**CoDA 4th Quarter Service Report for 2022**

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

PO Box 33577, Phoenix, AZ 85067 602-277-7991 or 888-444-2359 [www.coda.org](http://www.coda.org/)

**CoDA Board**

Board of Trustees

**Committee: Board of Trustees Date: January 15, 2023**

**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 4th Quarter:

· CoDA funds on hand increased from $546,304.35 at the end of Q3 to $551,019.89 at the end of Q4.

· CoDA received $36,636.80 in royalties\* from CoRe.

· CoDA received $21,845.75 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 CSC Actions:**

**2 CSC 2022 Motions that did not pass ⅔ vote:**

* **Communications (Comm) Motion 22049:** The Board met with Comm in a 2 x 2 meeting (2 Board members, 2 Comm members) and came up with simplified wording for their motion which was unanimously approved by both the Board and Comm. It was added to the Motions Database.
* **World Connections Committee (WCC) 22059:** The Board met with WCC in a 3 x 3 meeting (3 Board Members, 3 WCC members) and began the discussion about WCC’s motion that did not pass by ⅔ majority at CSC 2022. Both groups are in the process of setting up another meeting to further discuss WCC’s needs and how the Board can best support them.
* **Motions Summary for CSC 2022:** The board sent out a Motions Summary document that summarizes the motions from CSC 2022. The 2022 CSC Motions Summary can be found [here](https://www.codependents.org/CSC/2022/2022.htm).
* **Foundational Document updates:** The Preamble has been updated on the website. Changes to the Fellowship Service Manual (FSM) are in process.
* **Board Liaison Assignments:** All 2022/2023 Board liaison assignments were made, approved by the respective committees and posted on the website

**Legal**

* **Copyright agreements:** The Board continues to work on obtaining the agreements and working with our copyright attorney to protect CoDA’s copyrights.
* **CoDA Literature Committee (CLC) Editor for *“Growing up in CoDA”:*** The CLC approached the Board about hiring an editor for the “Growing up in CoDA” book project. After much back and forth in putting together a contract, we are excited to announce that the contract is fully executed, and the editor is working with CLC to complete the book. If all goes as planned, CLC hopes to present it at the CoDA Service Conference (CSC) 2023.
* **Issues Mediation Committee (IMC) - dispute between the Board and a CoDA Fellowship member:** Due to anonymity and confidentiality, we are unable to provide details. We can report that we are fully participating and cooperating with IMC.
* **Meeting on Social Media Platform:** A CoDA member came forward with questions about a meeting held on a social media platform. Questions included how to conduct the meeting, what could be posted to the site, could a CoDA logo be used, and various other issues. The Board discussed the questions at length and provided feedback to the CoDA member. We provided information that would allow the meeting to continue and follow our Twelve Traditions.
* **NewZealand CoDA asked for permission to make their own wooden recovery medallions:** After consulting with our legal liaison and our publishing arm CoDA Resource Publishing, Inc. (CoRe), we were pleased to share with them that they could move forward with their plan.
* **Spanish Outreach (SPO):** The SPO Board liaisons met with committee members to discuss various issues related to the website (English and Spanish), legal matters related to website permissions, privacy statement for an App, and translation issues.

**Website**

* **Meeting Search Issues:** We have experienced recurring issues with the website in general and fielded numerous complaints in the last quarter with the Meeting Search. Though most issues have been resolved, our web developer is gathering quotes for a new web server as we believe this is the source of many of the problems. We are awaiting his findings.
* **New Sections added:** 1) How to start a meeting; 2) Meeting Materials; 3) What Do You Think?
* **Member Resource Page:** A fourth option has been added - Audio Visual - and pages are available.
* **Site Map:** Still on hold. We have encountered some difficulties.
* **Draft Literature:** 40 Questions and CoDAteen materials are located on the website under the “Member Resources” tab, then click on “What Do You Think.” (click [here](https://coda.org/member-resources/pending-conference-approval-draft-voting-entity-literature/)). We are working on how to allow for feedback on the website.

**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 The first meeting for the DRTF took place October 8, 2022. They have chosen their service positions, approved Board liaisons and plan to rotate their service positions quarterly.
* **Alternate Format Meeting Task Force (AFMTF)** **AlternativeFormatMeeting@CoDA.org**They have met several times to begin organizing a Voting Entity (VE), so that they may have representatives at CSC. They are working on having Group Service Representatives (GSR) for each meeting and hope to send 2 Delegates to the next CoDA Service Conference. Board liaisons are approved and working with the AFMTF to assist.
* **Gender Inclusive Language Task Force (GILTF)** **GILTF@CoDA.org**Formed in response to Canada’s Voting Entity Issue (VEI) presented in 2021 that was submitted too late for CSC to consider and the Board motion presented in 2022 which was subsequently withdrawn. The GILTF is still working on planning a first meeting.

