussions/Plans:

- Synergy Project: The purpose of this project is to clarify Voting Entity (VE) concerns and help in CoDA unity. This includes Voting Entity Structure options and Frequently Asked Questions (FAQ) for

new VEs and IMC related issues. As it develops, additional pieces to include a Toolkit for new IMC members and additional collaboration with the Chairs Forum.

- Cross-training for members in the IMC roles:
 - VEL
 - Public Minutes
 - Budget
 - VEI Tracker
 - QSRs
 - Synergy Project
 - Toolkit
 - FAQs
 - Setting up Monthly Meetings and Agenda

Cross-training is underway for several of our roles.

- Within VE structure, create 'How to Attract Individuals to become a Delegate' for service at CSC

VOTING ENTITY ISSUES (VEI's) now called Voting Entity Motion (VEM):

SoCal Healing Prayer 2021 – Assigned to Literature Committee. Move that CSC endorses as a CoDA approved prayer to be included in CoDA literature. *Higher Power, thank you for pulling up this memory. It's a painful one. Thank you for starting to uncover this part of me. Higher Power, I welcome your healing light to shine on all corners of this memory so that I can love this part of me, too.* **The Literature Committee presented this motion at CSC 2022 and it passed with 2/3 majority.**

Canada Inclusive Language VEI 2021 – Assigned to Board. Similar to 2020 Arizona Preamble VEI and 2021 Georgia Preamble VEI but for all CoDA literature, documents, media, etc. The Arizona and Georgia VEIs were assigned to Communications and combined in a motion CSC 2021. It did not pass. However, on the last day, the Arizona VE presented new business as yet another Preamble motion directly to CSC. That one was passed but is not a VEI because it was presented direct to CSC. But, this Canada Inclusive Language VEI is about more than just the Preamble. **Canada's VEI was to have been presented as a motion at CSC 2022 by the Board, however, it was tabled. The Board created the Gender Inclusive Language Task Force.**

Yours in service,

Darlene H. (OH - Ohio) (**Chair**)
Chris J. (IL - Illinois) (**Vice Chair**)
Steve S. (FL - Florida)
Gillian A. (U.K.)
Laurie C. (MS - Mississippi) (**VEL – Voting Entity Liaison**)
Jorge B. (Guadalajara, Mexico) (**Vice-VEL**)
Byrle S. (OK – Oklahoma)
Taran S. (GA – Georgia)

Board Liaisons: Katherine T and Steve S

IMC can be reached at IMC@coda.org

Literature Committee

CLC continues to meet monthly for a two hour Zoom call. Each member has been working independently and in one or more small group projects. Most project groups meet weekly to discuss, write, and edit. The final full committee reviews all projects.

Projects worked on this quarter to be brought to CoDA Service Conference (CSC) 2023 for endorsement:

Growing Up in CoDA

This new full-length book focuses on becoming emotionally mature, reparenting, and inner child work in CoDA recovery. Project group continues to work with Isabella C, paid developmental editor and active member of the CoDA Fellowship. After CSC endorsement, CoDA Resource Publishing, Inc (CoRe) will create final design, print, and distribute *Growing Up in CoDA*.

Reparenting Our Inner Child pamphlet has been completed and will be submitted to be printed and posted on coda.org.

“Patterns and Characteristics of Codependence and Hope of Recovery”

A service piece, originally brought to CoDA Service Conference by Texas as a Voting Entity Issue, is in final stages of editing and refinement.

Twelve Steps and Twelve Traditions Workbook:

Twentieth Anniversary Edition and Fourth Consolidated Edition. Many improvements are being made as well as edits and the addition of the Step prayers currently in the *Twelve Step Handbook* and new prayers for the Twelve Traditions, The Twelve Service Concepts, and other materials for CoDA members and groups.

Working Steps Four and Five with the 40 Questions

This NorCal Voting Entity (VE) service piece has been posted on coda.org. since its provisional endorsement at CSC 2022. Suggested CLC edits have been completed and the document was returned to NorCal for review. A new VE motion to confirm endorsement will be presented at CSC 2023.

Multiple pieces of new CoDAteen literature

Service pieces, and proposed publications, posted on coda.org. after provisional endorsement at CSC 2022, Suggested CLC edits are in process, to be completed and returned to the CoDAteen task force who will present their new motion for CSC 2023 endorsement.

Ongoing projects:

Lighting Our Path: Daily Meditations for Recovering Codependents:

New daily meditations book, each based on a quote from CoDA literature. Submissions from the Fellowship are needed to reach 366 entries.

