

CoDA Service Items

Number: 25014 **Item Type:** ACTION **Date:** 10/6/2025

Vote: Complete

Committee: CSC **Member Names:** Gail S.

Subject: Quorum Count

Description: Establish quorum for CSC. Total available: 43, total count 39, Quorum established number for conference needed: 28.

Intent:

Remarks:

Number: 25015 **Item Type:** ACTION **Date:** 10/6/2025

Vote: Complete

Committee: CSC **Member Names:** Gail S.

Subject: Approval of 2025 CSC Agenda - no changes accepted

Description:

Intent:

Remarks: The board voted prior to the start of the CSC 2025 no changes accepted. The CSC 2025 voting members did not participate in the vote.

Number: 25016 **Item Type:** ACTION **Date:** 10/6/2025

Vote: Complete

Committee: CSC **Member Names:** Gail S.

Subject: Quorum Count after break

Description: Quorum established

Intent:

Remarks:

Number: 25017 **Item Type:** MOTION **Date:** 10/6/2025

Vote: Complete

Committee: Finance **Member Names:** Jen D.

Subject: Finance Committee: CoDa Budget Motion: 2026 Budget

Description: Motion Name: Finance Motion: 2026 Budget for CoDA Inc. with projected estimates for 2027 and 2028.

The Finance Committee moves that the CoDA Service Conference (CSC) approves the following 2026 budget for CoDA Inc. with projected estimates for 2027 and 2028 [All figures are in \$USD]:

Budget Year

CoDA Service Items

2026			
2027			
2028			
Income (all sources)	\$311,300	\$319,100	\$327,080
Operating Expenses	\$36,000		
	\$36,900		
	\$37,830		
Contract Expenses	\$78,500		
	\$80,460		
	\$82,480		
Legal/Professional Expenses	\$49,000	\$50,230	
	\$51,490		
Translation Expenses	\$25,000		
	\$25,630		
	\$26,270		
Event Expenses			
	\$62,000		
	\$63,550		
	\$65,140		
Committee Travel Expenses	\$30,000	\$30,800	
	\$31,520		
Board Travel Expense	\$30,000		
	\$30,800		
	\$31,520		
Total Expenses			
	\$310,500	\$318,270	\$326,250

Intent: This motion is to provide CoDA Inc. with an operating budget for 2026, and guidance on projected budgets for 2027 and 2028. The figures are derived from the actual income and expenses from the 3rd and 4th quarters of 2024 and the 1st and 2nd quarters of 2025. We also recommend increasing all projected amounts by 2.5% in the subsequent years. The Finance Committee will perform an ongoing financial review and analysis for the Board of Trustees of CoDA Inc. This review and analysis will enable the Finance Committee to provide recommendations for adjustments, better budget forecasting in future years, and ensure the health of the organization.

Remarks: The categories have been updated to reflect operational decisions and approved motions that have taken effect since CoDA Service Conference 2024; the business performed between CoDA Service Conferences by the elected Board of Trustees.

This motion requires changes to the following: (check all that apply)

☐ CoDA Bylaws: Page/Section #5/Article II

☐ FSM Part 1 – Structure and General Information: Section # _____

☐ FSM Part 2 – Meeting Handbook: Section # _____

☐ FSM Part 3 – Guidelines for Other Service Levels: Section # _____

☐ FSM Part 4 – Service Conference Procedures: Section # _____

☐ FSM Part 5 – World Level Service Details: Section # _____

☐ Change of Responsibility: _____

☒ Other: 2026 CoDA, Inc. Budget

QUESTIONS – (Yes)

Crafting (No)

PROS & CONS:

Pros:

CoDA Service Items

*I think its mindful and obviously put together, appreciate estimates of future budget, even though we aren't voiting on them

* Prudent estimate for 2027-2028, agree with estimates with more to be revealed

* we lost too much money, don't want to lose our Non-Profit status, we have to budget to work program down the line and grow. THis is the way we need to do it, money was being spent to fast

*

Cons:

* not in favor of 2027 and 2028 with our disclosure of clarification, would be helpful as supplemental but not in body of motion.

* Disturbed that we don't have any plans to fund translation moving forward and not providing it to service the fellowship

* I think the motion should be clarified that it is only for 2026, not in favor of shutting down debate on such an important motion

* Sad that we do not have interpretations in the budget, I don't think that committee expense is as vital as interpretation expense

Minority opinion: So many considerations, some questions could not be answered, referred and last of investments into interpretations, we did not have preview to get feedback from my voting entity.

VOTE: Yes - #23, No - #13,

Abstain - #5, (not included in the total vote results)

Noted Results:

Passed: Simple majority

Number: 25018

Item Type: ACTION

Date: 10/6/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count after break

Description:

Quorum confirmed.

Intent:

Remarks:

Number: 25019

Item Type: MOTION

Date: 10/6/2025

Vote: Complete

Committee: Board

Member Names: Steve S. and Laurie C.

Subject: Board Motion #1: Amendment to the CoDA
Board of Trustees and Alternate Trustees
Position Descriptions in the Fellowship Service
Manual (FSM)

Description:

Motion Name: Amendment to the CoDA Board of Trustees and Alternate Trustees Position Descriptions in the Fellowship Service Manual (FSM) Part 4 and the CoDA Bylaws Article VII; in addition, Removal of the Board Application from Fellowship Service Manual (FSM).

This motion is an Amendment to the Board of Trustees and Alternate Trustees Position Description in the Fellowship Service Manual Part 4/Section 05 and the CoDA Bylaws Article VII/Section 03 – to include more specific details of qualifications, expectations and additional requirements. In addition, remove the CoDA Board of Trustees Application from the Fellowship Service Manual (FSM).

Wording should appear as the following in the Bylaws: Article VII Board of Trustees; Section 03 Qualifications of Trustees and Alternate Trustees

Section 05 Position Descriptions

CoDA Board of Trustees Position Description

Trustees adhere to the principles of our program while conducting service work. Specifically, they use Step Ten for guidance and insight and adhere to Tradition Two as they honor the validity of the group conscience process. This service position is demanding, and therefore the potential for reward through recovery is also great. CoDA Board service is great and rewarding Twelfth Step work.

CoDA Service Items

Qualifications: Trustees are elected by the CSC, with consideration of the candidates' capabilities and experience in the following keeping in mind (Service Concept Four "...The Fellowship recognizes the need to select the most qualified people willing to serve as trusted servants". Outside of CSC, the Board may elect Trustees to be ratified at the next conference.

1. Working knowledge through experience with the Twelve Steps, Twelve Traditions and the Twelve Service Concepts of CoDA.
2. Willingness and availability to serve the Fellowship through major service projects.
3. Demonstration of skills and abilities while doing CoDA World Service for at least one year.
4. Understanding and having experience with the group conscience process to include accepting outcomes the outcome/result even if you disagree.
5. Courage to express oneself and the ability to listen and communicate with mutual respect.
6. Dedication and commitment to the health and welfare of CoDA with the desire to carry the message to the still suffering codependent.
7. Skills and experience necessary for the Board of Trustees to fulfill its legal and fiscal responsibilities to the corporation including a working knowledge or willingness to learn Microsoft 365 and other programs.
8. Minimum requirement of full attendance at any one of the last three CSCs as a Delegate, Alternate Delegate, Committee Chair, Committee Member, or Trusted Servant. If applicant has had no CSC attendance, the current year may be attended, in its entirety, and then the application to be submitted at the conclusion of the conference for the Board to review. Attendance as an observer at any CSC is not taken into consideration as it cannot be verified.

A Trustee is expected to:

- Commit to his/her own personal growth and to the integrity of the self and to our program of recovery.
- Communication and service is driven by serenity, courage, wisdom, unity, and emotional sobriety.
- Have worked, and continue to work, each of the Twelve Steps, Twelve Traditions, and Twelve Service Concepts of CoDA.
- Have practical experience with a sponsor/sponsee relationship and/or service support.
- Commit to the spiritual health of CoDA as a whole and the Board, while upholding legal requirements.
- Have a working knowledge of CoDA structure and documents used to guide the business and spiritual elements of CoDA to include the Fellowship Service Manual (FSM), Bylaws, the Arizona Non-Profit Corporation Act (Arizona Revised Statutes - Article 10), and the Articles of Incorporation.
- Agree to function in a responsible manner, which includes:
- Consistently attend and participate in the group conscience process during Board Meetings and at Service Conferences and accept outcomes even if you disagree.
- Consistently read and respond in a timely manner to emails to and from the Board alias using the assigned Microsoft 365 Outlook, OneDrive, etc. Agrees not use a personal email account.
- Prepare reports and participate in projects or other assignments agreed upon and present them in a timely manner.
- Meet deadlines as set forth by the Board.
- Recognize his/her time limitations and notify the Board promptly of any time conflicts.
- Undertake liaison responsibilities for one or more CoDA Committees, several Voting Entities, to special workers and/or projects/work groups as assigned.
- Resign other currently held offices at Intergroup and Voting Entity level and any CoDA Committee/Task Force positions or membership to allow others the opportunity to give service and to create time for Board Work.
- Resign the position of Trustee if he/she is unable to meet his/her commitment.

Travel Requirements:

- Trustees may be required to travel to Board meetings, Face to Face Meetings CoDA finances permitting. Expenses for transportation, hotel, meals and incidentals are reimbursed according to current guidelines established in the Accountable Plan.
- Trustees may also travel as liaison to a CoDA Committee meeting. Each new Board will set places and times for meetings during the year. Most often, meetings begin on a Friday or Saturday and end on Sunday. The CoDA Service Conference is usually held in late summer or early fall of every year, with Board responsibilities from Tuesday through Friday of the week during the CSC in addition to Pre-CSC meetings often scheduled from Saturday to Monday before the start of CSC.

Length of Term:

- A Trustee is elected to a three-year term. A maximum of two terms may be served with a lapse of at least two years between terms.

Legal Commitment:

- As a Trustee of the CoDA Board, each person shall comply with and be bound by all terms and provisions of the By-laws of Co-Dependents Anonymous, Inc., and all public laws, such as those of the State of Arizona, which affect CoDA's nonprofit status and corporation. Also comply with the Articles of Incorporation and the Arizona Revised Statutes - Article 10. Trustees are expected to exercise the powers vested in them in a manner consistent with the faith that guide the Fellowship of CoDA, guided and inspired by the Twelve Steps and in keeping with the Twelve Traditions and the Twelve Service Concepts.

- Note: Applicants will be asked about any previous felony convictions and as Trustee or Alternate Trustee will be asked to sign the Arizona Corporate Commission disclosure each year. A conviction will not automatically disqualify an applicant but must be disclosed. Trustees and Alternate Trustees must sign a Conflict-of-Interest Declaration statement and a Non-Disclosure Agreement each year.

Time Commitment:

- Trustees may work 20 or more hours per week during critical times, such as preparation for Conference, and depending upon particular projects and responsibilities. Release time from personal employment must be arranged for travel needed by CoDA.

CoDA Service Items

CoDA Board of Trustees Alternate Position Description

Qualifications: Alternate Trustees are elected by the CSC, with consideration of the candidates' capabilities and experience in the same qualifications for a Trustee.

Outside of the CSC, the Board may elect Alternate Trustees to be ratified at the next conference.

An Alternate Trustee is expected to:

- Learn each function of a Board member
 - To have the opportunity to learn how to be a voting member of the Board of Trustees, how the Board functions. Voting Board members may serve as a mentor/sponsor to the alternate to help the alternate learn the roles of secretary, treasurer, etc.
 - Immediately after being elected, read the Fellowship Service Manual, Bylaws, Articles of Incorporation and become familiar with the Arizona Revised Statutes - Article 10
 - Undertake liaison responsibilities for one or more CoDA Committees, several Voting Entities, to special workers and/or projects/work groups as assigned.
 - Agree to function in a responsible manner, which includes:
 - o Consistently attend and participate in the group conscience discussions (but no vote) during Board meetings and at Service Conferences. If voting, accept outcomes even if you disagree.
 - o Consistently read and respond in a timely manner to emails to and from the Board using the assigned Microsoft 365 Outlook, OneDrive, etc. account assigned to you. Agrees not to use a personal email account.
 - o Prepare reports and participate in projects or other assignments agreed upon and present them in a timely manner.
 - o Meet deadlines as set forth by the Board.
 - o Recognize his/her time limitations and notify the Board promptly of any time conflicts.
 - Substitute for a voting member when he/she is not present. If there is only one voting member absent, and there is more than one alternate, the order is predetermined by the election at CSC. If there is no predetermination, then the board will take a GC to determine who will substitute. If there is an equal number of absent board voting members and alternates, the substitution takes place automatically.
 - Alternate and Interim Trustees can serve as CoDA committee members but cannot simultaneously serve as chair of a standing committee. If they become a Trustee or are able to vote at any time, they must resign from the committee as a member but may participate as a Board Liaison.
 - Alternate and Interim Trustees may not serve simultaneously the Voting Entity Liaison (VEL).
 - Alternate and Interim Trustees may serve as a delegate or officer at the level of Intergroup or Voting Entity.
- An Alternate Trustee will have no vote at Conference unless serving in the capacity of Delegate. If they become a Trustee, or have the ability to vote at any time, they must resign as a delegate or officer.

Length of Term:

- Alternates serve for one year and then may be candidates to be elected as a Trustee at the next CSC.
- If an Alternate Trustee has assumed the position of Trustee since the previous Conference, the Election Committee shall present said Trustee for ratification by a two-thirds (2/3) majority of the Voting Members at Conference. Said Trustee may request election by the Conference for a full term of three (3) years.