**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 / ADMIN. ASSISTANT**

No report submitted

**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. 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 1/07/23 are as follows:

CoDA Announcements: 6949 (up from 6878 on 10/04/22)

Co-NNections
Weekly Reading List: 13,669 (up from 13,531 on 10/04/22)

QSR List: 3650 (up from 3645 on 10/04/22)

Hospitals & Institutions List: 3141 (up from 3094 on 10/04/22)

Events 6078 (up from 5979 on 10/04/22)

Group Representative List: 2697 (up from 2633 on 10/04/22)

Fellowship Forum Reminder 2820 (up from 2603 on 10/04/22)

Our open rate has continued on many of our mailings to 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@coda.org.

To make sure your subscription doesn’t fail:

1. Please check the spelling of your email address carefully. Many subscriptions fail with a message that the email address does not exist.
2. 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.
3. 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 10/04/22 – 01/07/23, 24 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 resigned from my duties on Microsoft Exchange, which were largely dealing with coda.org email address aliases.

The CoDAthon (nonstop on line meetings during the holidays), were quite successful. We had the most participating meetings ever!

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 facilitate 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. Our first 2023 meeting is scheduled for 1/10/23.

I continue to manage the CoDA YouTube channel: [**https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ**](https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ)

We’ve copied almost all known CoDA audio files to You Tube as videos in the last quarter. We currently have 94 “videos”, and 1640 subscribers (up from 1263). We’ve also sorted the You Tube videos by “playlist” (Categories):

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

If any intergroups or CoDA entitles have audio or video (without showing faces) that you think might be useful on our You Tube 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 which has been largely on hold due to the pandemic.

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 October, November and December 2022.

I worked on nine Expense Reimbursement Request (ERR) helping the Finance Committee to get approval for all nine.

Also, I have continued to get training with Lou during this process.

Jean C.

In Service

**FELLOWSHIP SERVICES WORKER / Interpretation Coordinator**

Purpose and Service Goals:

* Grew out of the need for interpretation found by the Events Committee activities and other committees
* A conduit for the voice for the needs of the Fellowship with language needs who are looking to connect with CoDA World

4th Quarter Focus:

* Set up and monitored Interpretation services for CSC
* Monitoring interpretation for Chairs Forum set up a year prior

Happy to be of service to CoDA World.

Services providing:

* 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@coda.org
* Collaborate with IMC, the VEL, WCC, Events regarding interpretation especially for CSC
* Research interpretation companies for CSC, committee work, etc.
* Request estimates for contractible work based on time, day, language needs, number of Interpreters, etc.
* Provide about three estimates to the Board for decision
* Communicate with the chosen company
* Follow up with the company and the committee regarding the scheduling of meetings with interpretation, as needed
* Review contract before Board provides signature
* Set up Zoom Account of committees with the interpreters' email, which requires permission to access, the email address and password associated with the account
* Be present for the first committee meeting involving contracted Interpreters to confirm effective initial set up
* Troubleshoot support as needed
* Training Trusted Servants as meeting host with interpretation feature
* Training Trusted Servants as interpreters i.e.. using Zoom interpretation feature
* 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 in need of interpretation for World Committee work or to connect with a committee, please do not hesitate to connect with me.

Carole T., Ottawa, Canada

Interpretation Coordinator

interpretation@coda.org

**FELLOWSHIP SERVICES WORKER / Spanish**

Activities

I designed and posted announcements about CoDA’s 36th anniversary and announcements of the CoDAthon, to encourage Spanish-speaking groups to participate in that event.

Twice a month, I edit and link recorded shares, then integrate them visually with a background video montage accompanied by music, for the \_Brief Experiences/Breves Experiencias\_ series. That series consists of members' shares about aspects of their recovery from codependence. 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, the III Spanish Speaking CoDA Convention and the various formats of the monthly Forum series: the Cinema Forum, Podcast, Roundtable and Monthly Informational Forum.

The messages I create to keep the fellowship informed are archived here:

<https://drive.google.com/drive/folders/1CRbCJszVWarrM45n-ORNSua_2WJRGEqD?usp=share_link>

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. Addressing those and other emerging requests for audiovisual enhancement of the site keeps me busy.

Materials posted on Spanish Outreach’s YouTube channel include email Announcements sent through Constant Contact as well as via digital media such as WhatsApp. The Announcements and audios posted on SPO’s website mutually reinforce one another, ensuring that members can find the links to events they choose to attend. All the items posted on SPO’s YouTube channel are found here:

<https://youtube.com/c/CodependientesAn%C3%B3nimosenespa%C3%B1ol>

Mónica R.

