**CoDA 3rd Quarter Service Report for 2022**

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

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

**Committee: Board of Trustees Date: October 15, 2022**

**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.*

**CoDA Service Conference (CSC) 2022**

CoDA Service Conference in South Dakota U.S. presented unique challenges due to the hybrid nature of the conference this year. The Board approve hiring Language Marketplace at a cost of $26,781 to provide interpretation in three languages (Spanish, Farsi, and Portuguese) for the conference.

Our Fellowship Service Worker (FSW) is almost complete with transferring the Delegate page files to our archive website at: <https://www.codependents.org/CSC/2022/2022.htm>

This includes the full Motions Database for this year’s CSC motions at:

<https://www.codependents.org/CSC/2022/2022_Files/Motions-Report-8.22-25.22-FINAL.pdf>

The Motions Summary, which is a simpler version to read without all the details can now be downloaded

We have a wealth of archived CoDA information on our www.codependents.org website.

**CoDA Board:**

We would like to welcome conference elected Board Trustee: Lisa J.; and Alternate Board Trustee Steve S. and Tina R. 2021 Alternate Board Trustees Florence F. and Katherine T. were elected to full three-year terms.

**CoDAteen** is now a Standing World Committee. If you are

interested in participating, please email CoDAteen@CoDA.org

**Two new Task Forces** were created during CSC**:**

Delegates Relations Task Force (DRTF).

Alternate Format Meeting Task Force (AFMTF) AlternativeFormatMeeting@CoDA.org

The Board is initiating an additional Task Force:

Gender Neutrality Task Force.This is in relation to the CSC Board motion presented and then later withdrawn at CSC. The Board feels it best to have a Task Force continue work on this matter with hopes to introduce a possible motion to 2023 CSC.

**To reach the still suffering codependent:**

Proyecto Grano de Arena/Starting Point Project.

1400 + Spanish CoDA Pocket Blue Books (Libro Azul) were delivered to Intergroups in Mexico at an approximate cost of $10,000, part of which will come back to CoDA in the form of royalties from CoDA Resource Publishing Inc. (CoRe).

21 boxes = over 1400 books delivered. The biggest expense was the postage. Now the Spanish Outreach Committee (SPO) is thinking of other groups that we can ship to. We have an additional surplus supply of these books.

Starter Kits

Effective September 2022, the CoDA Board took over the Starter Kit project from the CoRe Board. New meetings are offered the opportunity to receive a free supply of CoDA literature. In September, four starter kits were sent out.

**Ongoing**, the Board continues to concentrate on three areas: the WEBSITE, FINANCE and EFFICIENCY.

**WEBSITE**

The Board continues to work with the web developer to improve the CoDA.org website. The biggest part of that is to ensure the best results when searching for meeting information. Meeting search will now automatically list the meetings in order of the times and availability of meetings specific to the person doing the search.

On the Member Resources page, new sections have been completed: 1) How to start a meeting; 2) Meeting Materials; 3) What do you think? 4) Service Info. (“What do you think” is for opinions of new literature in draft form. From CSC 2022 “40 Questions” Working Steps 4 & 5 – Using the 40 Questions) and CoDAteen meeting materials”. (<https://coda.org/member-resources/draft-voting-entity-literature/>).

**FINANCE**

As a financial update, during the 3rd Quarter:

· CoDA funds on hand decreased from $573,768.54 at the end of Q2 to $546,304.35 at the end of Q3. This is a good thing, as we are starting to have face-to-face meetings of committees and a hybrid CSC/ICC (CoDA Service Conference/International CoDA Convention was held in Rapid City, South Dakota.

· CoDA received $56,501.05 in royalties\* from CoRe.

· CoDA received $11,470.19 in 7th Tradition donations

**\*** Note: Due to time lag between when CoRe mails the check to CoDA and CoDA receives and deposits the check, CoRe’s figures may not agree with CoDA’s.

**Highlights:**

- $6,375.66 income from International CoDA Conference (ICC)

- $28,645.43 July Royalty from CoDA Resource Publishing (CoRE) paid in August, highest

ever received!

-$200,000 moved from Chase Bank to open an account with Wells Fargo in August 2022

To make online Seventh Tradition donations at all levels of the CoDA structure please see this page of the website for more information: <https://coda.org/guidelines-to-coda-digital-donations/>.

**EFFICIENCY**

The Board has approved the hiring of two new Fellowship Service Workers (FSW) since the 2021 CoDA Service Conference (CSC). One for Translation Management and for assisting Hospitals and Institutions Committee especially with sponsor/sponsee mail. Another, from Events Committee as an interpretation coordinator.

CoDA Service Conference (CSC) August 22 to 25 2022 was hybrid.