Legal Commitment:

- As a Trustee of the CoDA Board, each person shall comply with and be bound by all terms and provisions of the Bylaws of Co-Dependents Anonymous, Inc., and all public laws, such as those of the State of Arizona, which affect CoDA's nonprofit status and corporation. Also comply with the Articles of Incorporation and the Arizona Revised Statutes - Article 10. Trustees are expected to exercise the powers vested in them in a manner consistent with the faith that guide the Fellowship of CoDA, guided and inspired by the Twelve Steps and in keeping with the Twelve Traditions and Twelve Service Concepts.
- Note: Applicants will be asked about any previous felony convictions and as Trustee or Alternate Trustee will be asked to sign the Arizona Corporate Commission disclosure each year. A conviction will not automatically disqualify an applicant, but must be disclosed. Trustees and Alternate Trustees must sign a Conflict of Interest Declaration statement and Non-Disclosure Agreement each year.

Time Commitment:

- Trustees and Alternate Trustees may work 20 or more hours per week during critical times, such as preparation for Conference, and depending upon particular projects and responsibilities. Release time from personal employment must be arranged for travel needed by CoDA.

Intent:

In keeping with Service Concept Four: "...The Fellowship recognizes the need to select the most qualified people willing to serve as trusted servants." Added additional details regarding acceptance of GC outcomes, use of Microsoft 365 and other software programs, serving with emotional sobriety while following our Twelve Steps, Twelve Traditions, and Twelve Service Concepts along with requiring applicant to have attended a conference in its entirety. And, if no CSC experience, they must attend the conference and submit their application at the conclusion, for the Board to review. Voting often takes place during a conference, therefore; applicants must wait until the conclusion of CSC if they have not previously attended.

Remarks:

The link below was taken from the current FSM on CoDA.org (Updates based on CoDA Service Conference 2024 Last revised 1.26.2025)

"current wording" crossed out is to be omitted/removed; wording in bold is "new wording" to be added. If no cross out, the wording remains the same.

Board Motion #1 REVISED 2025 August 6 - CSC 2025 - Position Descriptions - FSM 4-Sect 05 and Bylaw Article VII-Sect 3 (1).pdf

CoDA Service Items

Current Wording for Bylaw Amendment:

From CoDA Bylaws; Article VII Board of Trustees; Section 03 Qualifications of Trustees and Alternate Trustees
Section 3. Qualifications of Trustees and Alternate Trustees

All Trustees are elected by the Voting Members with consideration of the candidates' capabilities and experience in the following:

1. Working knowledge of the Twelve Steps and Twelve Traditions of Co- Dependents Anonymous.
2. Willingness and availability to serve the Fellowship through major service projects.
3. Demonstration of skills and abilities while doing CoDA, Inc. Service for two or more years.
4. Understanding and experience of the group conscience process.
5. Courage to express oneself and the ability to listen and communicate effectively with others.
6. Dedication and commitment to the health of CoDA, Inc.
7. Desire to carry the message to the still suffering codependent.
8. Skills and experience necessary for the Board of Trustees to fulfill its legal and fiscal responsibilities to the Corporation.
9. Attendance at a previous CSC.

New Wording – replace Section 03 in Bylaws with the version stated above in the section "Motion". The CoDA Bylaws and the FSM Part 4 would have the same wording.

Remove the CoDA Board of Trustees Application pages 23 and 24; this document will be available in the Delegate Package as well as on the Board Service Information page on CoDA.org.

This motion requires changes to the following: (check all that apply)

☒ CoDA Bylaws: Page/Section # Article VII Board of Trustees; Section 03 Qualifications of Trustees and Alternate Trustees

☐ FSM Part 1 – Structure and General Information: Section # _____

☐ FSM Part 2 – Meeting Handbook: Section # _____

☐ FSM Part 3 – Guidelines for Other Service Levels: Section # _____

☒ FSM Part 4 – Service Conference Procedures: Section #05 Position Descriptions

☐ FSM Part 5 – World Level Service Details: Section # _____

☐ Change of Responsibility: _____

☒ Other: Form Removal

QUESTIONS – (Yes)

Crafting (No) - corrections were made by the presenting committee

PROS & CONS:

Pros:

*My colleague last year was put on the board he was not qualified. I tried to quietly and appropriately make that known. It is very important that people who stand for the board should have been a part of the conference in prior years.

*It is really important, especially when there are necessary jobs on the board requiring skills and it is costly to train someone for the skills needed

*I really like how it has changed from the old version to this new...adding the experience of the position and be actually involved in the living experience, not theoretical knowledge.

Cons:

*There is a thing called institutional racism and classism, perspectives and diversity in the room and it is already hard enough to get on the board and this makes it harder

*I'm a con because of my own experience, served in 2009, elected in my first CSC, I was not sanctioned. I learned a new freedom, establish healthy boundaries, make amends, I'd like others to have this opportunity, since it is a spiritual program

*The list of requirements is a mix of technical and behavioral skills - need collective competency of the board, allow individuals to increase in their skillset in technical and behavioral growth in as a part of the collective competency group

Minority opinion: Our fellowship members in IL thought that this was not inclusive and reflective of our fellowship and there is a difference between willing and able, can teach abilities, can't teach willingness, we felt like it is inappropriate to change bylaws.

VOTE: Yes - #24, No - #15,

Abstain - #1, (not included in the total vote results)

Noted Results:

Vote: 61.5%. 2/3 majority required for bylaw change. It did not pass. Defeated.

Number: 25020

Item Type: MOTION

Date: 10/6/2025

Vote: Complete

Committee: Board

Member Names: Addie M.

CoDA Service Items

Subject: Board Motion #2: 2026 to be the year of Love and Acceptance

Description: Motion Name: 2026 to be the year of Love and Acceptance

This motion is: that the CoDA Service Conference declare 2026 The Year of Love & Acceptance.

Intent:

Honoring Tradition One, the Board felt led to have 2026 be the year of Love and Acceptance as we work together in Unity. We may agree to disagree on matters, however, with Tradition Three: "...the only requirement for membership is a desire for healthy and loving relationships...", rather than turn away, our hope is for members to come together in love and acceptance of one another.

Our hope is also for acceptance of our "...spiritual democratic process to work..." and work together accepting Group Conscience outcomes especially if the result is not what members had wanted.

Service Concept Three:

3. Decisions about service work in the Fellowship and all CoDA affairs are made through the group conscience decision making process. For this spiritual democratic process to work, every member of the group is encouraged to participate, consider all the facts and options concerning the issue, listen respectfully to all opinions expressed, then reflect and meditate to find a loving Higher Power's will. Finally, we deliberate honestly and respectfully to determine the proper course of action. Unanimity in the group is the desired outcome; a majority vote is a group conscience.

Remarks:

This motion requires changes to the following: (check all that apply)

☐ CoDA Bylaws: Page/Section # _____
☐ FSM Part 1 – Structure and General Information: Section # _____
☐ FSM Part 2 – Meeting Handbook: Section # _____
☐ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
☐ FSM Part 4 – Service Conference Procedures: Section # _____
☐ FSM Part 5 – World Level Service Details: Section # _____
☐ Change of Responsibility: _____
☒ Other: Will be posted on CoDA.org and have merchandise created in the CoDA Store.

QUESTIONS – (Yes)

Crafting (Yes or No)

PROS & CONS:

Pros:

*Support the motion in the implementation I'd like to see it expanded to love and acceptance of ourselves.

*Feel that we are still working toward unity and love and acceptance is important part of the path to get there

*Love and acceptance we can't ever get enough of that, love and acceptance of self and others

*Breath of fresh air, positive and uplifting, we need more of

*Part of my recovery is turning fear into love. Feeling sad I was not included in the healthy boundaries motion and I had a lot to say.

Cons: none

Minority opinion: I didn't realize we were going to skip the crafting; I'd like to include the word "Inclusion".

VOTE: Yes - #38, No - #3,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25021

Item Type: MOTION

Date: 10/6/2025

Vote: Complete

Committee: Board

Member Names: Steve S.,

Subject: Board Motion #3: Article VII Bylaw Amendment to Ensure CoDA Service Conference Attendance for Board of Trustee Applicants

Description:

Motion Name: Article VII Bylaw Amendment to Ensure CoDA Service Conference Attendance for Board of Trustee Applicants

This motion is to add wording to this section of our CoDA Bylaws.

Article VII – Board of Trustees; Section 4. Election and Term of Office

CoDA Service Items

Trustees shall be elected by the Conference for a term of three (3) years and may serve a maximum of two (2) terms, but there must be a lapse of at least two (2) years between each elected term. However, if the applicant has not attended a CoDA Service Conference (CSC) in the last three years, they may attend the current conference, in its entirety, then submit their application to the Board of Trustees at the conclusion of the conference. If the applicant meets stated requirements, their ratification will take place at the next conference. Elected Trustees replace outgoing Trustees and assume their positions, prerogatives and responsibilities at the end of the Conference. Alternate Trustees are elected by the Conference for one (1) year. The order in which they would fill vacancies on the Board is designated by the vote of the Conference at time of election.

Intent:

To make it clear that a Board of Trustee applicant who has not attended a CoDA Service Conference (CSC) within the last three (3) years, attends the current conference in its entirety and then will submit their application for review by the Board. If they meet the requirements, ratification will take place at the next conference.

Remarks:

To serve as a Trustee or Alternate, it is vital to have attended a conference, in its entirety, within the last three (3) years to have a clear understanding of this legally required annual meeting. Since voting takes place during the current conference, that does not qualify as having attended a full conference which is normally four (4) days/9 hours per day with breaks.

Service Concept Four: "...The Fellowship recognizes the need to select the most qualified people willing to serve as trusted servants..."

CURRENT WORDING (without the "insert new wording/sentence here":

Article VII: Board of Trustees; Section 4. Election and Term of Office

Trustees shall be elected by the Conference for a term of three (3) years and may serve a maximum of two (2) terms, but there must be a lapse of at least two (2) years between each elected term. [Insert new wording/sentence here] Elected Trustees replace outgoing Trustees and assume their positions, prerogatives and responsibilities at the end of the Conference. Alternate Trustees are elected by the Conference for one (1) year. The order in which they would fill vacancies on the Board is designated by the vote of the Conference at time of election.

NEW WORDING/sentence in bold:

However, if the applicant has not attended a CoDA Service Conference (CSC) in the last three years, they may attend the current conference, in its entirety, then submit their application to the Board of Trustees at the conclusion of the conference. If the applicant meets stated requirements, their ratification will take place at the next conference. Then continue with ".... Elected Trustees replace outgoing

This motion requires changes to the following: (check all that apply)

☒ CoDA Bylaws: Page/Section #Article VII – Board of Trustees - Section 04: Election and Term of Office (Pages 10-11)

☐ FSM Part 1 – Structure and General Information: Section # _____

☐ FSM Part 2 – Meeting Handbook: Section # _____

☐ FSM Part 3 – Guidelines for Other Service Levels: Section # _____

☐ FSM Part 4 – Service Conference Procedures: Section # _____

☐ FSM Part 5 – World Level Service Details: Section # _____

☐ Change of Responsibility: _____

☐ Other: _____

QUESTIONS – (Yes)

Crafting (No)

PROS & CONS:

Pros:

*I think that when it comes to the board at the bottom of the pyramid should have a look, see and full experience of the service, this is reasonable

* If the board has need for additional members, there needs to be a way to get them on the board and the CSC can ratify or not at the next session

* I think its very important to choose the best possible servants for the board, it is the hardest service position and it is a reasonable requirement to attend CSC. It needs to be proven that the person has attended.

* I think that it is really adding language that once you have completed a CSC you are qualified, it will help increase our number of service positions.

Cons:

*All these years it has been sufficient, this is the first year, doing this motion it puts it into the hands of the board and away from the CSC

*Our fellowship from IL felt strong against changes to bylaws at this time as unnecessary for need of trusted servants, it shouldn't be made more difficult.

* We could have more board members for a full year that are not elected by CSC before they are ratified.

* If a person is at this service conference, why can't they be ratified at this conference. It too much power in the hands of the board. I'm a hard no.

Minority opinion: I think that the requirement is reasonable and feel sad that our board has done so much work providing 3 motions and two did not pass.

VOTE: Yes - #19, No - #22,

CoDA Service Items

Abstain - #0, (not included in the total vote results)

Noted Results:

Defeated 2/3 majority required for Bylaws Change.

Number: 25022 **Item Type:** ACTION **Date:** 10/6/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count after break

Description:

Quorum count confirmed.

Intent:

Remarks:

Number: 25023 **Item Type:** ACTION **Date:** 10/7/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count - Day #2

Description:

Confirm Quorum

Intent:

Remarks:

Number: 25024 **Item Type:** MOTION **Date:** 10/7/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Approval of Previous Days Motions

Description:

Approval of Previous Day Motions as amended.

Intent:

Remarks:

Minority opinion: The very fact the Board over-road the FSM Manual and declared martial law and didn't allow the fellowship the trust it deserved to vote on the agenda, I'm concerned for the future.

VOTE: Yes - #30, No - #5,

Abstain - #8, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25025 **Item Type:** MOTION **Date:** 10/7/2025

Vote: Complete

Committee: VE

Member Names: Michael W

CoDA Service Items

Subject: Australasia Motion #1: Proposed two new documents as a service items for temporary sponsors and newcomers, called The First 14 Days.

Description:

Motion Name: Proposed two new documents as a service items for temporary sponsors and newcomers, called The First 14 Days.

The Australia VE, jointly with the CoDA Literature Committee requests that The First 14 Days be endorsed in 2025 as a service item to be posted on the coda.org website under Member Resources. We also request that there be a slider on the website announcing that it is available.

See PDF file of the documents: The First 14 Days, Sponsor Workbook and The First 14 Days, Sponsee Workbook.

Intent:

The First 14 Days is a simple, structured introduction to Co-Dependents Anonymous (CoDA) recovery. It offers newcomers a gentle entry into the Co-Dependents Anonymous program, while also providing an accessible and low-pressure way for members to serve as temporary sponsors. The intention is to support both sponsees and temporary sponsors in a safe and non-directive space, fostering clarity, honesty, and early recovery engagement.

This initiative arose from a need observed within some CoDA communities, where a small group of long-time members often found themselves sponsoring multiple newcomers, while many others felt hesitant to step into the role.