**FELLOWSHIP SERVICES WORKER / Spanish Web Master**

**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 modificación de la literatura con la actualización de la Undécima Tradición, la edición del instructivo al español de las donaciones, la organización de las reuniones en el marco de CoDA Tónica y la creación de un calendario específico para las mismas.

Continué con el trabajo de la política de privacidad para la app de CoDA. Subida de nuevos eventos al calendario y la creación de nuevas páginas: CoDA-tonica, CoDAteen, 3ra-Convencion, Literatura pendiente de aprobación de la conferencia.

Utilicé las herramientas: sedja.com, ilovepdf.com, imagecompressor.com, Acrobat Reader (cuenta de SPO), Canva (cuenta de CoDA), Constant Contact, Google site, Filezilla, etc.

**DATOS:**

● Anuncios enviados a través de Constant Contact: 26

● Modificaciones a las páginas del sitio divulgacioncoda.org: Literatura, Anuncios, Servicio, CSC 2022, Estructura de servicios mundiales, Convención, Inicio, CoDA-tonica, CoDAteen, 3ra-Convencion, Literatura pendiente de aprobación de la conferencia.

* Subidas de archivos al FTP divulgacioncoda (imágenes, archivos y PDF): 60 archivos.
* Modificaciones de documentos: 4

**Trabajadora**: Nadia R.

**Enlace con la junta directiva**: Barbara D

**OVERVIEW:**

This quarter I worked on the Constant Contact announcement system, updating the divulgacioncoda.org website and also had extraordinary activities such as modifying the literature with the update of the Eleventh Tradition, editing the Spanish instructive for donations, organizing the meetings within the framework of CoDA Tónica and creating a specific calendar for them.

Continued work on the privacy policy for the CoDA app. Uploaded new events to the calendar and created new pages: CoDA-tonica, CoDAteen, 3rd-Convention, Literature pending conference approval.

I used the tools: sedja.com, ilovepdf.com, imagecompressor.com, Acrobat Reader (SPO account), Canva (CoDA account), Constant Contact, Google site, Filezilla, etc.

**DATA:**

* Ads sent through Constant Contact: 26.
* Modifications to divulgacioncoda.org site pages: Literature, Announcements, Service, CSC 2022, World Service Structure, Convention, Home, CoDA-tonic, CoDAteen, 3rd-Convention, Literature pending conference approval.
* File uploads to FTP divulgacioncoda (images, files and PDF): 60 files.
* Document modifications: 4

**Worker:** Nadia P.

**Board Liaison:** Barbara D

**FELLOWSHIP SERVICES WORKER / Translation Management / H&I**

10/1/22 – 12/31/22, marked our continued period of transition for the Translation Management. After CSC, and the dissolution of the Translation Management Committee, the word is still getting out to countries that things have transitioned for TMC.

Over the past few months, my Board liaison, Katherine, and I followed up from a request, from one of our CoDA members in another country, to review our translation agreements to be easier to understand for non-native English speakers who don’t have a legal background. We met with our CoDA lawyer to create simplified versions of the Translation Agreement, Copyright Assignment and the Publication & Distribution Agreements. The first round 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 CoDA members to understand. We will continue to meet with anyone who has questions on agreements.

Recently, there have been inquiries for translation into new languages, which indicates the further spreading of CoDA into other countries.

**Goals for the next quarter**:

* Continue with Countries requests
* Merging and moving files to DropBox
* Reviewing current templates while updating wording, formatting and creating fillable pdfs
* Organizing files and creating a master tracking sheet
* Meeting with countries via Zoom to establish connections
* 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@coda.org.

I look forward to learning more about translation management

Hospitals & Institutions Support

H&I mail has been rather steady this quarter. Every two weeks, there is an average of 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.

Thank you for the opportunity to serve CoDA.

Respectfully submitted,

Fellowship Service Worker: Brenda B-M

Board Liaison: Katherine T.

**FELLOWSHIP SERVICES WORKER / Web Master**

no report submitted

**CoDA Resource Publishing (CoRe)**

**Meetings:** Meetings were held monthly September to December, 2022. CoRe has been meeting generally on the second Wednesday of the month. If you are interested in service on CoRe, please reach out to us at board@corepublications.org

**Literature Updates:** This past Quarter we continued to see disruptions and changes in the printing industry which have affected book supplies and, therefore, fellowship members. Paper costs are about double from the previous year, which made printing each book substantially more. We have not increased prices, but fellowship members should expect to see increases in book prices later in 2023. Similarly, there are also more limits on paper available. Already we have changes to paper type, such as the cover of the “In This Moment- Daily Affirmations” book. The largest effect has been on our inventory with stocks depleted from companies wishing to resale. Although this is not unusual, the amount was unprecedented. This was further exasperated with long delays in publishers being able to print. Both the “Twelve Steps and Twelve Traditions Workbook” and the “Co-Dependents Anonymous” (Blue Book) were out of stock and on backorder for part of this quarter.