Story Gatherers:

Longer stories, like the ones in our basic text, *Co-Dependents Anonymous*. Looking for stories from members from diverse communities, long time CoDA members, members from outside of the US. Currently on hold, work will resume after CSC 2023.

Recovering with Boundaries, booklet length manuscript, submitted by a CoDA member. Reviewed and unanimously accepted in November as a new CLC project. Plan to begin work fall 2023, likely for submission to CLC 2024.

Other editing, prior to reprinting:

Booklets: *Carrying the Message, Sponsorship, What's in it for Me?*

Other:

Copyright assignment procedure

CLC is working with Katherine T, Legal Liaison to CoDA Board to implement a new, streamlined process for committee members and writers who submit work to CLC for publication. Using online signatures and a

searchable storage system, to be maintained by the CoDA Board. New wording for copyright assignment has been developed by CoDA Lawyer, to be accepted by CoDA Board.

Literature Main page

Extensive updates in progress, some already in place.

CLC Style Sheet

Updates in process, to finalize after CSC.

Policies and Procedures

Updates in process, to finalize after CSC.

Committee members:

Terry d, Co-chair

Sara j, Secretary, Co-chair

Karen T, CoRe Liaison

Members: Abbey K, Alyse J, Barbara L, Dan R, Gillian A, Karen D, Teresa M, John R, Nick B, Denire, and new member: Lisa B

Outreach Committee

During the 1st quarter of 2023, 1/1/23- 3/31/23 the Outreach Committee continued to implement plans for working with other committees for outreach projects and workgroups. We have been working with H&I to develop outreach programs within hospitals, prisons and other correction-based programs. We are also working with the World Communications

Committee to develop an understanding of their needs regarding institutions and medical facilities.

Outreach developed plans for the 1st Annual Sponsorship Workshop. The Workshop was implemented on February 11, 2023 with collaboration on the part of Events and Interpretation. In addition to the Outreach Committee, Carole and David A were instrumental in organizing the workshop, and the CoDA Board and CoRe were very supportive.

The World CoDA Sponsorship Workshop was entitled “Joy in the Journey: Encouraging Sponsors and Sponsees” was developed in Eventbrite. Gross online sales: \$1,231.16, Eventbrite Payment Processing: (\$34.94), Net ticket sales: \$1,196.22, Total Orders: 1099, and Total Attendees: 495. According to our Interpretation Coordinator, Iran had an additional 175 people listening to the workshop in Free conference.

The Sponsorship Workshop involved six speakers, and Debbie from NorCal discussed “the 40 Questions”, which is proposed piece of CoDA endorsed literature up for approval at the 2023 CSC. The document can be viewed here <https://coda.org/member-resources/pending-conference-approval-draft-voting-entity-literature>. For 75 minutes, participants shared their experience, strength, and hope regarding sponsorship, and there was significant helpful interaction in the chat during the workshop. Interpretation was provided in Spanish, Portuguese, French, and Russian.

The 1st Annual Sponsorship Workshop was recorded and is available on the CoDA website at <https://www.youtube.com/@co-dependentsanonymouscoda8948/playlists>. In addition, Outreach developed a Sponsorship and Service Interest Survey that was available for participants. 100 participants completed the survey indicating their interest in being a sponsor, being sponsored, and interest in CoDA Service. Outreach is developing plans to follow up with participants who completed the survey.

The overall goal of the Outreach Committee is to reach the codependents who still suffer in different countries and cultures, and we are planning the 2nd Annual CoDA Sponsorship Workshop for February 10,

2024. We are recruiting new Outreach Committee members, and plan to develop an Annual Sponsorship Workshop organizing committee.

The Outreach Committee meets on the second Thursday of each month from 5-6:30 pm Eastern/ 2-3:30 pm Pacific using Zoom or phone.

Current Outreach Team: Jay G.- Chair (PA), Sharon B.-Co-chair (Canada), Gerry B. (Canada), James K. (PA), Gillian A. (UK), Byrle S. (Arkansas). Board liaison - Yaniv S, Gail S. is backup.

Spanish Outreach Committee (SPO)

SPO answered 237 emails and 45 phone calls, the main aim of which was to get information about how to join a group and about CoDA in general. There were also questions about the guidelines for opening new groups; where to find recorded material and other material created by SPO (e.g., the Podcast that is part of the Monthly Forum as well as Brief Experiences/Experiencias Breves); how offer service; how to download or purchase CoDA literature; how to find the Forty Questions; the correct way to use the CoDA logo, the definition of autonomy and how to share literature in WhatsApp groups.