This process has been working throughout CoDA Australasia for the last twenty years. The First 14 Days was developed to demonstrate that anyone with a willingness to serve can support others by simply walking beside them without needing to offer advice, direction, or therapeutic insight.

For the sponsee, the workbook helps identify personal patterns of co-dependency, particularly behaviors that have caused pain or unmanageability. It encourages honest self-reflection and introduces key principles of the program, ultimately serving as a foundation for a deeper Step One and ongoing recovery.

The temporary sponsor's role is intentionally straightforward. They email the exercises one at a time to the sponsee, acknowledge each response with a brief thank-you, and then send the next exercise. This exchange mirrors a CoDA meeting, offering presence and support without interference.

At the conclusion of The First 14 Days, sponsees are encouraged to take someone else through the process and to seek out a permanent sponsor to begin working the full CoDA Twelve Steps. In this way, The First 14 Days supports both individual growth and the expansion of service within the Fellowship.

Remarks:

The First 14 Days is a practical tool for building connection, deepening self-awareness, and strengthening CoDA's tradition of recovery through service. It also empowers more members to serve as temporary sponsors by providing a structured, low-pressure format.

It is not a substitute for working the Twelve Steps.

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
____ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
☒ Other: A set of two new pieces of CoDA literature.

QUESTIONS – (Yes)

Crafting (No)

PROS & CONS:

Pros:

* This is a beautiful piece of work that goes along with the newcomers packet, it brings us in more royalites, I encourage more literature

* This is wonderful, it's been my experience in homegroup and outreach, I have created something basic for newcomers, this is a resource for people who want to get involved that is structured and will guide them. Thank you for this.

* I am highly in favor of passing this motion, I was excited about the draft from last year and excited to use it with sponsees.

* I read the draft and it is really wonderful, my understanding is that you will not be a sponsor but just email the next day's exercise and follow-up with a thank you and gives them a jumpstart and give them a discovery start, its a good way to get more involved. It doesn't replace sponsorship.

* When I read this, I was so relieved that someone has provided such a resource. We have a lot of people filling the

CoDA Service Items

room and the harvesters are few. I love the title. I love the structure, bringing you to the first step and into the Twelve Steps.

Cons:

* As a con I think that implying someone with 14 days qualifies people is concerning

Minority opinion: none

VOTE: Yes - #41, No - #1,

Abstain - #0, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25026 **Item Type:** ACTION **Date:** 10/7/2025

Vote: Complete

Committee: CSC **Member Names:** Gail S.

Subject: Quorum Count

Description:
Quorum confirmed

Intent:

Remarks:

Number: 25027 **Item Type:** MOTION **Date:** 10/7/2025

Vote: Complete

Committee: CoDAteen **Member Names:** Linda C.

Subject: CoDAteen Motion #1: CoDAteen Twelve Traditions (First Year)

Description:
Motion Name: CoDAteen Twelve Traditions (First Year)

Motion – To endorse the CoDAteen Twelve Traditions as revised and approved by the CoDAteen committee, CoDA Board and with consultation from CoDA's copyright Attorney. See attached file to be used by CoDAteen meetings. This is the 1st year to be endorsed by the CoDA Service Conference (CSC)

With changes to Traditions Four, and the passing of this motion, we will need to confirm with the copyright attorney to ensure compliance.

Intent:
To provide teens and young adults with the CoDAteen Twelve Traditions adapted from Codependents Anonymous (CoDA) Twelve Traditions

Remarks:
As a foundational document, the CoDAteen Twelve Traditions must be available and be read aloud. This is a required reading at every CoDAteen meeting.

This board motion below was sent via email from boardmal1@coda.org to the CoDAteen Committee Chair, Vice Chair and cc'd Board Chair on 3/28/25:

Board Motion: Copyright Attorney had asked for the 2010 document in which Alcoholics Anonymous, Inc. gave permission to Co-dependents Anonymous to adapt their Twelve Steps and Twelve Traditions. Under the guidance of our attorney, we support adapting CoDA's Twelve Traditions with stated changes only. Both Alanon and Alateen use AA's Twelve Steps but have adapted the Twelve Traditions to their respective programs. We wish to maintain the spiritual nature and integrity of our CoDA's recovery program and Twelve Steps while supporting CoDAteen and their community. Until a motion is submitted and passed by 2/3 majority vote at upcoming CSC 2025

By: Laurie C. Seconded: Jay G.
Result: Unanimous

Discussion / Report: after consultation with Copyright Attorney, the Board agrees to support the CoDAteen Committee with adapting the Twelve Traditions of Co-Dependents Anonymous (reprinted and adapted with permission of Alcoholics Anonymous World Services, Inc.) with "the only modification is essentially replacing "CoDA"

CoDA Service Items

and "Codependent" with CoDAteen." to the CoDA Twelve Traditions. No other wording changes to this document may be made other than stated in this motion. CoDAteen may use the adapted/suggested changes to the Traditions but not be included in any literature. CoDAteen will need to submit a motion for CSC 2025 which includes the established 2 (two) year process for CoDA, Inc. Foundational Documents. CoDAteen Twelve Traditions adapted from CoDA, Inc. with Copyright Attorney Guidance

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
____ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
____ Other: _____

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

* I particularly like how Tradition Five is layed out and that we are not changing name to CoDAteen Co-dependents

* Thank you for the hard work for the year, this material is being made available to young people seeking recovery

* Fully endorse this, it is wonderful, I'm on CoDAteen, to see this from its infancy to now, it is a part of CoDA.org and expressing CoDAteen (CoDa and CoDAteen)

* I am very much for this after reading the document. Essentially, the word CoDA is changed for the word CoDAteen, except in Tradition eight.

Cons:

Minority opinion: For motion until change on the 8th Tradition, it changes the spirit of the tradition. The Fellowship as a whole, which includes intergroup, we don't charge to carry the message, so that is the first part of that tradition, but we can charge for having workers at our business centers. Adding the "inc" changes the meaning of the tradition.

VOTE: Yes - #37, No - #1,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25028

Item Type: MOTION

Date: 10/7/2025

Vote: Complete

Committee: CoDAteen

Member Names: Linda C., Jim V., Rosa S., John H.

Subject: CoDAteen Motion #2: To provide support for CoDAteens to attend future International CoDA Conventions (ICC)

Description:

Motion Name:

To provide support for CoDAteens to attend future International CoDA Conventions (ICC)

Motion –

That CoDA supports CoDAteens attending all future ICCs by:

1. CoDAteens ages 13 - 18 – The CoDAteen committee suggests that the ICC registration fee be waived for all CoDAteen members ages 13 - 18.

2. CoDAteens including young adults ages 19 - 23 – The CoDAteen committee suggests that the ICC registration fee be reduced to a suggested donation of \$20 for all CoDAteens and young adults ages 19 - 23.

3. All CoDAteen activities must be hosted or sponsored by an adult CoDA group, intergroup, region, or voting entity as stated in the CoDAteen Meeting Handbook. All CoDAteen activities must comply with "CoDA's Minimum Behavioral and Safety Requirements."

Targeted activities only for ICC registered CoDAteens:

(A) CoDAteen meeting during the ICC: The CoDAteen committee will collaborate with the Host Group for ICCs to identify approved Adult Hosts for the CoDAteen Meetings as described above in item #3. A CoDAteen meeting

CoDA Service Items

cannot occur without meeting this safety requirement.

(B) CoDAteen Workshops: The CoDAteen committee will collaborate with the Host Group for ICCs to identify approved Adult Hosts for the CoDAteen workshops as described above in item #3. A CoDAteen workshop cannot occur without meeting this safety requirement.

C) CoDAteen Panels: The CoDAteen Committee will collaborate with the Host Group for ICCs to identify approved Adult Hosts for the CoDAteen Panel as described above in item #3. A CoDAteen panel cannot occur without meeting this safety requirement.

4. CoDAteen committee working in collaboration with the CoDA board to establish a pathway to enable CoDAteen attendance at future ICCs. Given the age range of CoDAteens, additional attendance requirements may be necessary. For example, CoDAteens under a certain age may be required to attend with a parent or guardian or will need additional consent from a parent or guardian.

Intent:

There was support from CoDAteen members to host a CoDAteen meeting at the 2025 ICC. The request was not approved by CoDA's Board. Since CoDAteen is part of CoDA as a whole, this motion is proposed to assure all CoDAteen members will have the opportunity to attend future ICCs like any other CoDA member.

Primary Purpose (Tradition Five): "Our primary purpose is to carry this message to the codependent who still suffers." Since CoDAteens are part of CoDA as a whole, excluding a portion of the CoDA community is directly opposed to our primary purpose.

Service Concept One: "The members of the Fellowship of Co-Dependents Anonymous, in carrying out the will of a loving Higher Power, advance their individual recoveries, work to insure the continuance of their groups and their program, and carry the message to codependents who still suffer." The CoDAteen meetings are still young with the first CoDAteen meeting celebrating its first anniversary in January of 2025. As a new part of CoDA, CoDAteen needs the support of the CoDA fellowship to ensure the continuance of its growth and sustainability. Preventing CoDAteens from meeting at an international level blocks growth and harms the growth of CoDA as a whole.

The CoDAteen community are teens and young adults seeking recovery from codependency. These individuals are the future of CoDA as they continue to make positive changes in their lives. CoDA must make every effort to assist and facilitate these young people in their recovery journey by providing an alternative so they may learn how to have healthy and loving relationships.

This motion requires the CoDA Board to take measures needed to include the CoDAteen community participation in future ICCs as detailed in this motion.

Remarks:

Offering young people, a reduced rate for conventions is common for both professional and some 12 Step recovery conventions, which is consistent with their reduced ability to pay. Overall, providing teens and young adults with waived/reduced convention registration should have a minimal impact on the ICC costs. CoDAteen is growing and the importance of one CoDAteen connecting with another CoDAteen at ICC will only require a small conference room.

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
____ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
____ Other: _____

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

* I think it is important for teens to gather together while we are gathering together.

* To address safety, in the motions there are 4 mentions of safety being met, along with the host group requirements - found on the website. Everything will be reviewed by legal liaison.

* I support the ICC fee being waived as teens can't afford the fees, empower the relationship between the child and adult.

* I'm in favor, I have been present, we have behavioral procedures and safety rules. We don't have adult conversations, we oversee, the teens run the meetings themselves. It is a most amazing thing to see. Don't worry about cost, we do want the young teens to see healthy CoDA practice.

Cons:

* I have concerns - safety, parents who are co-dependent with their children, what about children who do not have a parent present

CoDA Service Items

* Cost of legal, liability insurance, what happens if host city doesn't put on the event or interest of teens, who will be adults in room, professionals available with the kids. Motion doesn't have enough information at this time.

* Cost: Backgrounds checks, liability, support implies money, even though the motion does specify it

* To provide support - we have to consider the cost. Contracts are already signed for 2026 and there will be large costs involved to work with attorneys/legal liaisons for this work to prepare and implement this for a 2026 event.

Minority opinion: I don't think the numbers have been looked at and how it will impact our budget, including meals, hotels, and must be considered in greater detail.

VOTE: Yes - #23, No - #14,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: Simple majority

Number: 25029

Item Type: ACTION

Date: 10/7/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum after break.

Intent:

Remarks:

Number: 25030

Item Type: MOTION

Date: 10/7/2025

Vote: Complete

Committee: Communication

Member Names: Dayle R.

Subject: Communications Motion #1: : Add the Healthy Meetings Task Force as a subcommittee to Communications

Description:

Motion Name: Add the Healthy Meetings Task Force as a subcommittee to Communications

Motion to replace the existing FSM Parts 1 and 5 for the Communications Committee.

This includes adding the new Healthy Meetings subcommittee to the Communications committee, replacing the existing Healthy Meetings Task Force (HMTF).

Replace current FSM wording with the following:

FSM Part 1, page 17:

The Communication Committee's (Comm) primary function is on improving communications up and down the inverted pyramid within the World CoDA Fellowship and working towards ensuring that every codependent throughout the world will have access to all the CoDA information that is important to them. Comm is currently comprised of seven subcommittees/teams:

- CoDA email (CET)
- CoDA phone (C-phone)
- CoDA Sponsorship
- Verify Meetings
- CoDA Audio-Visual Media (AVM)
- Fellowship Forum
- Healthy Meetings

More information in Fellowship Service Manual (FSM) Part 5.

FSM Part 5, pages 12-13:

Communications Committee

Background: A Communications Task Force was created at the 2007 CoDA Service Conference (CSC) to address the goal of improving communication within CoDA, both up and down the inverted pyramid. The following year was spent recruiting Trusted Servants to participate in the effort and gathering specific issues to be addressed. Starting in early 2009, the task force members began having regular conference calls and work began on several identified issues. Due to this work, the 2009 CSC voted to make the Communications Task Force a standing committee to continue addressing identified communication issues as they surface.

CoDA Service Items

The Communication Committee's (Comm) primary function is on improving communications up and down the inverted pyramid within the World CoDA Fellowship and working towards ensuring that every codependent throughout the world will have access to all the CoDA information that is important to them.

Comm is currently comprised of seven subcommittees/teams:

- CoDA email (CET)
- CoDA phone (C-phone)
- CoDA Sponsorship
- Verify Meetings
- CoDA Audio-Visual Media (AVM)
- Fellowship Forum
- Healthy Meetings

The Communications Committee reports to the Fellowship quarterly through the Quarterly Service Report (QSR), and annually at the CoDA Service Conference (CSC).

CoDA Email Team (CET) and CoDA Phone Team (C-phone):

These volunteers are actively recovering codependents that serve as the "customer service" branch of CoDA. We are fulfilling our 12th Step recovery through daily email and phone call rotation service work providing information about CoDA meetings. Volunteers also answer both general and specific questions about CoDA, and share experience, strength, and hope (ESH) as needed. When appropriate, we forward emails or voicemails to specific CoDA Committees, the CoDA Board or CoDA Resource Publishing (CoRe, Inc.).