The Board had a number of virtual Face-to-Face meetings leading up to the conference.

During these meetings, we did the following:

1. Continued to work on, develop and problem solve issues with the website.

2. Prepared Board Motions for the 2022 CSC.

3. Prepared the Board Annual Report for the 2022 CSC and identified priorities for 2022-2023 from the new 2022 Strategic Plan.

4. Reviewed and discussed all motions submitted for the 2022 CSC.

5. Reviewed updated Board Policy & Procedures (P&P).

Post conference the new Board has met twice to begin work for 2022-2023 and have completed the following:

1. Created a CSC Summary of Motions document for the 2022 Delegate Package.

2. Completed the Post Conference steps as outlined by Sec. 2.9 of the Board P&P.

3. New Committee Liaisons have been assigned and awaiting confirmation from the respective committees

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

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

**FELLOWSHIP SERVICES WORKER / ADMIN. ASSISTANT**

I am Joan, a recovering codependent, and so lucky to say that I am one of CoDA’s “special workers” referenced in Tradition Eight. As our office is virtual, I work by myself but I stay in communication with our standing committees when opportunities arise, with my Board liaison, and happily with our Fellowship far and wide.

There was a very exciting group conscience decision which the delegates made at the recent CoDA Service Conference (Motion #22083). Though it is odd that this was a necessary issue to address, here in part is what was decided: “CoDA groups are required to use the ‘Co-Dependents Anonymous’ book as a primary resource for the meeting.” As background, in recent years there have been instances of folks from other fellowships registering brand new CoDA meetings and using the basic text of other fellowships as the basis for the meeting. You can check out the many other group conscience decisions made at the August CoDA Service Conference by looking up the listings of the motions on

<https://www.codependents.org/CSC/2022/2022.htm>

Other than that, there is not much news I can impart this quarter. I can let you know that the new meeting type of “Hybrid” which has been available for a while now, has not been chosen as often as expected. It is listed in the menu “meeting type” as an option with: face-to-face, online, and phone. There are many many face-to-face listings which are *informally* listed as hybrid (meaning they are still only in the face-to-face listings but offering an online connection), but not too many have chosen to be *officially* categorized as hybrid.

Here is something important to know if a meeting wishes to choose “Hybrid” meeting type from that menu and so be included under both face-to-face listings AND online listings: For a meeting which is already registered, only I can change that listing to hybrid, but just write me a note in the special instructions field on your update template that that is the group conscience.

Whenever you are either registering an online group, or noting online details on an already registered face-to-face listing, or choosing the Hybrid designation, it is super important to make sure that you send in the precise online link (known as a url). Even if you do not want the link displayed on the listing of your meeting and instead ask that folks email or text to receive the link and/or password, the true link has to be submitted when first being registered or when asking that the F2F record include the announcement that the group is meeting virtually.

When you want to inquire about or update a specific meeting, please send in the **CoDA Meeting ID#**. The **CoDA Meeting ID#** is the best way for me to make sure I am giving you the right information or that I am updating the correct record. The form of the CoDA Meeting ID# for face-to-face (F2F) meetings in the US begins with a US state abbreviation and is followed by numerals (i.e. NY212), for F2F meetings outside of the US, those begin with a capital W then the country ID and then numerals (i.e. WMX001). For online and phone meetings the ID# begins with WW and then 3 numerals. ***Many members are sending me the zoom meeting ID#, and that does not make it possible to locate a meeting record.***

With respect and gratitude,

Joan. Fellowship Service Worker in our virtual office

**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 10/04/22 are as follows:

CoDA Announcements: 6878 (up from 6742 on 04/03/22)

Co-NNections   
Weekly Reading List: 13,531 (up from 13,345 on 04/03/22)

QSR List: 3645 (up from 3548 on 04/03/22)

Hospitals & Institutions List: 3094 (up from 3035 on 04/03/22)

Events 5979 (up from 5348 on 04/03/22)

Group Representative List: 2633 (up from 2596 on 04/03/22)

Fellowship Forum Reminder 2603 (up from 2119 on 04/03/22)

Our open rate has increased 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 filters 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 04/03/22 – 10/04/22, 41 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 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.

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 just added the 2022 International Convention Audio files to both You Tube & Codependents.org. We currently have 87 “videos”, and 1263 subscribers. 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](mailto: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 am continuing to learn more to be effective managing the CoDA.org email system. 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](mailto:codalist@coda.org)

In Service,

Geff R

CoDA Fellowship Service Worker/Email List Coordinator

Board Liaison, Gail S. (Nevada)

**FELLOWSHIP SERVICES WORKER: Finance ERR**

No Report Submitted

**FELLOWSHIP SERVICES WORKER: H&I and Translation Management**

7/1/22 – 9/30/22, marked our continued period of transition for the Translation Management Committee.