In response to the issues this quarter, we employed the following strategies: (1) partial orders of books in order to more readily supply books to our members; (2) better notifications of backorders, which we hope to further improve; (3) increased email response from CoRe to support inquiries, including improved communication practices with the distribution center, and (3) limiting the amount that any one organization can order. We have much progress to make, but at the end of the quarter we are happy to say that our main stocks are resupplied and we have better protections moving forward. Thank you to so many fellowship members for your patience as we weathered this storm and we are very grateful to our distribution company, TOpS.

Literature Printed or in progress- English

* Books reprinted this past quarter:
	+ 1002- “Co-Dependents Anonymous” (a.k.a. Blue Book, Big Book, CoDA Book) - Expedited (partial) order (1,500 copies) was received in November and backorders were immediately sent out. Additional order (8,500 copies) was received in late December, and a further order expected in January (10,000 copies, for 20,000 total).
	+ 1011- “In This Moment- Daily Affirmations”- Reprint completed this quarter and arrived in late December. Please note there is a cover change due to paper unavailability.
	+ 6005- “Twelve Steps and Twelve Traditions Workbook”- Reprint completed. A partial shipment (1500 copies) arrived in late December and the rest (8500 copies) is in process, due to arrive very early in the first Quarter of 2023. \*The CoDA Literature Committee (CLC) has indicated that a new edition will be presented at the 2023 service conference. This 2022 reprint does not include changes.

* Other English language literature printed or in process:
	+ 7001 - “Affirmations Booklet”- order of 1000 received
	+ 4010B -  “What is CoDA” - order received
	+ 4011 - “Your First Meeting”  - order received

Please note that we are considering either (1) phasing out all single pamphlet sales through CoRe or (2) significantly increasing the price for orders of single pamphlets 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](http://coda.org/) for free print or download at<https://coda.org/meeting-materials/service-materials/>  Some pamphlets will be available in bundles.

Literature Printed and/or Reprinted- Spanish

* 6005 – “Libro de Trabajo de Los Doce Pasos y Las Doce Tradiciones” (Workbook) in Progress

Coins & Medallions

* Coins reissued: Welcome chips, 9 month coin
* Medallions: several years reordered, including 1 yr, 4 yr, Year 37 in production.

**2022 Royalties Paid to CoDA\*:**

October: $12,970.07

November: $12,416.55

December: $11,250.18

Total for 4th Quarter: $36,636.80

\*Please note that this is a change from previous reporting. These numbers are the actual royalties which were paid and received by the CoDA, Inc., These are not the earned amount from royalties, which is what we were previously reporting.

**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

*Respectfully Submitted by the CoRe Board*

**CoDA Teen**

**Meetings with interpretation:**

CoDAteen met 3 times, on the following dates

* October 27th
* November 8th
* December 20th

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

**CoDAteen most significant activities were:**-Currently we have not chosen a full time chair so we rotate the duties monthly.

-A member presented information about CoDAteen from a Voting Entity Conference

-The English team is working on a CoDAteen webpage (adapted to teenagers)

-The Spanish team is working on a new pamphlet “What is CoDAteen?”

-**- 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

**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 (all days are filled) who have responded to 333 emails in the fourth quarter.

2. **C-Phone** – The CoDA phone team has 7 volunteers, with volunteers responding to 72 calls in the fourth quarter.

3. **AVM** –James is working on getting together with Daphne on a presentation project. 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. November’s topic was the document: “Working Steps 4 & 5 – Using the 40 Questions,” which is currently posted on the CoDA website for draft and review. Debbie W, from NorCal, was the guest speaker. There was no FF in December for the holidays. Kathy H. is scheduled to be the guest speaker in January. Her topic will be the “Joy In The Journey, Recover with Color” coloring book. 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](https://www.codependents.org/ff/ff.htm%2C), and on the CoDA YouTube Channel (<https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ>).

Since it 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.

**Sponsors List:** A list of 25 names with contact information was provided to Communications. It is in need of updating and verification before proceeding.

**Communication Committee Members**

**Chair** – Duties are temporarily shared between Jeanne B and David A
 (Former Chair: Mary)

Secretary – Jeanne B-J, David A (assistant to Jeanne)

**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** – Mary

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 Meeting in Print (MiP). We encourage the Fellowship to submit new articles relating to recovery from codependency. Weekly Reading submissions are firsthand CoDA recovery narratives up to 500 words while Meeting in Print contains longer personal stories, poetry and images.