CET email: info@coda.org

C-phone phoneline: 888.444.2359

Folks interested in serving on the team should have at least one year of active CoDA recovery.

Sponsorship:

Maintains and monitors a WhatsApp group to connect members and inmates in institutions with volunteers willing to sponsor.

Members can access information through <https://forms.office.com/r/rhLkgRgDcg> Subcommittee email:

SponsorshipTeam@CoDA.org

Verify Meetings:

Reviews CoDA meetings database for accuracy; the team reaches out to meeting contacts to verify individual meetings.

Subcommittee email: verifymeetings@coda.org

CoDA Audio-Visual Media (AVM):

Creates and submits recovery material, including meditations for our CoDA YouTube channel:

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

Fellowship Forum:

Facilitates the monthly Fellowship Forum with speakers and panels. Each forum may include round robin discussions, speaker presentations, and Q&A session. <https://coda.org/meeting-materials/coda-fellowship-forum/>.

Healthy Meetings:

Responds to requests for help from the membership. This subcommittee explores reported meeting concerns and responds to any potential unhealthy meeting behaviors and meetings that may be violating our CoDA meeting guidelines.

Subcommittee email: HealthyMeetings@coda.org

Intent:

To update the Part 1 and Part 5 wording for the Communications Committee. In addition, to add Healthy Meetings as a subcommittee thus replacing the HMTF responsibility.

HMTF History: The HMTF was established by the CoDA Board in 2024 to support a safe and healthy CoDA meeting environment at the local meeting level.

HMTF Mission Statement: The Healthy Meetings Task Force (HMTF) is dedicated to supporting a safe and healthy CoDA meeting environment at the local meeting level.

HMTF will review and respond to specific reported unhealthy meeting behaviors/practices. The task force will create a safe structured process to address specific meeting issues.

Remarks:

This motion requires changes to the following: (check all that apply)

- ☐ CoDA Bylaws: Page/Section # _____
- ☒ FSM Part 1 – Structure and General Information: Section # _____
- ☐ FSM Part 2 – Meeting Handbook: Section # _____
- ☐ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
- ☐ FSM Part 4 – Service Conference Procedures: Section # _____
- ☒ FSM Part 5 – World Level Service Details: Section # _____

CoDA Service Items

Change of Responsibility: _____
Other: _____

Specific details:
Section # and title:
Copy and Paste from most current FSM on coda.org

Current FSM Part 1, page 17 (Jan. 26, 2025):
Communications Committee

The Primary function of the Communication Committee (Comm) is aiding the Fellowship by monitoring and responding to email and phone calls from our Fellowship members. You can reach us at info@CoDA.org and our toll-free number 888-444-2359.

Comm aids with general meeting information. It also maintains a list of potential available sponsors for those looking for a sponsor.

Another function is facilitating the monthly Fellowship Forum with speakers and panels. <https://coda.org/meeting-materials/coda-fellowship-forum/>.

We also have an Audio-Visual Media (AVM) subcommittee that creates and submits recovery material, including meditations for our CoDA YouTube channel: <https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ>
More information in Fellowship Service Manual (FSM) Part 5.

Current FSM Part 5, pages 12-13 (Jan. 26, 2025):
Communications Committee

Background: A Communications Task Force was created at the 2007 CoDA Service Conference (CSC) to address the goal of improving communication within CoDA, both up and down the inverted pyramid. The following year was spent recruiting Trusted Servants to participate in the effort and gathering specific issues to be addressed. Starting in early 2009, the task force members began having regular conference calls and work began on several identified issues. Due to this work, the 2009 CSC voted to make the Communications Task Force a standing committee to continue addressing identified communication issues as they surface.

The Primary function of the Communication Committee (Comm) is aiding the Fellowship by monitoring and responding to email and phone calls from our Fellowship members. You can reach us at info@CoDA.org and our toll-free number 888-444-2359.

Comm aids with general meeting information. It also maintains a list of potential available sponsors for those looking for a sponsor. Another function is facilitating the monthly Fellowship Forum with speakers and panels.

<https://coda.org/meeting-materials/coda-fellowship-forum/>.

We also have an Audio-Visual Media (AVM) subcommittee that creates and submits recovery material, including meditations for our CoDA YouTube channel: <https://www.youtube.com/channel/UC0oWXZDpoVdKbyJ0YDh1zTQ>

The Communications Committee reports to the Fellowship quarterly through the Quarterly Service Report (QSR), and annually at the CoDA Service Conference (CSC).

CoDA Email Team (CET):

CET is a group of actively recovering codependents that serve as the "customer service" branch of CoDA. We are fulfilling our Step 12 through email rotation service work.

Our service work involves educating our Fellowship members and guests about the CoDA Twelve Step Program and Fellowship, which includes connecting codependents with meetings worldwide. We provide meeting information which includes meetings that are in person, on the phone and online/virtual. We answer both general and specific questions about CoDA, and share our experience, strength, and hope (ESH). When appropriate, we refer others to specific CoDA Committees or to the CoDA Board.

Most of CET's service work takes place online through email; therefore, CET members ought to have an affinity and ability to communicate effectively over email. Folks interested in serving on the team should have at least one year of active CoDA recovery.

CoDA Phone Team (C-phone): C-phone is a group of actively recovering codependents that are available to speak by phone with anyone that has general or specific questions about CoDA.

We provide information about face-to-face (f2f), telephone and online virtual CoDA meetings.

We answer both general and specific questions about CoDA, and share our experience, strength, and hope (ESH). We refer others to specific CoDA Committees when they miss that reference on the recorded menu. The basic idea is to briefly answer whatever question the person is asking.

We are not a counseling or crisis hotline, nor can we refer them to one, so we indicate that to the caller. But we still try to be warm and communicative about CoDA as a resource for people desiring healthy and loving relationships.

Calls to C-phone volunteers are automatically forwarded to those "on-call" at the time of the call or go to a message recording system. These recordings are then accessed by the next person on call, and then the call is returned.

People serving on C-phone should have at least one year of active CoDA recovery.

Verify Meetings:

We have Trusted Servant(s) that actively attempt to contact meetings to verify that their meeting is still active and that their meeting information posted on the CoDA.org website is accurate. The accuracy includes meeting contact(s) verification. We assist in updating domestic, regional, and international contact information and meeting lists by forwarding information to the appropriate Fellowship Service Worker (FSW). verifymeetings@coda.org

QUESTIONS – (Yes)

Crafting (Yes or No)

PROS & CONS:

Pros:

* It's a separate entity, I just want to be sure it is different than IMC.

CoDA Service Items

- * Have the resources and education for self-regulation helps to teach the Co-dependent who suffers how to self-regulate
- * This is a wonderful fit and appreciate the work you have done and you have already touched many people
- * The healthy meetings task force need is ongoing and keeps our Fellowship Service Manual on present status

Cons:

- * The healthy meeting subcommittee has delisted meetings that were officially recognized at Conference previous.
- * The healthy meetings task force, recently our meeting (hybrid) for 26 years, recently appears to be delisted. Is the task in charge of listing or delisting meetings? Does the IMC have anything to do with this?
- * I don't disagree with the FSM being updated. I'm concerned with what constitutes the name "healthy", if there is/is not mediation, how people are elected to this subcommittee and if this is expected to replace the mediation process.

Minority opinion: I do hope that the information we are being told that needs to be communicated to the fellowship (up and down the pyramid) does not include the sale announcements from the business store.

VOTE: Yes - #27, No - #9,

Abstain - #0, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25031 **Item Type:** ACTION **Date:** 10/7/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum after break.

Intent:

Remarks:

Number: 25032 **Item Type:** MOTION **Date:** 10/7/2025

Vote: Complete

Committee:

Member Names: Debra D.

Subject: Delegate Relations Committee (DRC) Motion #1:
Update of the Delegate Relations Committee
Mission Statement

Description:

Motion Name: Update of the Delegate Relations Committee Mission Statement

This motion will update the Mission Statement of the Delegate Relations Committee (DRC) to match the version recorded in the committee's Policy & Procedures Manual (P & P) and approved by Group Conscience on May 28 and June 25, 2025. We request that this revised wording be adopted consistently across all CoDA documents and communications, including specifically the Fellowship Service Manual (FSM) and the Delegate Relations Committee's webpage at coda.org.

The wording of the Mission statement of the Delegate Relations Committee has been approved by a Group Conscience of the committee as follows:

The Delegate Relations Committee (DRC) offers current delegates information and guidance regarding their responsibilities at the annual CoDA Service Conference (CSC) and provides ongoing support throughout the year within their Voting Entities (VEs).

We inform and assist delegates with knowledge in the structure and the work of CoDA World Service, including reviewing and helping delegates understand how World Committees, CoDA Board and CoDA Resource Publishing (CoRe) Board operate.

Intent:

The Mission Statement published in the current Fellowship Service Manual (FSM) is a version that was approved by the Delegate Relations Task Force and included in Motion 23029, passed at the 2023 CoDA Service Conference (CSC), which approved the transition from task force to the Delegate Relations standing committee. The Mission Statement currently on the DRC webpage reflects a 2024 version from our Policy & Procedures Manual that we

CoDA Service Items

asked to be published on the webpage, without submitting a motion for approval at the CSC. Since the Mission Statement appears in the Fellowship Service Manual (FSM), any updates require that a motion be approved. This motion corrects that oversight by requesting that the revised 2025 version of the Mission Statement, approved by group conscience on June 25, 2025, be adopted into the FSM and applied consistently, including on the DRC webpage

Remarks:

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
X FSM Part 1 – Structure and General Information: Section # __02, pg. 17 ____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
X FSM Part 5 – World Level Service Details: Section # __04, pg. 14 ____
____ Change of Responsibility: _____
X Other: ____Webpage of the Delegate Relations Committee at coda.org,
Current World Service Structure

Specific details:

Section # and title:

Copy and Paste from most current FSM on coda.org

Current Wording - FSM, Part 1, Sec. 02, p. 17. (CoDA Standing Committees)

AND

FSM, Part 5, Sec. 04, p.14 (The CoDA Service Structure and Organization)

We will offer current delegates instruction and guidance in their responsibilities at the annual CoDA Service Conference (CSC) and within their Voting Entities. We will help educate delegates in the structure of World Service Committees and the work they perform, and in their role as a communication conduit between World Service Committees, Intergroups and Voting Entities.

New Wording to be replaced in the same locations

The Delegate Relations Committee (DRC) offers current Delegates information and guidance regarding their responsibilities at the annual CoDA Service Conference (CSC) and provides ongoing support throughout the year within their Voting Entities (VEs).

We inform and assist delegates with knowledge in the structure and the work of CoDA World Service, including reviewing and helping delegates understand how World Committees, CoDA Board and CoDA Resource Publishing (CoRe) Board operate.

QUESTIONS – (Yes)

Crafting (No)

PROS & CONS:

Pros:

* The event that the DRC had in the summertime with past delegates, one of the most powerful things I heard from attendees was how transformative it was in preparing for CSC

*Excellent to have communications in outreach, especially in the world communications.

*I didn't even know we had this committee, I believe this is great for us in other parts of the world

*I was invited, it must be a new idea, but I was told previously this wasn't for you.

Cons:

* Current delegates in the wording, need to include the delegates from the past to teach the new delegates - cannot vote for it without that distinction

* We have to be very careful of data information. Maybe offer opportunity for delegates to be contacted. I do think that the outreach should marry with WCC to keep people in touch - so broadening to past delegates.

* DRC includes everybody, but you have to have been a delegate.

*Concerned that the mission doesn't include...Voting entity liaison will share the email addresses with the delegates

Minority opinion: The wording is wonderful, but it seems that this has existed a long time. It sounds like communication has not been established in the past. Please do follow through with this mission to reach out.

VOTE: Yes - #33, No - #5,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

CoDA Service Items

Number: 25033 **Item Type:** ACTION **Date:** 10/7/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum after break.

Intent:

Remarks:

Number: 25034 **Item Type:** ACTION **Date:** 10/8/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum established (Day #3)

Intent:

Remarks:

Number: 25035 **Item Type:** ACTION **Date:** 10/8/2025

Vote: Complete

Committee: CSC

Member Names: Gail S and Brian P.

Subject: Due to the Voting challenges of previous days -
should there be a revote of all motions from
previous days

Description:

Due to the Voting challenges of previous days - should there be a re-vote of all motions from previous days

Intent:

Remarks:

VOTE: Yes - #8, No - #30,

Abstain - #6, (not included in the total vote results)

Vote taken by raise of hands in zoom.

Number: 25036 **Item Type:** MOTION **Date:** 10/8/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Approval of Previous Days Motions

Description:

Approval of Previous Days Motions as Amended.

Intent:

Remarks:

CoDA Service Items

Minority opinion

VOTE: Yes - #28 No - #1,

Abstain - #5, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25037

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Finance

Member Names: Jocelyn K.

Subject: Finance Motion #1: Change title and description of CoDA bylaws Article II

Description:

Motion Name: Change title and description of CoDA bylaws Article II

Current wording:

II- Accounting Period, Audit and Records

The accounting period of the Corporation shall be a calendar year and end on December 31.

At the close of the accounting period, all records of accounts and an inventory of assets shall be submitted to an independent accounting firm who is to submit a report of their findings to the Trustees. The Trustees shall present the report to the Fellowship at the next CoDA Service Conference. The officers of the Corporation shall maintain an accurate and complete set of records at the Corporations office. If the Corporation does not maintain a place of business with Arizona, a complete set shall be maintained at the office of its statutory agent or other such designee as approved by the Board of Trustees. Upon written request, records and minutes of meetings may be inspected by a member of the Fellowship, at any reasonable time, with the exception of certain legal documents and personnel records.

New Wording:

Article II- Accounting Period, Financial Review and & Nonprofit Board Governance Consult and Records

The accounting period of the Corporation shall be a calendar year and end on December 31.