In July, with Board and Legal approval, we now have permission to use DocuSign to digitally sign agreements with other countries and the Board members. This will expedite the process allowing countries to translate and publish in a faster manner.

In August, at CSC, the motion to dissolve the Translation Management Committee was accepted and approved. TMC has gone from being a committee to now being just myself, a Fellowship Service Worker, with tremendous support of my Board Liaison, Katherine T.

I would be remiss if I did not recognize all the hard work that was done by the TMC members – Crystal Z, Gerry, Tatiana and Sue. Thank you for all you have done!

The email address [tmcchair@coda.org](mailto:tmcchair@coda.org) is now out of use. The only email address for Translation Management is [tmc@coda.org](mailto:tmc@coda.org).

Over the past few months, one important issue was brought to our attention. One country brought up the fact that there is a lot of superfluous legal verbiage in the agreements that can be very confusing to understand since the agreements are written only in English. This can be very frustrating for non-native English speakers. After meeting via Zoom, there was a greater understanding of what is meant on the agreements. As a result of this issue, we have approval from the Board to work with our lawyer to simplify our contracts.

**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.

Hospitals & Institutions Support

Over the past few months there has been a lower but steady flow of mail that I have processed. Every two weeks, there is an average of 10 pieces of mail from inmates requesting literature or letters for sponsors.

I look forward to learning more about translation management and serving CoDA.

Respectfully submitted,

Fellowship Service Worker: Brenda B-M

Board Liaison: Katherine T

**FELLOWSHIP SERVICES WORKER: Interpretation Coordinator**

The Interpretation Coordinator is a newly formed FSW – Fellowship Service Worker position as of August 2022. It evolved as a result of the expanding reach to countries with interest in collaborating with CoDA World and seeking its support.

My name is Carole T., from Ottawa, Canada, part of the Ontario Intergroup and CoDA Canada VEs. I have been working with interpreters since 2020, both with Trusted Servants and Professional Services through the Events Committee, and recently WCC, World Connections Committee. Interpretation began with CoDA Brazil’s interest in being a part of CoDA World’s Event Committee for the first online event, the Winter Retreat. Through living and learning together to use the Zoom interpretation feature, coordinating interpretation services became part of CoDA World history!

This Interpretation Coordinator FSW position was offered by the Board before CSC and ICC 2022, to arrange professional interpretation services for three languages: Spanish, Portuguese and Farsi, for the CoDA Service Conference. I also trained Spanish and Portuguese Trusted Servants in the Zoom interpretation feature for the International CoDA Convention. Contracts were negotiated by the Board following research and obtaining quotes for CSC. The on-going interpretation needs for both the Chairs Forum and CoDA Teens Committee are the current focus of my work with the potential of Trusted Servant involvement in other committee work. Troubleshooting issues that develop during CSC, for instance, bring this position interesting developments as well as the benefit of meeting people across the world of different languages and cultures.

I look forward to serve CoDA as a whole helping to carry the message to the still suffering codependent in various languages and places around the world. Acting as a voice for the needs of the Fellowship who are looking to connect with CoDA World, I can be reached via [interpretation@coda.org](mailto:interpretation@coda.org) .

In service,

Carole

Interpretation Coordinator - FSW

Board Liaison: Barbara D.

**FELLOWSHIP SERVICES WORKER: Spanish Website & Email List**

**OVERVIEW:**

This quarter I worked on the Constant Contact announcement system, updating the divulgacioncoda.org website and also had extraordinary activities such as the creation of the CoDAteen video and the CoDA application in Spanish, in addition to the modification of the PDFs with the update of the preamble.

Continued with the update of the CoDA application in Spanish and with the CoDA notifications and privacy policy. Uploaded new events to the calendar.

I used the tools: sedja.com, ilovepdf.com, imagecompressor.com, GIMP, etc.

**DATA:**

* Ads sent through Constant Contact: 25
* Modifications to divulgacioncoda.org site pages: Forum, Literature, Announcements, Service, CSC 2022, SPO Minutes, Worldwide services structure.
* Videos in Canva: CoDAteen and CoDA App in Spanish (in process)

**Uploaded to divulgacioncoda FTP:**

* Images of announcements: 16
* PDF of announcements: 24
* SPO Minutes: 5
* New literature files
  + Guidelines and format for a Group Inventory
  + Building the CoDA Community: It's Important to Hold Healthy Meetings
* Coffee Hour Audios:
  + September 25 Coffee Hour: What is abstinence in CoDA? Adriana A/Colombia and Jose Luis V/Mexico
  + May 22 - Coffee Hour: Because... Mother there is only one. My mother, my codependency and my recovery. Eva A/Southern California and Michelle O/Mexico.
* Modification of the literature in the Preamble from "men and women" to "persons":
  + https://archivo.divulgacioncoda.org/Textos/manual-para-reuniones-coda.pdf
  + https://archivo.divulgacioncoda.org/Textos/Preambulo.pdf
  + https://archivo.divulgacioncoda.org/Textos/CoDA-Manual-de-Servicio.pdf

**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 creación del video de CoDAteen y la aplicación de CoDA en español, además de la modificación de los PDF con la actualización del preámbulo.