This quarter, WR served over 13,000 subscribers by sending out a recovery story every Tuesday. Recent Weekly Readings can be viewed here: <https://coda.org/co-nnections-recovery-stories/>

Meeting in Print is published quarterly as a PDF. They can be downloaded here: <https://coda.org/meeting-in-print/>

Everyone has a story that can help a suffering codependent. For more details or 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/>

Also this quarter, we finalized the revision of our Policies and Procedures manual. The newest version will soon be published here. <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 seeking volunteers to help 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

Back Up Liaison: Steve S., Florida

**Events Committee**

EVENTS

Membership: The CEC currently has 10 members and 2 Board Liaisons with members from multiple states and Canada.

Meetings: CEC meetings are currently being held every 3 weeks. Meetings were held October 21, 2022, November 11, 2022, November 30, 2022 and December 21, 2022. In addition, the first working meeting was held December 8, 2022 to update the Event’s Policy and Procedures. Work effort will continue to complete the updates.

2023 CSC / ICC: This year’s CoDA Service Conference (“CSC”) and International CoDA Convention (“ICC”) will take place in Houston Texas. The theme is “Saddle up for Serenity, Strength and Hope!” Dates are July 24-27, 2023 for the CSC and July 28-30, 2023 ICC. A “Save the Date” flyer was published on the website. Planning continues with the Eventbrite site targeted to go live February 1, 2023. The early bird registration deadline is May 31, 2023.

Both CSC and ICC will be hybrid events. The suggested ICC donation is $40 for in-person attendance and $10 for virtual attendance. After the early bird deadline, the suggested ICC donation is $50 for in-person attendance and $15 for virtual attendance. This year CEC is working in conjunction with our board liaison, CSC prep group and interpretation coordinator enhance technical support (to improve the online experience) and provide information timely for interpretation and translation.

2024 (and 2025) Conference:

Communication will be sent to Intergroups requesting they submit an application if they are interested in hosting the 2024 or 2025 CSC/ICC. To provide clarity, host city roles and responsibilities were outlined and will be provided with the application. This information will be sent via email to Intergroup contacts in the US, Canada and Mexico (versus a general email blast to all signed up for communications). The goal is to have 2024’s conference site selected underway this next quarter so we can begin host city selection with ample lead time for effective planning.

CSC Prep Meetings / Interpretation and Translation Support

CEC’s chair, vice chair and secretary have attended CSC Prep meetings. The CEC is committed to focus on streamlining Eventbrite to provide registration clarity in an effort to minimize duplicate registrations, timely communication and submission of all documents to be translated, improved technical support and close management of hotel costs and contractual requirements.

2023 Houston Site Visit

A visit to the Royal Sonesta Hotel in Houston, TX is being planned to tour the hotel layout and negotiate costs.

Yours In Service,

Cathy P.

CoDA Events Committee

**Fourth Quarter Members:** Sharon A. (SoCal – Chair), Chris H. (SoCal – Vice Chair), Cathy P. (WA – Secretary), Angela (Canada), Brian P. (IL), Deedie H. (TX), Delorise (VA), Holly H. (NV), Linda B. (TX), Rebekah S. (OR), Barbara D. (NorCal - Board Liaison), Tina R (GA –Board Liaison)

**Finance Committee**

CoDA Finance Committee

4th Qtr 2022 Quarterly Service Report

The Finance Committee met 3 times by Zoom, focusing mostly on topics related to planning for Rob O. resigning as Finance Chair.

* Here are the quarter-end YTD financial results for CoDA Inc.:

|  |  |  |
| --- | --- | --- |
| *as of 12/31/2022*  | Actual | Budget |
| YTD Income    | $245,070 | $224,358 |
| YTD Expenses    | $249,354 | $324,272 |
| YTD Net Income    | -$4,284 | -$99,914 |
| Cash on hand   | $550,008 | NA |

Our committee has also:

* Updated the documents that are posted for our fellowship at https://coda.org/service-info/finance-unlocked/
* Assisted the organization with reimbursements for services during CSC.
* Discussed how to modify our Expense Reimbursement Policy to support members with disabilities
* Reviewed the donations page and suggested improvements
* Completed interviewing potential investment advisors (whom CoDA might hire to supervise the investing of our surplus) per 2021 CSC motion 21205 by 2/3 majority.
* Discussed how to split apart the Finance Chair’s roles so that each committee member can lead for their piece of the committee
* Discussed and agreed to hold a Group Inventory in January
* Reviewed and agreed on 2023 per diem to be listed on coda.org

We have several additional projects and need volunteers to assist us including a Face-to-Face meeting in 2023. We are actively seeking new members to assist on projects.