At the close of the accounting period, all records of accounts and an inventory of assets shall be submitted to an independent accounting firm to perform a Financial Review by an independent third party and audit required by reviewer the Internal Revenue Service (I.R.S.) and submit a report of their findings to the Trustees. The Trustees shall present the report to the Fellowship at the next CoDA Service Conference. In addition to the annual Financial Review, the Trustees shall have a Non-Profit Board Governance consultation completed every 3 years that will be included with the Board's annual report at the CoDA Service Conference in the calendar year the consultation is completed. The Boards annual report will also include an action plan to address any governance gaps identified in the Governance Review. The officers of the Corporation shall maintain an accurate and complete set of records at the Corporations office. If the Corporation does not maintain a place of business with Arizona, a complete set shall be maintained at the office of its statutory agent or other such designee as approved by the Board of Trustees. Upon written request, records and minutes of meetings may be inspected by a member of the Fellowship, at any reasonable time, with the exception of certain legal documents and personnel records.

Intent:

A full Financial Review may include but not limited to ...

- Perform analytical and detailed transactional testing of significant expense areas
- Perform analytical and detailed transactional testing of any other account balances deemed to be high-risk, which were not identified in the analytical and detailed transactional testing noted above
- Obtain selected bank statements and bank reconciliations during the years ended December 31, and perform "Audit-like" procedures related to the selected bank statements and reconciliations.

A Non-profit Board Governance may include but not be limited to...

- Perform inquiries and have discussions with board members, contractors, and key constituents
- Obtain and review bylaws and other governance documents
- Obtain, read and review minutes of board and committee meetings
- Obtain and review existing policies and procedures
- Obtain and review significant contracts and agreements
- Obtain and review existing insurance coverage
- Gain an understanding of existing workflow process
- Perform an assessment of risk based upon the above in order to determine areas of highest risk to the organization
- Gain an understanding of internal controls in high-risk areas

Remarks:

CoDA Service Items

The Finance Committee advises the CoDA Board in promoting responsible spending and transparency. The current advisement is for an annual review and not a full audit. In addition, the Committee advises the completion of a Non-Profit Board Governance consultation every three years. A full report of the annual financial review is to be included in the Board's report at the yearly CoDA Service Conference. A full report of the Non-Profit Board Governance consultation is to be included in that year's Board report at the CoDA Service Conference (CSC).

The need for a full financial audit is only realistic if required by a governing body. The excessive cost is not prudent for the monetary resources of the CoDA Fellowship.

This change does not prohibit a full audit of the records and inventory of the corporation if it is warranted. It is advised in the spirit of accountability and prudent expenditure of our resources to request a financial review every year and a Non-Profit Board Governance every third year.

Changing the wording from "Audit" to "Financial Review" clarifies the intent of this article and allows for a regular review that will be less expensive and more specific to Fellowship inquiries than a full audit of records on a yearly basis.

This motion requires changes to the following: (check all that apply)

☒ CoDA Bylaws: Page/Section # #Article II Accounting Period
☐ FSM Part 1 – Structure and General Information: Section #
☐ FSM Part 2 – Meeting Handbook: Section #
☐ FSM Part 3 – Guidelines for Other Service Levels: Section #
☐ FSM Part 4 – Service Conference Procedures: Section #
☐ FSM Part 5 – World Level Service Details: Section #
☐ Change of Responsibility:
☐ Other:

QUESTIONS – (Yes)

Crafting (Yes or No)

PROS & CONS:

Pros:

*I have never been comfortable looking at the word AUDIT it never sat right and should have always read financial review.

*Clarifies the language and does allow for next step if an audit is necessary

*We need a financial review, not an audit, as a tax preparer

*This is standard practice and a prudent use of our funds in this financial situation

*Would like to share that the financial reviewer is the one who suggested the REVIEW, and the difference between the review and the audit, per review of previous motions, the language of this motion makes the intent accurate

Cons:

* The fellowship from IL - not comfortable with NOT having an Audit as a onetime shore up, similar to the governance. To not have a scheduled or plan to have an audit every so many years seems short sighted

* Deeply concerned that the financial review was not ready, I would like to see changes to see Financial Review, Governance review and Audit differentiated

*I believe they said crafting allowed, rather than waiting 3-year, review takes place annually. Opposed as it stands now.

Minority opinion: In theory we would have supported if we had one detailed financial audit and not satisfied with the request that we made last year.

VOTE: Yes - #36, No - #2,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25038

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Finance

Member Names: Shelley S.

Subject: Finance Motion #2: Change to FSM Part 4, Section 01, Number 13 Avoiding Committee Work on the CSC Floor, Page 5, Paragraph 4.

Description:

Motion Name: Change to FSM Part 4, Section 01, Number 13 Avoiding Committee Work on the CSC Floor, Page 5, Paragraph 4.

Motion:

CoDA Service Items

Current Wording: below to be removed from #13. Avoiding Committee Work on the CSC Floor
APPROVAL OF THE ACTUAL CoDA BUDGET, INCLUDING ALL COMMITTEE BUDGETS, ONLY OCCURS
DURING THE FINANCE COMMITTEE REPORT.

Replace with "new wording":

To help Conference make informed decisions, a proposed budget presentation will be given at beginning of
Conference, The CoDA Budget will occur as the first motion on the first day of CoDA Service Conference (CSC),
separate from the Finance Committee's own motions and annual report.

Reasoning:

- The Budget presentation will help Conference make informed decisions about the potential financial impact of subsequent Conference motions.
- The Budget of CoDA Inc., is a presentation to the Fellowship and not the annual report of the Finance Committee.
- The Finance Committee presents CoDA Inc.'s Budget at the CoDA Service Conference (CSC).
- CoDA Inc.'s Budget in the Finance Committee report takes away from the committee's time to present its own motions and annual committee report.

Intent:

Remarks:

This motion requires changes to the following:

 X FSM Part 4 – Service Conference Procedures: Section # FSM Part 4, Section 01, Number 13 Avoiding
Committee Work on the CSC Floor, Page 5, Paragraph 4.

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

*I would offer a proposed financial presentation of the budget at beginning and approval at the end of CSC

I can't imagine walking into a conference without a map...it is needed at the beginning of a conference

I am in favor with crafting suggested above

Cons:

*

Minority opinion: Looking for a one-time audit.

VOTE: Yes - #32, No - #5,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25039

Item Type: ACTION

Date: 10/8/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum after break.

Intent:

Remarks:

Number: 25040

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Literature

Member Names: Sara J., Terry D & Karen T

CoDA Service Items

Subject: Literature Motion #1: Proposed new booklet for publication, The Twelve Service Concepts: Working Together

Description:

Motion Name: Proposed new booklet for publication, The Twelve Service Concepts: Working Together

Motion – In this section write exactly what the motion is. Do NOT attach a file. (If the motion is to change something in the FSM, be sure to write exactly how the wording should appear in the FSM):

The CoDA Literature Committee requests the CoDA Service Conference to endorse a new booklet for publication in 2025, The Twelve Service Concepts: Working Together.

See PDF file of the booklet

Intent:

The Twelve Service Concepts: Working Together, is meant to help us understand the spiritual principles found within CoDA's Twelve Service Concepts. It provides guidance for the ongoing interactions taking place as we cooperatively provide service within the CoDA Fellowship.

Structured as a study guide, this booklet is intended to be useful to individual CoDA members and service groups seeking to deepen their understanding of The Twelve Service Concepts and how service enhances recovery. Each concept has its own section that includes the main points within the concept, writing about the main points, a summary, spiritual principles, and study questions.

The booklet contains the following Working Together Prayer:

Higher Power, guide us in our service work. May we participate in the group conscience with emotional sobriety and integrity. Grant us a loving spirit of responsibility and collaboration as we work together for the benefit of CoDA as a whole. As our recovery deepens in service, may we grow within the unity of the Fellowship.

Remarks:

We appreciate The Twelve Service Concepts: Alive and Strong, which inspired our committee to take another look at the spiritual principles contained in our service concepts.

When we read The Twelve Service Concepts of Co-Dependents Anonymous, they may seem remote, wordy, and difficult to understand. Yet, they are essential to our recovery work in service. The Service Concepts are meant to complement CoDA's Twelve Steps and Twelve Traditions and to provide additional principles and spiritual guidance for trusted servants to practice and integrate into our lives.

As recovering codependents, we learn to carry the CoDA message in all of our meetings, in service, and in all our relationships. Practicing the CoDA principles of participation, collaboration, and integrity helps us progress in our service work and in all areas of our lives. As we study and practice The Twelve Service Concepts, our lives continue to transform towards healthier, more loving relationships.

Who may benefit from reading this booklet?

- individuals
- service sponsors and their sponsees
- committees
- boards
- intergroups
- regional groups
- voting entities
- workshops
- meetings

The CoDA program is spiritual in nature. Remembering our inherent equality and reliance on each other helps us work together in unity. When we participate, honoring the group conscience decision-making process, there is a spiritual interaction among the members, encouraging us to grow.

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
____ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
☒ Other: New piece of CoDA literature for publication

QUESTIONS – (Yes)

Crafting (No)

PROS & CONS:

Pros:

*This is a fabulous workbook, although we have the work Alive and Strong...this is a wonderful improvement with the questions/workbook.

CoDA Service Items

*What did we change? Great job integrating all of the service and traditions. Also, the loving higher power concept
*I value the service concepts and the book is framing the spirituality recovery side in daily life, bringing people together
* I love what I learned at the beginning step of service are for us, traditions are to help us for working with others
* I think that the service concepts are essential to healthy groups as they come together, develop and flourish

Cons:
*

Minority opinion: There was no clear call for crafting. It felt like an oversight, I wanted to ask the document be available for download.

VOTE: Yes - #32, No - #3,

Abstain - #0, (not included in the total vote results)

Noted Results:
Passed: 2/3 majority – binding

Number: 25041

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Literature

Member Names: Sara j., Terry D & Karen T

Subject: Literature Motion #2: Proposed new document as a service item called The CoDA Recovery Pattern Check-in Tool.

Description:

Motion Name: Proposed new document as a service item called The CoDA Recovery Pattern Check-in Tool.

The CoDa Literature Committe requests that the CoDA Service Conference (CSC) endorse a new service item to be posted on Coda.org in 2025 called the CoDA Recovery Patterns Check-in Tool

See PDF file of the document: The Recovery Pattern Check-in Tools.

Intent:

Remarks:

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
____ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
 X Other: New piece of CoDA literature

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

*Very pro for this motion, Canada use this document for many years and we are happy that we gave it to Coda inc and it has the 3 "A"s

* Wonderful tool, it is really improved and thank you to Canada and the literature committee

* Characteristic and patterns, I would love it not to have to read...

* Communication, more ways of embracing communication, next year make additional changes that may be needed. Lets pass and try it for this year, see how it works.

Cons:

*Positive Except for the area that says "group inventory", and "personal inventory" (they mean very different things in the recovery process) - it is not step 10

Minority opinion:

VOTE: Yes - #36, No - #1,

CoDA Service Items

Abstain - #0, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25042

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Literature

Member Names: Sara J., Terry D & Karen T

Subject: Literature Motion #3: Two revised pamphlets,
Attending Meetings and What is CoDA?

Description:

Motion Name: Two revised pamphlets, Attending Meetings and What is CoDA?

Motion – The CoDA Literature Committee requests the CoDA Service Conference to endorse two updated pamphlets, Attending Meetings and What is CoDA? To be posted on coda.org as free pamphlet downloads and for publication.

See attached PDF documents: Attending Meetings Revised and What is CoDA.

Intent:

Both pamphlets are out of date. They contain incorrect wording of the Preamble and the Twelve Traditions and are not in alignment with the Fellowship Service Manual 2024 definition of a CoDA meeting. The title page and inside design of What is CoDA? does not look like the other CoDA pamphlets.

The CoDA Literature Committee has had multiple questions from confused members of the Fellowship regarding the content of these pamphlets.

Remarks:

This motion requires changes to the following: (check all that apply)

☐ CoDA Bylaws: Page/Section # _____
☐ FSM Part 1 – Structure and General Information: Section # _____
☐ FSM Part 2 – Meeting Handbook: Section # _____
☐ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
☐ FSM Part 4 – Service Conference Procedures: Section # _____
☐ FSM Part 5 – World Level Service Details: Section # _____
☐ Change of Responsibility: _____
☒ Other: Two updated pieces of CoDA literature

QUESTIONS – (Yes)

Crafting (Yes or No)

PROS & CONS:

Pros:

* This is a very important thing - this leaflet was being translated and it didn't match. It is important that we update and print, including translations. We can't be giving out incorrect stuff

Excellent idea! Get it up on the web a.s.a.p.

New pamphlets look great, suggest: for communication purposes -Board liaison for CoreBoard and CoDA Board
liaison for the committee - be the same person

Cons:

Minority opinion:

VOTE: Yes - #35, No - #3,

Abstain - #0, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25043

Item Type: ACTION

Date: 10/8/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

CoDA Service Items

Quorum confirmed after break.

Intent:

Remarks:

Number: 25044

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Events

Member Names: Sharon H. & Chris H.

Subject: Events Motion #1: Remove sections of FSM Part 5, Page 8, CoDA EVENTS COMMITTEE (CEC)

Description:

Motion Name: Remove sections of FSM Part 5, Page 8, CoDA EVENTS COMMITTEE (CEC)

Remove:

CoDA Treasurer will establish a separate account on behalf of the Events Committee to track the funds designated for this purpose. CoDA Treasurer will maintain a spreadsheet tracking income and expenses and share it on a quarterly basis with CoDA Board, Finance, and Events, and Quarterly Service Report and Events will report at CSC."