Continué con la actualización de la aplicación de CoDA en español y con las notificaciones de la misma y la política de privacidad. Subida de nuevos eventos al calendario.

Utilicé las herramientas: sedja.com, ilovepdf.com, imagecompressor.com, GIMP, etc.

**DATOS:**

* Anuncios enviados a través de Constant Contact: 25
* Modificaciones a las páginas del sitio divulgacioncoda.org: Foro, Literatura, Anuncios, Servicio, CSC 2022, Actas del Comité de Divulgación, Estructura de servicios mundiales.
* Videos en Canva: CoDAteen y App CoDA en español (en proceso)

**Subidas al FTP divulgacioncoda:**

* Imágenes de anuncios: 16
* PDF de anuncios: 24
* Actas de Divulgación: 5
* Archivos de literatura nueva
  + Pautas y formato para un Inventario de Grupo
  + Construir La Comunidad De CoDA: Es Importante Celebrar Reuniones Saludables
* Audios de hora de café:
  + 25 de septiembre Hora de café: ¿Qué es la abstinencia en CoDA? Adriana A/Colombia y José Luis V/México
  + 22 de mayo - Hora de café: Porque... Madre sólo hay una. Mi madre, mi codependencia y mi recuperación. Eva A/Sur de California y Michelle O/México.
* Modificación de la literatura en el Preámbulo de “hombres y mujeres” a “personas”:
  + https://archivo.divulgacioncoda.org/Textos/manual-para-reuniones-coda.pdf
  + https://archivo.divulgacioncoda.org/Textos/Preambulo.pdf
  + https://archivo.divulgacioncoda.org/Textos/CoDA-Manual-de-Servicio.pdf
* **Worker**: Nadia P.
* **Board Liaison**: Barbara D

**FELLOWSHIP SERVICES WORKER / SPO**

Created and posted Spanish language announcements for the Board and CoRe. For the 2022 CSC, created Spanish language announcements on:

* how to register as an observer
* the motions to be considered
* the daily agenda
* the outcomes of the voting

The announcements about the CSC were presented in a *Did you know…?* (*¿Sabías que…?*) series and later in *Bulletins* about the voting results on each motion. These can be found on SPO’s website: [Announcements](https://www.divulgacioncoda.org/anuncios).

Created Spanish Outreach’s announcements to the community. Created and posted reminders of SPO’s *Monthly Forum,* that varies from month to month as it rotates through Cinema, Podcast, Round Table and other formats. These announcements will be stored at:

<https://drive.google.com/drive/folders/1ax6G7s81H2qXCZ6cqk16f_HXzcKMOWfh>

For the *Breves Experiencias* (*Brief Experiences*) series, I linked member’s recorded shares and integrated them visually, providing a background video montage as well as musical accompaniment. You may listen to that series here: <https://youtube.com/playlist?list=PLChDollmA0MPr8g7RmWBoEpNZiNCKPfh4>

Supported the translation of superimposed text in the images used in sliders on the Spanish side of the CoDA website, coda.org/es/. I remain attentive to emerging requests for audio-visual enhancement of each of these sites.

All these materials have been posted via Constant Contact emails and to CoDA groups via WhatsApp as well as on Spanish Outreach’s YouTube channel, at <https://youtube.com/c/CodependientesAn%C3%B3nimosenespa%C3%B1ol>

Mónica R./Spanish Outreach

Board Liaison: Barbara D

**FELLOWSHIP SERVICES WORKER: Webmaster**

No report submitted

**CoDA Resource Publishing (CoRe)**

**Meetings:** Meetings were held monthly in July and August, with two meetings in September. CoRe usually meets on the second Wednesday of the month. After CSC we had new officers, including a new chair and a new secretary.

**Literature Updates:** The costs of printing are increasing especially due to paper cost increases. We also expect that there will be some changes to paper type due to shortages in the print industry. Our goal is to continue to increase the quality of CoRe products when adapting to supply changes. Significant increases in product costs are a distinct possibility over the next twelve months. We are doing what we can to minimize these increases.