NEW Committee Liaison List:

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

Respectfully submitted,

Rob O, Marily, Judi, and Lou L, members

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

**Hospitals & Institutions Committee (H&I)**

In the 4th quarter of 2022, the Hospitals & Institutions Committee held virtual (ZOOM) meetings every 3rd Thursday of the month at 5 PM (ET) except for December. Meetings were well attended. We updated our Policy and Procedure Manual and posted on the website, maintained “Books for Inmates and Institutions”, and correspondence with the CoDA community, inmates and institutions who contact us.

**We are working on:**

* Updating our database with information from our online survey, which facilitates communication between trusted servants, the H&I Committee, and facilities. We received 2 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.

**Email and Postal Secretary Report:** During the period between October 1, and Dec. 31, 2022, H&I received 58 letters and 3 emails related to inquiries about our services. All the letters and all of the emails were responded to. Of the letters from inmates/institutional residents, 37 were from first time correspondents. The requests came from 18 different institutions, 5 of which were new to us.

**Sponsorship Coordinator Report**: In the last quarter, we received two Applications for sponsees and assigned four inmates, two males and two females. We still need a sponsor for two female inmates, their application dates were

 6/08 & 06/12/2022

**The Books for Inmates and Institutions Program** received a total of $355.00 in donations this quarter.

**Literature Distribution Report**

|  |
| --- |
| **H&I Literature Report 3rd Quarter, 2022**  |
| Piece of Literature  | Oct | Nov |  Dec  | Q4 Total |
| Co-Dependents Anonymous Book  | 6 | 2 | 10 | 18 |
| Co-Dependents Anonymous Pocket Book-SP  | 0 | 1 | 2 |   3 |
| 12 Steps & 12 Traditions Workbook  | 3 | 2 | 8 | 13 |
| 12 Steps & 12 Traditions Workbook-SP  | 1 | 1 | 2 |   4 |
| Standard Packet  | 4 | 2 | 5 | 11 |
| Standard Packet-SP  | 0 | 1 | 1 | 2 |
| Institutional Meeting Handbook  | 3 | 2 | 4 | 9 |
| In This Moment\*  | 0 | 0 | 0 | 0 |
| CoDA Meeting Handbook/MSP  | 0 | 0 | 0 | 0 |
| Library in English | 0 |  0 | 1 | 1 |
| Library in Spanish  | 0 | 0 | 1 | 1 |
| Other  | 0 | 1 | 29 | 30 |
| TOTAL  | 17 | 12 | 63 | 92 |
| Cost for literature(+ shipping)  | $90.22 | $49.35 | $152.13 | $291.70 |

**Committee members:**

Terry D. CT Chair

Kathy L. IL Postal mail Corresponding Secretary

Lena T. NY Assistant 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 Meditation Committee (IMC) meets virtually via the internet on the third Sunday of each month. We use Zoom.us as the platform for our meetings.

* We held our hybrid Face-to-Face (F2F) meeting 2022 October 28-30 in Chicago, IL. Three members attended virtually via the internet and five attended in person. Within IMC, we have 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.
* We do have concerns about the disbanding of the Service Structure Committee (SSC) who have been responsible for keeping the Fellowship Service Manual (FSM) up to date. Our understanding is that the FSM is in the process of being updated for 2022 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 updates for 2022 after CSC.
* There are concerns 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? Also, in the FSM there are several incorrect references to the former term of ‘Voting Entity Issues’ rather than the newly named Voting Entity Motions. With the FSM being updated now, we hope these references are corrected. We feel VEMs send 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): our Bylaws currently allow AFMs to send two delegates and two alternates to our conferences. At CSC 2022, an AFM Task Force was formed, and regular business meetings are being held. IMC members including the Voting Entity Liaison (VEL) have been attending these meetings offering support, guidance, and suggestions if needed.
* 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. It is possible a Task Force may be created for this issue.**

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)

Byrle S. (OK - Oklahoma)

Taran S. (GA – Georgia)

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 meeting weekly to discuss, write, and edit. The final group conscience includes full committee review.

 **Ongoing projects worked on this quarter:**

***Growing Up in CoDA***

This new full-length book focuses on becoming emotionally mature, reparenting, and inner child work in recovery. Project group began working with Isabella C, paid developmental editor and active member of the CoDA Fellowship. Project is on track to be presented at CSC in 2023 for endorsement.

***Twelve Steps and Twelve Traditions Workbook:***

New understanding and information, including the addition of the existing prayers for each Step and new prayers for each Tradition. On track to send to CoRe in February and CSC in 2023 for endorsement.