To Replace bullet point 4 under Committee Duties which reads:

Organize and manage all activities necessary for successful event, including: secure hotel, secure facilitator, select speakers and workshop facilitators, manage and report registration, create and distribute agenda and program, oversee meeting room setups, oversee food and beverage, address attendees issues and needs, copy and distribute revised motions, reports, budgets and other materials during business meeting, secure taper to record workshops and speakers, secure necessary equipment, review all invoices for accuracy, and facilitate board elections

With

Organize and manage all activities necessary for successful event, including: secure facilitator, select speakers and workshop facilitators, manage and report registration, create and distribute agenda and program, oversee meeting room setups, oversee food and beverage, address attendees issues and needs, copy and distribute revised motions, reports, budgets and other materials during business meeting, secure taper to record workshops and speakers, secure necessary equipment, and facilitate board elections

Intent:

To bring the Board into compliance with the CoDA bylaws which state:

Article VI – Committees

The Conference may create, appoint and terminate CoDA, Inc. service committees, standing and ad hoc committees, subcommittees or service boards to fulfill any task or duty the Fellowship has mandated, or as specified in the By Laws. All committees have but one purpose: that of serving the Fellowship of Co-Dependents Anonymous.

Pursuant to the Arizona Nonprofit Corporations Act, a committee shall not take any of the following actions:

1. Authorize distributions of the corporate assets.
2. Approve any action that requires the Voting Members' approval under the Arizona Nonprofit Corporations Act.
3. Fill vacancies on the Board of Trustees.
4. Adopt, amend, or repeal By Laws of the Corporation.
5. Fix the compensation or reimbursed expenses of Trustees for serving on the Board of Trustees or any committee.

Remarks:

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
☒ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
____ Other: _____

CoDA Service Items

QUESTIONS – (Yes)

Crafting (Yes or No)

PROS & CONS:

Pros:

*Legally required to not have committees be involved in the budget process. We would be operating illegally if they did and put our 501 c3 status in jeopardy.

*Understand how important this is to maintain

*Still allows the events committee to make the request, be involved and the professional meeting planner has the experience to take care of these hotel selection

* Applaud committee for proactive actions to bring to CSC to make appropriate changes once they learned of the incorrect operations, and this is how it should work.

Cons:

*I think the events committee should establish the budget...prepare it for the board to approve, I understand that legally they cannot bind the fellowship in contracts.

*I would prefer to have the background information documented in this motion, as we didn't understand that it was found in the Governance review process to make the changes.

MCS is also our bookkeeper, has access to our debit card, booking our airlines and would be handling the hotel selection. I think it is too much in one place of responsibility, not enough separation of duties.

Minority opinion: I feel like the motion as written is not clear on how the budget will be established and how the financials will be assessed.

VOTE: Yes - #32, No - #4,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25045

Item Type: ACTION

Date: 10/8/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count after break

Description:

Confirm quorum after break.

Intent:

Remarks:

Number: 25046

Item Type: MOTION

Date: 10/8/2025

Vote: Complete

Committee: Outreach

Member Names: Susan & James K

Subject: Outreach Committee Motion #1: Combine World Connections Committee (WCC) and The Outreach Committee to create "The CoDA World Outreach Committee"

Description:

Motion Name: Combine World Connections Committee (WCC) and The Outreach Committee to create "The CoDA World Outreach Committee"

Motion –To change the name of the Outreach committee, and to join with the World Connections Committee, to Create the CoDA World Outreach Committee.

Intent:

Remarks:

Within CoDA there are many Outreach Committees. By designating our committee as world and by adding "World Connections Committee" We will clarify our Identity and purpose as we look to our expanding future.

Current Wording, in Part1, Section 4 Page 18, Outreach Committee, to be removed, and replaced.

The CoDA Outreach Committee (Outreach) is a group of actively recovering codependents whose focus is on carrying the message to codependents who still suffer. We provide information to members and groups who seek to

CoDA Service Items

reach out to codependents outside of CoDA, focusing on attraction, not promotion. More information in Part 5.

Current Wording, Part 1 Page, Section 4. Page 18 World Connections Committee (WCC) to be removed.

The World Connections Committee (WCC) focus is to connect with worldwide groups and members to collaborate by broadening the "experience, strength and hope" between worldwide voting entities, Co-Dependents Anonymous. And the rest of the fellowship. More information in Part 5

NEW: Replace the wording in Part 1 Section 4 Page 18 with; "The CoDA World Outreach Committee" is a group of actively recovering codependents whose focus is on carrying the message to codependents who still suffer and provide information to members and groups of actively recovering codependents. Around the world. By broadening our reach. Strengthening our bonds to give the Hope of recovery to those who still suffer around the globe.

Current Wording in Part 5 Section 4 Page 18 Outreach Committee description to be removed and replaced.

Outreach Committee Purpose: The CoDA Outreach Committee (Outreach) is a group of actively recovering codependents whose focus is on carrying the message to codependents who still suffer. We provide information to members and groups who seek to reach out to codependents outside of CoDA, focusing on attraction, not promotion. We also facilitate the sharing of information within CoDA, providing guidelines, templates and examples of Outreach activities. Outreach projects are created by committee members or received from Fellowship members. The projects are vetted through a process that carefully considers traditions, experience, strength and hope. Outreach provides developed information for Fellowship members, local groups, intergroups, world organizations and Voting Entities in their efforts to carry the message. This committee works in conjunction with other CoDA committees that engage in other outreach activities.

Goals and Duties:

1. Meetings

- Members are expected to attend most meetings and can choose to facilitate projects.

2. Committee Projects

- We support Outreach projects both from members of the committee and others in the Fellowship.
- We employ a process for which formal Outreach Committee projects are proposed to the committee, carefully vetting the proposed projects through traditions and experience.
- We suggest possible outcomes of projects, such as how to share their project with CoDA members.

3. Information on Outreach Activities

- We serve as a conduit for the sharing of outreach activities, enabling the experiences of CoDA members to be utilized by the Fellowship.
- We develop and maintain a clearinghouse of ways that members can carry the message.
- We provide online and written materials, such as guidelines, templates, examples, etc.

4. Awareness

- We hope to encourage the awareness of CoDA to those who may not know of the benefits of CoDA.
- We hope to develop an awareness of the importance of CoDA outreach activities within the Fellowship.
- We strive to mutually support and communicate with those that do CoDA outreach activities worldwide in the spirit of inclusiveness and accessibility to all.

5. Assessment

- We consider the ongoing needs of the Fellowship members pertaining to carrying the message.
- We assess the needs of the Fellowship for areas of new Outreach Committee projects.
- We support the development of new areas of outreach, providing guidance on the process to those who do outreach service.

- We reflect on our committee procedures, doing a regular inventory on our Twelfth Step work.

Current wording Section Part 5, section 4 Page, 18 of World Connections Committee, to be removed from the FSM.

This committee was created at 2014 CSC and renamed to the WCC at 2015 CSC.

Purpose World Connections Committee (WCC) focus is to:

- Connect with worldwide groups and members to collaborate by broadening the "experience, strength and hope" between worldwide voting entities, Co-Dependents Anonymous World (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 Board and committees.
- Act as a bridge and conduct information for new voting entities, intergroups or individual meetings who desire a connection with CoDA World.
- Collaborate, disseminate, and gain information concerning the Fellowship needs and pass pertinent information on to appropriate sources.

Duties and Responsibilities:

- Membership consists of one member and one alternate member per country/voting entity with observers welcome.
- Committee members hold regular business meetings using teleconference services and exchange emails to facilitate communication and support of members doing service work.
- Members participate within the committee to facilitate the growth and development of CoDA worldwide.

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 World level.
- Provide information and awareness concerning CoDA 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 country/voting entity reports, and email comments to identify needs World Connections Committee (WCC)

This committee was created at 2014 CSC and renamed to the WCC at 2015 CSC.

Purpose: The World Connections Committee (WCC) focus is to:

CoDA Service Items

- Connect with worldwide groups and members to collaborate by broadening the "experience, strength and hope" between worldwide voting entities, Co-Dependents Anonymous World (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 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 World.
- Collaborate, disseminate, and gain information concerning the Fellowship needs and pass pertinent information on to appropriate sources.

Duties and Responsibilities:

- Membership consists of one member and one alternate member per country/voting entity with observers welcome.
- Committee members hold regular business meetings using teleconference services and exchange emails to facilitate communication and support of members doing service work.
- Members participate within the committee to facilitate the growth and development of CoDA worldwide.

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 CoDA World level.
- Provide information and awareness concerning CoDA 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 country/voting entity reports, and email comments to identify needs

New. Description of World Outreach Part 5 Section 4 Page 18 to be added to the Fellowship Service Manual World Outreach Committee

Purpose:

The CoDA World Outreach Committee is a group of actively recovering codependents whose focus is on carrying the message to codependents who still suffer. We provide information to members and groups who seek to reach out to codependents outside of CoDA, focusing on attraction, not promotion. Members participate within the committee to facilitate the growth and development of CoDA worldwide. We also facilitate the sharing of information within CoDA, providing guidelines, templates, and examples of World Outreach activities. Projects are created by committee members or received from Fellowship members. The projects are vetted through a process that carefully considers traditions, experience, strength, and hope. World Outreach provides developed information for Fellowship members, groups, intergroups, and world organizations and Voting Entities in their efforts to carry the message. This committee works in conjunction with other CoDA committees that engage in other outreach activities.

Goals and Duties:

1. Meetings

-

The World Outreach committee meets monthly via teleconferences.

- Members are expected to attend most meetings and can choose to facilitate projects.

2. Committee Projects.

-

We support projects both from members of the committee and others in the Fellowship.

-

We employ a process for which formal World Outreach Committee projects are proposed to the committee, carefully vetting the proposed projects through traditions and experience.

-

We suggest outcomes of projects, such as how to share their project with CoDA members.

3. Information on Outreach Activities

-

We serve as a conduit for the sharing of outreach activities, enabling the experiences of CoDA members to be utilized by the Fellowship.

- We develop and maintain a clearing house in ways that members can carry the message.
- We provide online and written materials, such as guidelines, templates, examples, etc.

4. Awareness

- We hope to encourage the awareness of CoDA to those who may not know of the benefits of CoDA.
- We hope to develop an awareness of the importance of CoDA outreach activities within the Fellowship.
- We strive to mutually support and communicate with those that do CoDA outreach activities worldwide in the spirit of inclusiveness and accessibility to all.

5. Assessment

- We consider the ongoing needs of the Fellowship members pertaining to carrying the message.
- We assess the needs of the Fellowship for areas of new World Outreach Committee projects.
- We support the development of new areas of outreach, providing guidance on the process to those who do outreach service.

CoDA Service Items

- We reflect on our committee procedures, doing a regular inventory on our Twelfth Step work.
- 6. Collaborate
 - We gain information concerning the Fellowship's needs and pass pertinent information on to appropriate voting entities concerning their duties and responsibilities.

7. 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 World level.
- Provide information and awareness concerning CoDA 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 country/voting entity reports, and email comments to identify needs.

This motion requires changes to the following: (check all that apply)

CoDA Bylaws: Page/Section # _____
☒ FSM Part 1 – Structure and General Information: Section # 4 _____
FSM Part 2 – Meeting Handbook: Section # _____
FSM Part 3 – Guidelines for Other Service Levels: Section # _____
FSM Part 4 – Service Conference Procedures: Section # _____
☒ FSM Part 5 – World Level Service Details: Section # 4 _____
Change of Responsibility: _____
Other: _____

QUESTIONS – (Yes)

Crafting (No)

PROS & CONS:

Pros:

*I am supporting this motion, I have worked with the outreach committee, I know from experience and also that the vice chair from the current WCC chair how important this is

*Support this motion it is great that committees and committee chairs collaborate and connect to reach out to the world for people looking for us

* I first want to applaud how grateful I am for World Connections Committee to work with the Outreach committee and come to the board The unity that is shown and welcomed from these committee to embrace this. Our level of trusted servants ebbs and flows, very excited about this opportunity.

*I'm a member of outreach; we put on the sponsorship workshop every year. World Connections Committee and Outreach might be a good fit. Hoping to do more workshops, next sponsorship workshop is on Feb 14, 2026. Expand the future of CoDA internationally.

Cons:

Minority opinion

VOTE: Yes - #36, No - #0,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25047

Item Type: ACTION

Date: 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count - Day #4

Description:

Establish quorum at beginning of Day #4.

CoDA Service Items

Intent:

Remarks:

Number: 25048 **Item Type:** MOTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Approval of Previous Days Motions

Description:

Approval of Previous Days Motions as Amended

Intent:

Remarks:

VOTE: Yes - #36, No - #0,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: Unanimous

Number: 25049 **Item Type:** ACTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Board of Trustees and CoRe Board Elections _

Description:

Candidates:

CoRe Board

Lesa G.

Jack S.

CoDA Board

Addie M.

Intent:

Remarks:

Elected:

CoDA Board

Addie M.

CoRe Board

Lesa G. and Jack

Number: 25050 **Item Type:** ACTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

CoDA Service Items

Confirm quorum after break.

Intent:

Remarks:

Number: 25051

Item Type: MOTION

Date: 10/9/2025

Vote: Complete

Committee: VE

Member Names: Rochelle S.

Subject: United Kingdom Motion #1: No service body may overrule Delegate elections by a Voting Entity

Description:

Motion Name: No service body may overrule Delegate elections by a Voting Entity
Motion: We move to amend the Fellowship Service Manual Part 3, Section 02 to by inserting the following wording as a new paragraph:

Each voting entity has the authority to conduct and valid its own delegate elections through its established group conscience process. CoDA service bodies at all levels are encouraged to respect the autonomy of each voting entity and to recognize its responsibility of the conduct and outcome of its own elections. If a voting entity identifies an internal concern, it resolves this through its own group conscious. In rare cases, where an election clearly conflicts with CoDA Bylaws, legal obligations or the Fellowship's Traditions, the matter may be referred to a CoDA Service body designated to review such concerns and if necessary, provide a recommendation to the CoDA Service Conference (CSC). Although it guides the Fellowship, it does not have authority over the preeminent rights of the any group or voting entity.