Literature Printed and/or Reprinted- English

* Books in progress:
  + Blue Book - Expedited order placed in late September due to large orders depleting stocks. By the end of September the Blue Book was out of stock in both cases and single copies. Expected arrival of new books in early November. Additional large (standard) order is planned immediately after.
  + In This Moment - reprint in progress.
  + Twelve Steps and Twelve Traditions Workbook will be reprinting immediately. CLC has indicated that a new edition will be presented at the 2023 service conference, so this order will be for a smaller quantity intended to last until Fall 2023.

Literature Printed and/or Reprinted- Spanish

* Books printed:
  + Coloring Book was received this term.

Coins & Medallions

* Coins reissued:
  + 1yr
  + Welcome Chips
  + 4 Year
* 37-year medallion is in production

**2022 Royalties Paid to CoDA:**

July: $28,645.43

August:  $13,954.39

September: $12,965.07

Total for 3rd Quarter: $55,564.89

**Free Literature Distributed:**

Sent out 2 Starter Kits in July and 1 in August

The CoDA Board offered to distribute Starter Kits and CoRE supported this idea. This went into effect in August.

**Members:**

Ritchard I., Chair & Print Liaison

Annie S., Vice-Chair

Kathy H., Treasurer

Linda V., Secretary & Spanish Liaison

Addie M., Trustee At Large & Warehouse Liaison

*Respectfully Submitted by the CoRe Board*

**CoDATeen Committee**

CoDAteen Quarterly Service Report October 2022

CoDAteen formed as a Task Force in 2021 to address the reinstatement of CoDAteen, to reach the young codependents who are still suffering. At the 2022 conference, we gave a presentation as to why CoDAteen is important and offered for review material to be used to assist CoDAteen meetings and the formation of CoDAteen groups world wide. The Conference Approved the CoDAteen Task Force to become a CoDAteen standing committee to continue this important work. We are a bilingual committee with interpretation provided for English and Spanish.

We encourage all members to review our material on the CoDA website here: <https://coda.org/member-resources/pending-conference-approval-draft-voting-entity-literature/> and send feedback to [codateen@coda.org](mailto:codateen@coda.org).

You can find our presentation in the Delegate package 2022 here <https://coda.org/delegate-package-2022/>

At the link “CoDAteen Presentation”

As we are a newly formed committee, we are still getting organized. Our next meeting is Thursday, October 27th at 10:30 am ET. We encourage anyone interested to join to write to [codateen@coda.org](mailto:codateen@coda.org).

**Communications Committee**

The Communications Committee has 3 subcommittees:

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

The **Fellowship Forum** is included in the Communication Committee.

1. **CET** – The CoDA E-mail team has 6 volunteers (all days are filled) who have responded to 226 emails in the third quarter.

2. **C-Phone** – The CoDA phone team is full, with volunteers responding to 111 calls in the third quarter.

3. **AVM** – Seeking fellowship members who would be interested in this service work. A volunteer has put together a meditation that will be reviewed at the next Communications Committee meeting.

**Fellowship Forum** – Meets monthly at 3 PM (PT), on the last Saturday of the month. The forum is hosted by James K, and david a, with the focus on a different CoDA topic each month. We invite other CoDA members to attend these events and to speak on a CoDA Topic of their choosing. The Fellowship Forum is an opportunity to deepen our understanding of the program of Co-dependence Anonymous. 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,), 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. Upcoming Speakers include Gail S, (former FF Host) and a couple of members from NorCal to speak about the \*NEW\* document “Working Steps 4 & 5 – Using the Forty Questions.”

**Communication Committee Members**

Chair – Temporary shared 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, Kaga...

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.

The committee has 5 members at the time of this report. Caryn T. chairs Co-NNections and MiP, Alison J. is our editor in chief, Jim H. chairs the WR subcommittee, Lori H. chairs the MiP subcommittee; Denire’ is our newest member. Details will probably be announced via the Weekly Reading subscription list. All members participate in the submission review process.

The Committee is seeking volunteers to review and edit submissions and occasionally correspond with authors for both Weekly Reading (WR) and Meeting in Print (MiP). When an article is not quite in alignment with the principles of our program, a member of the subcommittee may offer to help the author edit their story to meet our guidelines for publication.

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 downloadable PDFs which can be found 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 [coda.org/submit-your-story/](https://coda.org/submit-your-story/).

To subscribe:

Members:  Caryn T., Colorado (Co-NN chair)

Alison J., Florida (editor in chief)

Jim H., SoCal (temp WR chair)

Lori H., Washington (MiP chair)

Denire’, Washington

Board Liaison: Joe R., Guatemala

**Events Committee**

I am writing this as the former Events chair as the new Events committee gets up to speed. The Events Committee has one returning member (Holly), one former member (Sharon) and one new member (Chris). The Event Committee is looking for new members. If interested in joining the Event committee, email events@coda.org.