SPO met 12 times this quarter:

2 monthly meetings; once to provide information about service with the SPO committee; once to welcome and provide service guidelines to our newest member Martha Patricia; three times to plan the January, February and March Forums and to meet with the speakers and those providing technical service; thrice concerning the logistics of the Monthly Forum, the Podcast and the Cinema Forum; once to share SPO's perspective and to review, with the Trustees of CoDA Mexico, certain groups in Mexico that require attention. We sought to update the guidelines for registering a group with CoDA World, as found in the FSM. Finally, SPO met once to provide feedback to its newest SPO member.

Un Grano de Arena/Starting Point – SPO took up this project once more, starting by assessing how best to deliver the Blue Book to groups in Spain and the Southern California Spanish-speaking Intergroup.

Web Traffic: Some 2,625 folks visited the SPO website. They logged on 10,214 times this quarter, accessing the site via cellphone (1,811 users), computer (982 users) and tablet (49 users).

The 10 most-popular pages were, in descending order: Home, Literature, Meetings, Announcements, Welcome to CoDA, Vuelvo a Sonreír Workshops, Alternative Meetings, Monthly Forum, F2F meetings and the CoDAthon.

There are 782 subscribers to our email list. We published 24 different announcements, including a link that carries members to SPO's YouTube channel so they may listen to our Forums, Conventions and information about the Committee. There have been 10,634 visits to the site this quarter. Codependientes Anónimos en español (@coda_mundial_divulgacion) currently has 1,740 subscribers and 129 videos posted.

In 2023, SPO began posting on Instagram and TikTok, to bring interested people to official pages of Co-Dependents where they may find information through short video clips designed for those who are not already familiar with the program.

Spanish Outreach has 4 members: Mónica R./Mexico (Chair), Adriana A./Colombia, Blanca F./SoCal, Linda A./SoCal

Translation Subcommittee

The Translation Subcommittee met three times. They were seeking a way to continue translating the website, as the continual updating of coda.org has delayed that goal.

The Subcommittee reiterates its dedication to posting the major part of the translations so as to keep coda.org/es up to date. At the same time, the

Subcommittee will continue to uphold the translation of different documents, as requested by CoRe and some announcements requested by the Board and other Committees.

Translation Subcommittee Members: Mónica R/MX, Linda A/SoCal

World Connections Committee (WCC)

1st Quarter Report:

- Regional Service Representatives - RSRs have been providing reports from their respective countries and Intergroups and supportive information provided where requested
- WCC can now be easily found under the Outreach tab at coda.org: <https://coda.org/service-info/world-connections-committee-wcc/>
- WCC has withdrawn its motion 22059 from CSC 2022 requesting a Task Force to adopt a best practices approach to translation of fundamental CoDA literature. Board motion of Feb 4th, 2023, Face to Face Minutes for \$1,000 publishing grant <https://coda.org/wp-content/uploads/02-04-2023-Public-Board-Meeting-Minutes-APPROVED.pdf> has satisfied WCC's request for support to the VEs who would like to reach the still suffering codependent in their own language with translated materials.
- Interested VEs can contact the Translation Management Coordinator TMC@coda.org to request this grant, sign a translation agreement and contract for publication and distribution (some intergroups may need a publication company).
- Hospitals and Institutions (H&I) discussion has led to accessing information packages on new fellowship and newcomers' for countries and Intergroups to use in translating to local language.
- CoDAteen and Communications Committee Liaisons keep RSRs informed of their activities and invite RSRs participation

- RSRs have been invited to the Delegate Relations Meeting drtf@coda.org and supported the Sponsorship Workshop by CoDA Outreach with Trusted Servant Interpreters in February
- RSRs who are Delegates are in the process of being vetted and registering for CSC 2023
- Intergroups have reached out to and have reach out to Intergroups, to be involved in WCC
- At the end of the 1st quarter the Chair stepped down from World Service and Vice Chair stepped in as Acting Chair

Goals for next Quarter:

1. Contact countries and past RSRs with the translation and publication grant and need for volunteers with copy of World Announcement
2. Continue to foster Intergroup involvement in WCC from around the world
3. Discuss and set goals for Face-to-Face meeting
4. Complete Finance Committee's Budget request

Members:

Chair – John D., California, USA

Vice Chair – Roman A., England, UK

Treasurer – Leane G., Ontario, Canada

Secretary – Carole T., Ottawa, Canada

Member at Large – Jeanne, Tennessee, USA

Regional Service Representatives - RSRs:

Brazil – Andreza N. and Nadia C.

Canada – Carole T.

Iran – Pouria Z. and Mohsen A.

Ontario – Leane G.

Russia Online – Roman A.

Board Liaison - Florence F.

Alternate – Lisa J.