

## Introduction to the Twelve Concepts of COSA

As the Steps guide our personal recovery journey and the Traditions encourage healthy relationships and interactions, the Twelve Concepts of COSA guide the infrastructure and service required to support the fellowship. The Concepts affirm that the fellowship as a whole has ultimate authority over itself; it is not run by a few select members in leadership roles. We channel our collective voices through delegates who in turn communicate with the board. Rights of participation and appeal are established, and each service responsibility is matched with an equal measure of authority, so that our trusted servants are prepared to fulfill their service roles. The importance of carefully selecting and equipping those who serve the fellowship, and of rotating service positions, is made clear through these Concepts.

While the language of COSA's Concepts was adapted from **the Concepts of Alcoholics Anonymous**, the structure of our fellowship was only loosely based on that of AA. This can sometimes lead to confusion. One example is in Concept Twelve where AA's "Conference" was replaced with COSA's "Annual Meeting." The AA Conference is not defined as an event like our Annual Delegate Meeting but rather as a group of committees, subcommittees, and workers. Accepting these differences and concentrating on the principles of effective and sober service illustrated in the Twelve Concepts helps us avoid distraction as we carry out COSA's primary purpose.

We can apply the principles of the Twelve Concepts in our personal and professional lives as well to help ensure that we carry the peace of the program with us beyond the rooms of COSA. When we study the Concepts, we remain mindful of the way they were adapted many years ago and keep our focus on the principles expressed.