The CoDA Service Conference (CSC) was held August 22nd- August 25th, 2021. The CSC was hybrid this year. There was about 50/50 split of people in person and online (about 90 total throughout the CSC). There were Professional Interpreters were hired for three languages this year. With only a few technical hiccups, the hybrid CSC was successful. If you would like more information about the CSC, the Delegate packet is still available for review at [Delegate Package 2022 - CoDA.org](https://coda.org/delegate-package-2022/)

After CSC, the International CoDA Convention (ICC) was held August 26th – August 28th. The ICC was also hybrid. It consisted of 8 workshops/speakers in one sessions Friday and Saturday. Simultaneous interpretation was offered by Trusted Servants. As with CSC there was a bout 50/50 split of in person and online (about 60 on each throughout the ICC). The ICC brought $6300.

The new Events committee will be focusing on the 2023 CSC in Houston Texas as well as trying to recruit new members.

Yours In Service,

Kevin M

CoDA Events Committee

**Members:** Holly H – Nevada, Sharon A – SoCal, Chris H – SoCal, Barbara D. - NorCAL (Board Liaison), Tina R – Georgia (Board Liaison)

**Finance Committee**

No report submitted

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

In the 3rd quarter of 2022, the Hospitals & Institutions Committee held virtual (ZOOM) meetings every 3rd Thursday of the month at 5 PM (ET). Meetings were well attended. We continue to update our website, maintain “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 7 surveys this quarter.
* Our updated Mission Statement for our Policy and Procedure Manual was approved at CSC. The updated P&P will be posted in the Service Info area of the CoDA.org website under H&I.
* 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 development.
* We welcomed a new member who will be easing into the role of email and postal secretary.

**Email and Postal Secretary Report:** During the period between July1, and Sept. 30, 2022, H&I received 33 letters and 5 or 6 emails related to inquiries about our services. All the letters and all but two of the emails were responded to. Of the letters from inmates/institutional residents, 20 were from first time correspondents. The requests came from 20 different institutions, 7 of which were new to us.

**Sponsorship Coordinator Report**: Applications for sponsees have been slow the last quarter, but in the last week I received two, and assigned four inmate sponsees two males, and two females. We still have six inmates waiting for CoDA Sponsors.

**The Books for Inmates and Institutions Program** received a total of $416.00 in donations this quarter.

**Literature Distribution Report**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **H&I Literature Report 3rd Quarter, 2022** | | | | |
| Piece of Literature | July | August | Sept | Q3 Total |
| Co-Dependents Anonymous Book | 6 | 0 | 14 | 20 |
| Co-Dependents Anonymous Pocket Book-SP | 0 | 0 | 3 | 3 |
| 12 Steps & 12 Traditions Workbook | 5 | 0 | 10 | 15 |
| 12 Steps & 12 Traditions Workbook-SP | 0 | 0 | 3 | 3 |
| Standard Packet | 4 | 0 | 4 | 8 |
| Standard Packet-SP | 0 | 0 | 2 | 2 |
| Institutional Meeting Handbook | 2 | 0 | 1 | 3 |
| 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 | 1 | 0 | 32 | 33 |
| TOTAL | 18 | 0 | 71 | 89 |
| Cost for literature  (+ shipping) | $91.60 | - | $212.96 | $304.56 |

**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

We would like to thank Yaniv S. our Board Liaison back-up for his service to H&I this past year.

**Issues & Mediation Committee (IMC)**

The Issues Meditation Committee meets by teleconference call on the third Sunday of each month. We use Zoom.us as the platform for our meetings.

* We are in the planning stages of our Face-to-Face (F2F) to be held in Chicago, IL 2022 October 28-30. New IMC members who joined at CSC 2022 are encouraged to join our F2F virtually.
* At CSC 2022, six of our members requested to return to IMC and all were nominated and voted in; two new members were nominated and voted in to IMC
* IMC recognized two new Voting Entities (VE) for CSC 2022: CoDA Ontario Intergroup and CoDA Brazil.
* For VEs in attendance from the U.S., there were 28 delegates/alternate delegates from Arizona, Arkansas, Colorado, Connecticut, Florida, Georgia, Massachusetts, Minnesota, Nevada, New York, NorCal, Oregon, Pennsylvania, SoCal, Texas, and Vermont. From our international community, there were 18 delegates/alternate delegates from Brazil, Canada, Colombia, Ontario, Iran, Mexico, UK, and Russia. The languages translated were Spanish, Farsi, and Portuguese.
* Voting Entity Liaison (VEL) attended CSC 2022 in person with other members providing support through ZOOM
* At our September 2022 meeting, Chris J. was nominated and voted to be our Vice Chair; Laurie C. was nominated and voted to be our Voting Entity Liaison (VEL)
* 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; in addition, we have concerns about keeping the language easily understandable and consistent as some parts are quite confusing, especially referring to Voting Entities (VE), Alternative VEs (Alternative Format Meetings (AFM), and travel/delegate grants and for speed in including any updates for 2022 after CSC this year.
* 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 a number of now incorrect references to the former term of ‘Voting Entity Issues’ rather than the newly named Voting Entity Motions. 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:**