***Lighting Our Path: 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.

**Patterns and Characteristics of Codependence and Hope of Recovery** service piece, “I” statements, originally brought to CSC by TX VEI, needs more work, to post CLC webpage, for comments from Fellowship and continue as CLC project.

**Pamphlet** submitted by Mexico, to be completed 2023.

**Reparenting pamphlet** will be completed and submitted to CLC in 2023.

***Story Gatherers***:

Longer stories, like the ones in our basic text, *Co-Dependents Anonymous. S*tories solicited from long term CoDA members, some from outside of the US.Looking for stories from members form diverse communities. On hold until summer, 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 in 2023, likely for submission to CLC 2024.

**Other:**

**Copyright assignment** procedure to be updated with the CoDA Board. and CoDA lawyer. Working with Katherine T, Legal. Liaison to CoDA Board

**Committee members:**
Terry d, Chair

Sara j, Secretary, Co-chair

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

Long term CLC member, Leslie, C. resigned in December. She will continue to work P&P and Style Sheet updates this year.

Respectfully submitted,

Terry d

Chair, CLC

**Outreach Committee**

During the 4th quarter of 2022, 10/1/22- 12/31/22 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 is implementing plans to develop existing and new Workgroups, and the focus will be on reaching out to existing Meetings and Intergroups to see how we might identify Intergroup Contacts in each state to meet the needs of groups throughout each state, nationally, and internationally. A current focus is on World Outreach, with a focus on review and development of information for the World Fellowship on the CoDA.org website.

Outreach has scheduled a World CoDA Sponsorship Workshop entitled “Joy in the Journey: Encouraging Sponsors and Sponsees”. The workshop is scheduled for Saturday, February 11, 2023 and will be a virtual workshop. The Eventbrite invitation has been distributed along with a flyer. The Link is: [https://www.eventbrite.com/e/joy-in-the-journey-encouraging-sponsors-and-sponsees-tickets-507862960787](https://www.eventbrite.com/e/joy-in-the-journey-encouraging-sponsors-and-sponsees-tickets-507862960787#inbox/_blank)

The goal of the Sponsorship Workshop is to provide information and encouragement for sponsors and sponsees, with a focus on Step Twelve: Having had a spiritual awakening as a result of these steps, we tried to carry this message to other codependents, and to practice these principes in all our affairs. CoDA sponsors and sponsees from World CoDA will share their experience, strength, and hope regarding sponsorship.

The overall goal of the Outreach Committee is to reach the codependents who still suffer in different countries and cultures.

The Outreach Committee meets on the second Wednesday 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), Rhonda. Board liaison- Yaniv S, Gail S. is backup.

**Spanish Outreach Committee (SPO)**

**Activities**

SPO answered 209 emails and 20 phone calls that focused mostly on:

* Joining a group or general information about CoDA; opening new groups; SPO’s various online spaces (Podcast part of the Monthly Forum, Brief Experiences); how to do service; how to download, or where to buy, CoDA literature
* Questions about CoDA World or SPO events and the CoDAthon

SPO met 10 times this quarter:

3 routine work meetings

2 meetings, to plan the topic for the October Forum and meet with the speaker for the December podcast

3 meetings to plan the 2022 virtual Convention and another to cover last minute details, including meeting with speakers and technical support volunteers

2 meetings with SPO’s liaisons, Lisa J, Bárbara D and Florence H, concerning: meeting its newest liaison, Lisa J., presentation of topics concerning the website and review of the CoDA App.

SPO hosted the 2022 virtual Spanish-speaking CoDA Convention. We note gratefully that there were some 571 participants on the first day and 293 on the second day. The recordings were edited and posted on SPO’s website (divulgacioncoda.org) as well as its YouTube channel (@coda\_mundial\_divulgacion).

SPO followed up on the CoDAthon in a timely fashion and continues to revise the logistics necessary to pursue the Starting Point/Un Grano de Arena project in those Spanish-speaking countries and areas previously stipulated.

Thus far, emails received from members of the Fraternity interested in doing service with SPO have led nowhere, as there has been no follow through from said correspondents.

**Traffic at SPO’s website Divulgacioncoda.org**

Traffic to site: There were 9,696 visitors this quarter, and the following pages were the 5 most visited: Home, Literature, CoDAthon, Meetings and Welcome to CoDA.

We continue to note users’ clicks to purchase CoDA literature from our site, be that to CoRe, Kindle or iTunes: 1,341

Visitors to the site numbered **2,497**. Two-thirds accessed the site using a mobile phone while others used a computer (31%) or tablet.

There are 772 subscriptions to the Email List while 30 people have unsubscribed. Some 26 messages were sent out; one third of those were opened and 14% clicked on the link provided in the Announcement. The Email List Announcements lead CoDA members to hear SPO’s Forums, Conventions and Brief Announcements on its YouTube channel, where there have been 6,648 visits. There are 1,481 subscribers to the YouTube site.