Intent:

This motion seeks to reaffirm and clarify the spiritual principle that each Voting Entity (VE) governs its own internal processes, including delegate elections and service structure development, through group conscience. It clarifies that no CoDA service board, committee, or individual may override or interfere with those decisions unless formally empowered by the CoDA Service Conference (CSC). This proposed amendment addresses that gap and affirms Tradition Two and CoDA's bottom-up service structure.

Background

In 2025, the UK National Service Committee (NSC) elected two Delegates to represent their Voting Entity at the upcoming CSC. The CoDA Board with the Voting Entity Liaison later declared both elections invalid, citing that some voters were affiliated with another Voting Entity (Intergroup North & Regions). The National Service Committee did not dispute the election, and no specific FSM or Bylaws clause prohibits such participation.

Remarks:

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # ____ 03 ____
____ FSM Part 4 – Service Conference Procedures: Section # _____

Specific details:

Insert FSM Part 3 Section 03 - Group Conscience Decision Making (as a new paragraph 6 after Paragraph 5)

Paragraph 5 – Current wording

Decisions at all levels including the Intergroup and Voting Entity levels of CoDA are made with the guidance of our Higher Power as expressed through the Twelve Traditions. Particularly useful are Tradition One: "Our common welfare should come first. Personal recovery depends upon CoDA Unity." and Tradition Two: "For our group purpose there is but one authority - a loving Higher Power as expressed to our group conscience. Our leaders are but trusted servants; they do not govern." Thus, as with all our recovery, group conscience is about putting aside the "self" and looking to Higher Power for guidance.

Insert as Paragraph 6 – New wording

"No service body, including the CoDA Board of Trustees, the Voting Entity Liaison, any other Voting Entity, Intergroup, or officer, may invalidate, disqualify, or overrule the outcome of a Delegate election duly conducted by another Voting Entity. Only the CoDA Service Conference (CSC), through a formal motion or its existing governance documents, may determine the eligibility or seating of a Delegate."

Paragraph 7 – Current wording

For more guidance on the Process of Determining a Group Conscience (and Safety, Boundaries, and Respect in the Group Conscience Process), refer to Part 1 of the FSM, CoDA Structure and General Information Summary.

CoDA Service Items

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

*You are doing a wonderful job, I really appreciate you. I just want to say that this conference is a spiritual experience, in a box in a Hollywood square, we are compressed in these chambers..CdDA is an upside down pyramid, Voting Entity come above Voting Entity liaisons (VEL) and Board and we are autonomous at each level, vote and send the delegates to conference - not the board or Voting Entity liaisons decision.

*I appreciate what has been shared, the fact that you are open to crafting, you are not being overly controlling, built on the inverted pyramid - vote for it.

* I feel that is it very important to craft and remove the vetting process and if the board or anyone else interferes with that. it is unacceptable, the fellowship is independent and the board answers to us.

Crafting yes, leave the vetting out it is done at this end.

Cons:

*I'm not opposed to what I believe is the intent, but its either not well conceived or written, I don't understand what I am voting for, open to crafting tells me you should have received more input. As it is written I can't support it.

*Gratitude for service, I wasn't involved last year, but this was extensively discussed in Canada because of last year. The implications - this is a reaction to last year

*I don't believe this is the way. I don't know if you can be a part of two committees which seems like it affects allowance for the voting twice - I'm not sure

* I think that the service manual is clear on who is accountable and for what. I can appreciate it may have been frustrating. This may be a specific reaction to specific situation.

Minority opinion: I believe in the autonomy of each decision we make, I don't think this is the way.

VOTE: Yes - #20, No - #17,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: Simple majority – not binding

Number: 25052

Item Type: MOTION

Date: 10/9/2025

Vote: Complete

Committee: VE

Member Names: Rochelle S.

Subject: UK National Service Committee Motion #2:
CoDA Tradition Nine: Replace semicolon after
"organized" with a comma

Description:

Motion Name: CoDA Tradition Nine: Replace semicolon after "organized" with a comma

Motion:

We move to amend the published wording of Tradition Nine by replacing the semicolon after the word "organized" with a comma.

1. To professionally have it edited by an outside or inside source to CoDA that has professional experience, for all incorrections before going to the next step
2. Taking the edited document to legal to present to the copyright holder of AA (Alcoholics Anonymous).
3. Bring it back once it has been accepted by AA (Alcoholics Anonymous), the copyright holder, to the Fellowship to agree upon publication specifics.

Current wording: "CoDA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve."

Revised wording: "CoDA, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve."

Intent:

Intent

To update the punctuation in Tradition Nine to reflect correct and current English grammar standards, improving clarity and consistency across CoDA literature.

This change should be applied in all official CoDA literature where Tradition Nine appears, including (but not limited to) the Fellowship Service Manual (FSM), CoDA Twelve Steps & Twelve Traditions Workbook, and any approved printed or digital formats.

Background:

The current wording of Tradition Nine in CoDA materials uses a semicolon followed by the coordinating conjunction

CoDA Service Items

"but":

"CoDA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve."

This usage is grammatically incorrect by contemporary standards. A semicolon should not be followed by a conjunction such as "but." According to standard English grammar, there are two correct options for joining independent clauses:

1. Use a semicolon without a conjunction.
2. Use a comma with a conjunction (such as "but").

The current construction uses both, which is redundant and stylistically outdated.

Other fellowships such as Narcotics Anonymous (NA) have already corrected this in their literature. NA's current version reads:

"NA, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve."

This motion proposes adopting the same correction in CoDA's version, ensuring consistency with current grammar and accessibility standards while keeping the spiritual meaning of the Tradition unchanged.

This is an editorial correction only, and no part of the Tradition's content or intent is altered.

This is a minor editorial update, but one that improves the readability of a core CoDA Tradition.

Aligning punctuation with modern conventions also assists translators and new members for whom English is a second language.

Remarks:

The corrected version should be reflected in all future printings and publications of Tradition Nine.

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # ____ X ____
____ FSM Part 2 – Meeting Handbook: Section # ____ X ____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # ____
____ FSM Part 4 – Service Conference Procedures: Section # ____
____ FSM Part 5 – World Level Service Details: Section # ____
____ Change of Responsibility: _____
____ Other: CoDA Twelve Traditions and all CoDA literature where Tradition Nine is printed.

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

*I appreciate the British looking at the grammar...why not make our documents correct as they indicated they would be willing to craft information in the motion

*It's proper grammar, if it isn't going to cost us anything, things can be changed as they change, we can update the documents on the web

* I agree that commas not semi-colon should be used in new publications. They should not be used before conjunctions.

I used to teach in both England and Palestine. I find it annoying, but at the same time, I completely accept the point that that is no need to do just one fix. I think it would be wise to look at all of our grammar issues together and craft to make the changes all together.

Cons:

*I briefly asked a CoRE representative, it would actually involve changing many pamphlets and booklets, over a 100K in reprint costs.

It's been this way for many years, the founder was a very educated man, when you join two long sentences and thoughts, and one has commas, since the first part...if that CoDA, comma, as such, comma, semi-colon, it's been this way for 90 years and does not affect recovery

I am neutral for the change from semi-colon vs comma but best working with the proper committee and doesn't have to go through the two year process for ratification.

I am confused, the AA tradition 9 still has a semi-colon, I don't see where this has been made a change in other recovery programs.

Minority opinion: The way it was edited, still refers to this One Tradition being edited. I think the entire document needs a review-once over.

VOTE: Yes - #18, No - #17,

Abstain - #3, (not included in the total vote results)

Noted Results:

Defeated: (Vote) Simple majority – not binding. 2/3 vote required for passing a change to a foundational document.

CoDA Service Items

Number: 25053

Item Type: MOTION

Date: 10/9/2025

Vote: Complete

Committee: VE

Member Names: Rochelle S.

Subject: United Kingdom Motion #3: : CoDA Meeting
Tent Card (For Safety Sake)

Description:

Motion Name: CoDA Meeting Tent Card (For Safety Sake)

Motion – In this section write exactly what the motion is. Do NOT attach a file. (If the motion is to change something in the FSM, be sure to write exactly how the wording should appear in the FSM):

We move that the heading on the CoDA meeting tent card currently reading:

FOR SAFETY SAKE

be changed to:

FOR SAFETY'S SAKE

This request will be taken to the literature committee to update any edited or new literature to incorporate in the master for the CoRE board to print when reprinting or new printing is necessary.

Intent:

To correct a minor grammatical error so that the tent card language better reflects CoDA's commitment to clarity and accuracy. The phrase 'for safety's sake' is a commonly used idiom in English, and the possessive apostrophe is standard in this construction (e.g., 'for clarity's sake,' 'for everyone's sake').

This change reflects the correct grammatical and idiomatic usage of the phrase "for [noun]'s sake," and ensures consistency with standard English. The correction also upholds CoDA's intention of clear, respectful communication in service literature and meeting materials.

Remarks:

This motion helps improve the professional presentation of CoDA materials by using standard grammar, thereby reducing confusion or criticism regarding published literature.

This motion requires changes to the following: (check all that apply)

____ CoDA Bylaws: Page/Section # _____
____ FSM Part 1 – Structure and General Information: Section # _____
____ FSM Part 2 – Meeting Handbook: Section # _____ page 34 _____
____ FSM Part 3 – Guidelines for Other Service Levels: Section # _____
____ FSM Part 4 – Service Conference Procedures: Section # _____
____ FSM Part 5 – World Level Service Details: Section # _____
____ Change of Responsibility: _____
____ Other: _____

Specific details:

Section # and title:

Copy and Paste from most current FSM on coda.org

Anywhere in the FSM that may reference the term "For Safety Sake", changed to "For Safety's Sake".

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

*I think if we see an error we can discuss it and vote on it.

*At least some of us have been informed that it can't go through the committee, but a motion has to be put forward before any changes in the printing.

*I appreciate the UK VE group taking action the best way they knew to. Replacing the tent card only, which appears to be fairly easy to do.

Cons:

*I'm very happy to see the change made, but the easiest way to do this is through the literature committee and not needed to do it through Conference.

* It undermines the World Conference Committee, and this could have been handled through the literature committee, there are motions waiting to be heard and it costs a lot of money to bring a motion to conference.

CoDA Service Items

Minority opinion: none

VOTE: Yes - #29, No - #11,

Abstain - #1, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25054 **Item Type:** ACTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum after lunch

Intent:

Remarks:

Number: 25055 **Item Type:** MOTION **Date:** 10/9/2025

Vote: Complete

Committee: VE - NorCal CoDA

Member Names: Barbara D.

Subject: NorCal Motion #2: Reinstating the Issues Mediation Committee (IMC)

Description:

Motion Name: Reinstating the Issues Mediation Committee (IMC)

MOTION: To re-instate the Issues Mediation Committee (IMC) from a Workgroup to a Committee immediately. Reelect the 2024 IMC standing members, and to update and clarify the Bylaws as outlined below to make the IMC a permanent committee codified in the bylaws and affirming the placement and duties of the Voting Entity Liaison (VEL). The delegates will consider holding a special election immediately following conference to elect new 2025/2026 Issues Mediation Committee (IMC) members. The newly elected Issues Mediation Committee (IMC) will have six months to complete any minutes or reports that have not been updated by the end of CSC 2025.

In the CoDA Bylaws – Article VI “Committees”
INSERT (immediately following the first paragraph in this section):

The Issues Mediation Committee (IMC) shall be a permanent standing committee due to its responsibilities in Voting Entity splits, liaison duties, and Fellowship mediation, as outlined in the Fellowship Service Manual (FSM). The members are past and/or present delegates elected annually by conference. The Voting Entity Liaison (VEL) and Vice-VEL shall serve within the IMC as outlined in the Fellowship Service Manual and the Bylaws herein.

The VEL of the IMC shall maintain the roster of vetted Delegates and Alternate Delegates for use by the VEL, the CoDA Events Committee (CEC), the CoDA Board of Trustees, and the Delegate Relations Committee (DRC) for communications during and between the annual CoDA Service Conference (CSC). The VEL shall act in a neutral capacity and refer all Voting Entity or Delegate disputes to the group conscience of the IMC. The VEL or IMC shall not define or modify any Voting Entity's internal voting rules or membership criteria.

Intent:

- Put the neutral IMC back in place to handle Voting Entity splits, mediation, and the Voting Entity Liaison role.
- Updating the bylaws to include IMC as a permanent committee due to its importance in being a neutral body to handle mediations etc..
- To put the VEL back into the structure of the Issues Mediation committee to align with the CoDA bylaws as currently written
- Ensure Delegates actually get notices and have a reasonable means of maintaining communication throughout the year by keeping one complete, shareable list.
- Ensure and affirm Voting Entity (VE) autonomy as outlined in the Service Concepts, Twelve Traditions, Fellowship Service Manual and the CoDA bylaws.

Remarks:

CoDA Service Items

Changes by the Board of Trustees to the Issues Mediation Committee based on being demoted to a workgroup occurred this past year, resulting in the VEL being moved to the Events committee and the IMC not being allowed to fulfill its duties in Voting Entity splits, Mediation roles, Delegate verification etc.. These actions have led to a big

gap and lack of neutrality in the IMC committee duties being re-assigned to other committees and at times the Board taking on those responsibilities themselves. The VEL was placed in the Events committee which is not supported by the Bylaws or the FSM in regard to the role and duties of the Events Committee vs. the Issues Mediation Committee. The legal stance by the Board is met with the statement that the IMC committee will have all of its minutes completed within a certain timeframe.

Supporting Bylaws for the above request:

Article IV, Section 2: The Issues Mediation Committee will handle requests for CoDA, Inc. to recognize Voting Entities. Through the group conscience process, Voting Entities select Delegates and Alternate Delegates to carry the will of the membership of CoDA, Inc. meetings. In order to guarantee voting rights, each Voting Entity service board must be duly authorized by the Issues Mediation Committee. In the absence of a Voting Entity service board, members of that Entity shall present an alternative selection process based on group conscience decision making to the Issues Mediation Committee. This procedure insures adherence to the program of recovery endorsed by this Fellowship.