* Guidance given to meeting with concerns about the use of non-CoDA endorsed literature, referencing guidelines from CoDA Service Conferences (link) and CoDA traditions <https://coda.org/meeting-materials/policy-regarding-outside-literature-at-coda-meetings/>
* Request to remove a meeting due to concerns about the distribution of non-CoDA literature and potential infringement on CoDA’s copyright, 7th Tradition violations. IMC followed up and Group Conscience was honored with acceptable outcome and mediation is not necessary. The Board has been asked to pursue any legal action of copyrights have been infringed upon.
* Alternative Format Meetings (AFM): our bylaws allow AFMs to send two delegates and an alternate at our conferences. At CSC 2022, an AFM Task Force was formed. The goal is to hold a business meeting as we work together to establish processes so that members from AFM may nominate and vote on delegates for participation at yearly CSC.

**Discussions/Plans:**

* Synergy Project: We have discussed two options for this project and are giving time for our Higher Power to guide us as individuals and as a group. 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.* **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. (AR – Arizona)

Taran S. (GA – Georgia)

IMC can be reached at [imc@coda.org](mailto:imc@coda.org)

**Literature Committee**

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

**CSC 2022** Six motions passed with 2/3 majority, one withdrawn.

#1 CLC created a new pamphlet, entitled: *CoDA Conference Endorsed Literature is Vital.* It is a re-working of a retired pamphlet, *Why Is CoDA Conference Endorsed Literature Vital?*

#2 Prayers for *The Twelve Traditions of Co-Dependents Anonymous,* edited this year.

#3 Patterns and Characteristics of Codependence and Hope of Recovery” service piece, “I” statements, originally brought to CSC by TX VEI, needs more work, withdrawn. See below.

#4 CLC Revised Procedure for new Literature, created a clear procedure for working with pieces of literature submitted directly and provisionally endorsed at CSC.

#5 A Prayer for Healing, service piece.

#6 Developmental Editor, CoDA to contract a with an editor to collaborate with CLC to create a new, full-length book, *Growing Up in CoDA.* CLC interviewed multiple candidates, one was chosen by CLC, name sent to CoDA Board. Board to negotiate the contract.

#7 Update document, “Pocket Blue Book”, abridged *Co-Dependents Anonymous.*

**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. We hope to bring this book to CSC in 2023 for endorsement. Awaiting developmental editor to complete the project.

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

Many improvements are being made as well as edits and the addition of the existing prayers for each Step and new prayers for each Tradition. We plan to bring it to CSC in 2023 for endorsement.

***Lighting Our Path: Meditations for Recovering Codependents:***

We are asking for more submissions from the Fellowship, as well as writing some within the committee. Writing workshop held at 2022 ICC.

***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.This project is on hold for now, plan to activate this year. Looking for stories from members form diverse communities.

**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 on website for one year for comments from Fellowship and continue as CLC project.

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

**Reparenting pamphlet** will be completed this year.

**Other:**

**Annual CLC Retreat** 9/24 – 9/25 and 10/1  
We met for a total of 12 hours. On 9/24 we had a fruitful group inventory. On 9/25 we determined committee roles, projects, and priorities, which required extra time on 10/1.

**Light editing for publications before reprint continues.**

**Copyright assignment** procedure to be updated with the CoDA Board. and CoDA lawyer.

**Committee members:**   
Terry, Chair

Sara, Secretary, Co-chair

Karen T, CoRe. Liaison  
Abbey, Alyse J, Barbara L, Gillian A, Karen D, Leslie, Teresa M,

New members, John R, Nick B, Denire

New Board Liaisons: Lisa J, Katherine T were invited to CLC monthly meeting, Saturday, 11/12.

**Outreach Committee**

No Report Submitted

**Spanish Outreach Committee (SPO)**

**Activities**

We answered 106 e-mails and 44 phone calls. Mostly, people sought general information about CoDA or asked how to join a group. Other calls concerned how to open a new group, where to download or buy CoDA literature or requested information about CoDA World and SPO events.