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

**Translation Subcommittee**

The Translation Subcommittee met just once this quarter, given the ongoing updates to the English side of the website, coda.org. and the suggestion of both liaisons. The Subcommittee remains hopeful that the best part of the updates will be posted, to continue with the translation of the CoDA website. In the meantime, the subcommittee continues to support the translation of different website documents, such as the Weekly Readings, among others.

1 meeting of the Translation subcommittee took place.

Translation Subcommittee members: Mónica R/MX and Linda A/SoCal

**World Connections Committee (WCC)**

**WCC Purpose:**

* Connect with worldwide groups & members to collaborate by broadening the “experience, strength and hope” between worldwide Voting Entities, Co-Dependents Anonymous Inc. (CoDA) and the rest of the Fellowship.
* Collaborate with groups and members to exchange information and expertise with voting entities, as well as the CoDA, Inc. Board, and committees.
* Act as a bridge and conduit of information for new voting entities, intergroups or individual meetings who desire a connection with CoDA, Inc.
* Collaborate, disseminate, and gain information concerning the fellowship needs and pass pertinent information on to appropriate sources.
* WCC is committed to being the conduit of connection for fellowships internationally to Codependents Anonymous in an effort for these fellowships to grow and carry the message to those who still suffer in their country, region or hemisphere. We remain committed to this work through our regional service representatives including the distribution of CoDA literature in the native language including dialect and due consideration in meeting regulatory requirements or geopolitical mandates.

**WCC Goals:**

* Maintain and increase contact information with worldwide voting entities as well as areas where there is no formal CoDA structure.
* Support other countries/voting entities in CoDA development and growth and encourage forming Intergroups and Voting Entities thereby increasing participation and representation at the CoDA, Inc. level.
* Provide information and awareness concerning CoDA, Inc. Board of Trustees, CoRe (literature and publishing), standing committees and service structure, as well as increased familiarity with the Fellowship Services Manual, Service Concepts and website navigation.
* Share information on topics and interact with members.
* Increase awareness of cultural and language similarities and differences throughout CoDA to assist in reaching out to the rest of the Fellowship.
* Utilize information from Voting Entity reports, and email comments to identify needs which are prioritized by group conscience.

**WCC Ongoing Business:**

* Motion disposition is resolved with the CoDA Board. WCC will be a more involved part of the Translation process and will be working with Translation Services to connect Voting Entities, unorganized regions, countries or fellowships to translation agreements and publishing agreements. **Ongoing.**
* Recruitment and development of Regional Service Representatives continues. Moving forward with recruiting RSRs and receiving reports from RSRs of each country connected to WCC and offering support - the latest line up of members by role and region follows. **Ongoing.**
* WCC continues to receive inquiries from interested parties wanting to start CoDA meetings or connect their country or region to participate at voting entity level. **Ongoing**
* At World Committees level, WCC continues to increase awareness of cultural and language similarities and differences throughout CoDA to provide inclusive service suggestions, i.e., website: accessibility by languages, so CoDA World can be easily found on other countries' web searches. **Ongoing.**
* WCC’s intent is to hold a strategic development event or series of events to streamline and improve the onboarding of Regional Service Representatives, connecting, training, and assisting in developing meeting level, intergroup and voting entity levels. **Future Planning.**

**WCC Q4 Highlights:**

* WCC formed new position of Treasurer and elected Leane G.
* WCC continues to work to assist worldwide fellowship growth: replicate, form as an intergroup and move towards Voting Entity (VE) status.
* Recruitment of Regional Service Representatives continued successfully with CoDA Ontario Intergroup joining WCC.
* WCC is aware that interests outside CoDA are impacting some RSRs in their country of origin thereby impacting their availability to participate in committee work at present.

 Internal learning and continuous

Members:

|  |  |  |
| --- | --- | --- |
| * Chair
 | John D. | California, USA |
| * Vice Chair
 | Roman A. | Russian Language, online |
| * Secretary
 | Carole T. | Ontario, Canada |
| * Treasurer
 | Leane G. | Ontario, Canada |
| Liaisons |  |  |
| * CoDAteen
 | Open |  |
| * Board
 | Florence F. |  |
| * Board (alternate)
 | Lisa J. |  |
| Regional Service Rep |  |  |
| * Italy
 | Rossana R., |  |
| * Iran
 | Pouria Z. |  |
| * China/Mandarin
 | Tina S. |  |
| * UAE
 |  Ayesha |  |
| * Brazil
* Ontario Intergroup
 | Andreza N.Leane G. | Ontario, Canada |