Section 3. Voting Member Selection/Election A Delegate (Delegate) is a member and trusted servant in the CoDA Fellowship of the Voting Entity represented and has an active interest in carrying the message to other codependents who still suffer. The Delegate is duly selected/elected by a method which the Voting Entity where the member resides or provides service work has established, and is to be that Voting Entity's representative at Conference.

- Traditions: 2: For our group purpose there is but one ultimate authority — a loving Higher Power as expressed to our group conscience. Our leaders are but trusted servants; they do not govern.
- Tradition 4: Each group should remain autonomous except in matters affecting other groups or CoDA as a whole.
-

Service Concepts:

- 8: The CoDA Service Conference (Conference), through its group conscience decision making process, guides the Fellowship in making policy decisions and in following the Twelve Steps and Twelve Traditions. The Conference, though providing guidelines, holds no authority over the decision making process of individual groups. The group conscience process is our decision making process. Failure to honor this process may violate Traditions One and Four and a sanction may be imposed. The harshest sanction Conference can impose on an individual or group is to no longer recognize it as belonging to CoDA; this sanction may only be imposed on those who consistently violate the Twelve Steps and Twelve Traditions, as determined by guidelines accepted by Conference.
- 9: By tradition, the CoDA Service Conference gives responsibilities to working committees composed of Conference Delegates and other CoDA volunteers or to

separate service boards or corporations. All are directly responsible to the Conference. The scope of the work a committee does is determined by the Conference group conscience. The chairperson of each committee assumes the responsibility to ensure the work assigned to the committee is completed in a timely manner.

This motion requires changes to the following: (check all that apply)

☒ CoDA Bylaws: Page/Section # Article VI "Committees" following the first paragraph

FSM Part 1 – Structure and General Information: Section #

FSM Part 2 – Meeting Handbook: Section #

FSM Part 3 – Guidelines for Other Service Levels: Section #

FSM Part 4 – Service Conference Procedures: Section #

FSM Part 5 – World Level Service Details: Section #

Change of Responsibility:

Other:

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

CoDA Service Items

Pros:

*I speak in favor, it is a loss to the fellowship to not have Issues and Mediation Committee under any name.

* I don't think you throw the baby out with the bathwater. Restructure if they committee is not fulling, avoidance matches up against control and we need a third party to hear these issues.

* In 2009 I was a member of a controversial board not making decisions under unity and the fellowship. It affected a lot of the fellowship, IMC mediation was difficult, I was shamed. It was a long process, but in the long term, our higher powers brought us back into Unity. From a local level, we have some issues.

Cons:

*In the FSM and Bylaws..it is no longer considered a committee. This committee did not post and fulfill requirements and service requirements falls under the chair, tasks, they don't have enough work to sustain a full committee and there were, put into a sub-committee as CoDa Concerns, per the Governance Review

*A struggle for the last year, for many reasons, I was the chair and developing the IMC liaison, voting split process and the short form of issue process, there is a level of process before coming to IMC. That process made a lot of difference. I heard that they didn't have very many mediations, they worked themselves out of a job. We all have issues. I do like the new name suggested by the Board. The more people on the committee, the more expensive. VEL and Vice VEL will be intact.

*It is obvious there is tension. The fact for crafting, especially the name that was shut down, I would like to see a spirit of cooperation.

Minority opinion: I think part of my recovery is difficulty when something changes. I like stability and not change. I know it is part of recovery to try new things.

VOTE: Yes - #24, No - #12,

Abstain - #2, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority – binding

Number: 25056

Item Type: MOTION

Date: 10/9/2025

Vote: Complete

Committee: VE - NorCal CoDA

Member Names: Debbie W.

Subject: NorCal Motion #3: Adherence to CoDA Bylaws and Fellowship Service Manual (FSM)

Description:

Motion Name: Adherence to CoDA Bylaws and Fellowship Service Manual (FSM)

Motion: To add to the CoDA Bylaws Corporation Section of the CoDA Inc. Bylaws, items 8 and 9 below.

8. Exception: Only in a ***"certain situation"*** as described in Service Concept Eleven—namely, when the Board reasonably determines that immediate action is necessary for the board to discharge its duties to protect CoDA, Inc. from legal or fiscal harm may it temporarily depart from any conflicting Fellowship Service Manual (FSM) procedure. Such action must be limited strictly to resolving that certain situation and must be reported to and ratified by the next regular Service Conference.

9. Nullification: Any Board policy or action that conflicts with the Fellowship Service Manual or Bylaws, except as narrowly allowed under the Exception, shall be considered null and void and have no effect within CoDA World Service.

Intent:

This motion clarifies the role of the Board in relation to conference decisions codified in our Fellowship Service Manual and gives a narrowly scoped exception clause referencing Service Concept Eleven. This provision upholds the primacy of the Fellowship Service Manual FSM, honors the Fellowship's collective will, and clarifies that Board members may only set aside conference decisions to fulfill truly mandatory corporate obligations.

Remarks:

This motion requires changes to the following: (check all that apply)

☒ CoDA Bylaws: Page/Section #_ Corporation section 8 and 9

☐ FSM Part 1 – Structure and General Information: Section #

☐ FSM Part 2 – Meeting Handbook: Section #

☐ FSM Part 3 – Guidelines for Other Service Levels: Section #

☐ FSM Part 4 – Service Conference Procedures: Section #

CoDA Service Items

FSM Part 5 – World Level Service Details: Section #

Change of Responsibility:

Other:

QUESTIONS – (Yes)

Crafting (Yes or No)

PROS & CONS:

Pros:

*Thank you for offering clarification for what constitutes a "certain situation", so we know what special considerations are

*Sometime humans don't have strong enough boundaries, and take things as negative, and they may not be, this help to clarify at a deeper level for common purpose

*This is an assurance, bylaws much be adhered to, but there are other rules that have to be adhered to in addition to the law. One thing doesn't negate the other. Be more mindful but not ignore the FSM because that have been things missed. I don't like our spiritual principles being avoided.

*I respect the board, I do feel that having been on IMC we always looked at the FSM, confusion about ignoring the FSM. I believe that the board have possibly overstepped. Maybe the CoDa has relied too much on lawyers and not the spiritual view.

Cons:

*I agree with the spirit of this, I am pragmatic and practical. The Bylaws are a legal document. If we are saying the FSM ha all motions would have to be a 2/3 vote for binding results

*Section 9 under nullification, it doesn't address other responsibilities of the Board to the Bylaws, and legal documents, which supersedes the FSM. For that reason, this doesn't follow the legal chain of law, bylaws, FSM and so forth, I am against.

*I think this ties the board's hands behind their back, AZ law first, Bylaws second, FSM and then personal opinions.

*Without crafting, the description of this motion, putting specific perimeters on the board whose primary concern is to protect the corporation does them a disservice to the nature for their full responsibilities as deemed by law. I feel that some of this language is inflammatory and unnecessary.

Minority opinion: I believe this is a witch hunt to the board's duties.

VOTE: Yes - #22, No - #15,

Abstain - #0, (not included in the total vote results)

Noted Results:

Defeated: Vote: Simple majority – not binding, 2/3 required to pass the motion to make the change.

Number: 25057

Item Type: MOTION

Date: 10/9/2025

Vote: Complete

Committee: VE - NorCal CoDA

Member Names: Barbara D.

Subject: NorCal Motion #4: Formation of a Task Force to Define the Fellowship-Initiated Special Meeting Procedure

Description:

Motion Name: Formation of a Task Force to Define the Fellowship-Initiated Special Meeting Procedure

Motion – Move that a Special Meeting Task Force be formed to define and recommend procedure including possible CoDA Bylaws or Fellowship Service Manual (FSM) amendments that enable the Fellowship to initiate and convene a Special Meeting of the Delegates between annual Conferences, as referenced in Article V, Section 5 of the CoDA Bylaws.

The purpose of the Task Force is to provide a clearly defined, spiritually guided process for Fellowship- initiated Special Meetings. This includes outlining steps for initiating, validating, and communicating a Delegate petition, clarifying the roles of CoDA service bodies (such as the Board, Events Committee, Delegate Relations Committee, and Voting Entities), and proposing how such a meeting would be facilitated.

The Task Force shall:

- Develop written procedures to operationalize the Bylaws reference to Fellowship-initiated Special Meetings.
- Develop a way for Delegates to stay connected, if they choose and discuss Fellowship-wide issues throughout the year, either to prepare for a possible Special Meeting or CoDA Service Conference, or to foster

CoDA Service Items

understanding that may make a Special Meeting request unnecessary.

- Identify gaps or ambiguities in the current Bylaws and Fellowship Service Manual (FSM) language.
- Submit possible Bylaws and/or FSM amendments for CSC 2026 review and approval.
- Complete its task and submit a full written report to the 2026 CSC

Membership may include:

- One (1) member from each of the following: the CoDA Events Committee (CEC), Delegate Relations Committee (DRC) and Issues Mediation Committee (if the IMC is re-instated)
- At least three (3) Delegates or former Delegates from recognized Voting Entities
- One (1) CoDA Board liaison (ideally the CoDA Board Secretary) who may offer input and guidance will be a voting member of the Task Force.
- Committee chairs and members welcomed.
- Other interested CoDA members to support its purpose.

Intent:

While Article V, Section 5 of the CoDA Bylaws references the Fellowship's ability to call a Special Meeting through a petition by two-thirds (2/3) of Delegates from the previous CSC, the Bylaws do not provide any detailed procedural framework to support the implementation of this right. Specifically, there is no guidance on how petitions are initiated, how contact and communication among Delegates occurs, how verification is managed, or how such a meeting would be coordinated by the Board Secretary and/or the CoDA Events Committee and facilitated within CoDA's structure. The lack of clarity presents an operational barrier and discourages use of this mechanism, despite its foundational importance to address Fellowship concerns between conferences.

Remarks:

In 2024, NorCal submitted Motion 24096 requesting the formation of a Task Force to define a Fellowship-initiated process for calling a Special Meeting. The motion passed by a simple majority but did not meet the two-thirds (2/3) threshold and was therefore not recognized as binding by the Board.

Following CSC 2024, the Board exercised its own authority—by a two-thirds (2/3) Board vote—to call a Special Meeting of Delegates and held two Board-led sessions. However, under Article V, Section 5 of the Bylaws, Delegates also have the right to call a Special Meeting by petition of two-thirds (2/3) of the prior year's Delegates. That Delegate-initiated process remains undefined and unclear.

NorCal also submitted a petition to the Board following CSC 2024 requesting a Delegate-initiated Special Meeting to address Fellowship concerns. This request was not addressed, and no petition was circulated to Delegates.

This motion requires changes to the following: (check all that apply)
CoDA Bylaws: Page/Section #

FSM Part 1 – Structure and General Information: Section #

FSM Part 2 – Meeting Handbook: Section #

FSM Part 3 – Guidelines for Other Service Levels: Section #

FSM Part 4 – Service Conference Procedures: Section #_Section To be determined
FSM Part 5 – World Level Service Details: Section #

Change of Responsibility:

Other:

QUESTIONS – (Yes)

Crafting (Yes)

PROS & CONS:

Pros:

*As I am praying about this and I do see this as something positive as a whole for the fellowship, this could a way to mend and collaborate.

*In this program for healthy relationship. Bringing all of us together and cooperate in other ways is a great idea.

*These meetings, creating the guideline is positive, things that we cannot bring to CSC, time restraints etc. to bring concerns at other times to provide ideas that are refined over time and open to the general membership for feedback, which is lacking at CSC

*When the board held the special meetings for the delegate which was good and validated our feelings to streamline the process. I do understand it is in the bylaws. We should be communicating; this is a healthy start.

Cons:

*Strong opposed and it stand in conflict of Tradition One and I fear the special meetings will be used to abuse. With conference being once a year, we have time to think, special meetings may not allow that

CoDA Service Items

*Getting the delegate information: We have had an issue in the past with people wanting the VELs list, and the delegates were very upset, as they felt it violated their anonymity

*We actual do have a process in place in our bylaws about this, my understanding was that NORCAL's special meeting request was withdrawn. We (the board) followed what was in the bylaws as a guide for the special meeting process, as they are written.

*In spirit I support, my problem is in the membership piece, none of the board can be a part of this and it seems confrontational.

Minority opinion: I do hope that this decision will help us and bring us together and back to recovery and that this will not destroy and pull us apart from each other.

VOTE: Yes - #26, No - #13,

Abstain - #0, (not included in the total vote results)

Noted Results:

Passed: 2/3 majority, binding

Number: 25058 **Item Type:** ACTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Quorum Count

Description:

Confirm quorum after break.

Intent:

Remarks:

Number: 25059 **Item Type:** ACTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S

Subject: Quorum Count after break

Description:

Confirm quorum

Intent:

Remarks:

Number: 25060 **Item Type:** MOTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Approval of Days Motions -

Description:

Approved days motions as amended.

Intent:

Remarks:

VOTE: Yes - #37, No - #,

Abstain - #2, (not included in the total vote results)

CoDA Service Items

Noted Results:
Passed: Unanimous

Number: 25061 **Item Type:** MOTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Final Approval of 2025 CSC Motions Report

Description:
Approval all voted motions of the 2025 CSC.

Intent:

Remarks:
VOTE: Yes - #32, No - #0,
Abstain - #4, (not included in the total vote results)
Noted Results:
Passed: 2/3 majority – binding

Number: 25062 **Item Type:** MOTION **Date:** 10/9/2025

Vote: Complete

Committee: CSC

Member Names: Gail S.

Subject: Close 2025 CSC

Description:
Close 2025 CSC

Intent:

Remarks:
VOTE: Yes - #, No - #,
Abstain - #, (not included in the total vote results)
Simple raise of hands vote to close the 2025 CSC: unanimous