**SPO met 16 times this quarter.**

Three monthly business meetings addressed the need for a timelier response to e-mails, devised a theme and technical logistics for the July Cinema Forum, created a theme and logistics for the September Podcast and organized the upcoming **3rd Virtual Spanish-speaking CoDA Convention**. We also updated some templates used to answer e-mails and created agendas for meetings with our Board liaisons.

Six additional meetings focused on Committee projects that covered everything related to the CoDA App, planning the Annual Report for the CSC as well as selecting topics and finding participants for *Brief Experiences.* Time was spent deciding how best to convey the content of the motions without overwhelming readers. This led to a number of *¿Sabías que…?* short announcements, to explain the structure and function of the CSC and to the creation of multiple *Bulletins* to report voting results.

SPO again postponed its proposed Wikipedia articles as well as our Sowing *the Seed* project because we need more members to carry them out. That lead to suggestions for finding new committee members. We also considered how best to invite members of the Fraternity to submit written EFE shares, to be published on the CoDA web page.

Two additional meetings with Board Liaisons Barbara and Florence, were sought to review the Spanish side of the website and the new CoDA App.

There was one meeting with FSW Nadia R, to review the CoDA App’s design, the need to post a Privacy Policy for it to be posted on the Play Store, and the content of that application.

Two meetings were held to find speakers and technical servants for the Monthly Forum and 2 additional ones were convened to discuss the various formats of the Monthly Forum.

**Q3 ANALYTICS for SPO’s website**, [www.divulgacioncoda.org](http://www.divulgacioncoda.org)

There were 8,848 pages visited. The ten pages most visited were, in descending order: Home, Literature, Meetings, Welcome to CoDA, Vuelvo a Sonreír Workshop pages, Alternative Meetings, Monthly Forum, Face-to-Face Groups, Audio Experiences and the Calendar.

There were 1,198 clicks to purchase literature from CoRe, Kindle and iTunes.

Visitors to the site numbered 2,560. Visitors came, in descending order, from Mexico, the United States, Argentina, Spain, Colombia, China, Costa Rica, Uruguay, Guatemala and Ecuador. Most visitors (64%) to the SPO site accessed it via cell phone, while 34% used a computer and only 1.4% visited using a tablet.

SPO sent out 25 Announcements: 34% were opened and the links in them were clicked on 10% of the time. There are at present 780 subscribers to SPO’s lists.

**TRANSLATION SUBCOMMITTEE**

The Translation Subcommittee met 14 times this quarter, to address the rate of posting of translations. A major focus was the translation demands of the CSC, ranging from the motions and the daily agenda to the structure of the Conference, for members of the Fraternity who had never attended a CSC.

The Subcommittee continues to revise translations. Among them are the latest *Weekly Readings* from the Co-NNections Committee, the VE item under consideration this year, *Forty Questions*, and the digital update of *Making Decisions*, among others.

Translation of the website has been stymied. Given the constant updating of the English side, we periodically review the website to detect what needs to be done to catch up. Then we request that those changes be made. We also follow up on the translation of documents that need to be either updated or, despite having been translated, have yet to be authorized for posting to the website.

**SPO members**: Blanca F. SoCal, Linda A. SoCal, Adriana A. Bogota, Colombia, Monica R. Guanajuato, Mexico (Chair)

**World Connections Committee (WCC)**

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**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 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:**

* WCC is pleased that a motion did make it to CSC and to a positive vote. We accept that we did not get a 2/3 majority and therefore will be meeting with the Board to work on disposition and further action regarding translation and local RSR involvement. **In process.**
* Progress to goals this past quarter is limited. WCC remains in the process of normalizing our activities across the globe through the challenges of communication. **Information Only.**
* 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.**
* 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 Highlights:**

* WCC elected to the new position of Vice Chair – Roman A.
* 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 encouraged two new Voting Entities to apply for VE status at CSC 2022 – CoDA Brazil and CoDA Ontario Intergroup.
* 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.
* WCC submitted a 2022 CSC Motion regarding forming a Task Group to focus and refine language-specific literature, so the still suffering codependent across the world has the basic information to begin their recovery in the language they understand
* Internal learning and continuous improvements are ongoing.

Members:

|  |  |  |
| --- | --- | --- |
| * Chair | John D. | California, USA |
| * Vice Chair | Roman A. | Russian Language, online |
| * Secretary | Carole T. | Ontario, Canada |
| * Treasurer | -open- |  |
| Liaisons |  |  |
| * CoDAteen | Jeanne B. | Middle Tennessee Community Committee (Intergroup) |
| * 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 |