



July/August 2018

Volume 15, Issue 1

ISO of COSA

ANNUAL DELEGATE MEETING SUMMARY

International Service Organization of COSA

Oakland, California

May 25, 2018

Attendees:

Registered Delegates: Amy S./Monday Night South Bay (CA), Angela/Thursday Night Orlando (FL), BJ S./Santa Rosa (CA) Carrie D./Thousand Cranes (AZ), Catherine E./Minneapolis Sunday Night (MN) Cindy L./Balance COSA Zoom Room (ONL), Darcy L./COSA South(WI), Deb H./East Bay Sunday (CA) Diana L./Daily Tenth Step Meeting (TEL), Glenda A./Sunday Night (TX), Helen M./San Francisco Saturday (CA), Hotosa E./Santa Ana COSA (CA), Ila P./Saginaw (MI), Janie A./Saturday Promises (TEL), Jennifer N./COSA Marin Monday, (CA) Jodi D./Wednesday COSA Step Study Telemeeting (TEL), Julie B./ Stepping Into Recovery (AZ), Kristy B./Syracuse (NY), Linda P./ East Bay Monday COSA (CA), Lori D./COSA Recovery Tools for Emotional Sobriety (TEL), Lori M./Connecticut Love and Hope (CT), Marlane D./Daily Eleventh Step Meeting (LA), Martha Jean H./COSA Columbus Thursday (OH), Mary H./Naples (FL), Merry W./Serenity in the City (CA), Patricia T./COSA East Saturday (WI), Renya R./Santa Cruz (CA), Ruth G./On the Path Twelve Step/Tradition Study (TEL), Sandy S./Women’s Circle of Hope (CA), Shannon T./ Spanaway Recovery Group (WA), Sue W./Walnut Creek (CA), Susan K./Saturday Coed Meeting (TX), Tracy S./Boulder Monday Night (CO).

Other COSAs: Sara L., Incoming Board Member – also serving as Delegate Liaison; Susan K., listed above – also serving as COSA Office Manager, Maddie A., guest, Sydney S., guest

Board Members: Ann Marie V., Recording Secretary, Beth H., Literature Committee Chair; Emily G., Board Chair; Joey Z., Technology Committee Chair, Sandy S (also listed above), Vice Chair, Wendy W., Budget and Finance Committee Chair, Board Treasurer.

Shared Roles: Emily G., Moderator; Joey Z., Facilitator; Martha Jean & Cindy L., Zoom Facilitators; Sara L., Timer; Sandy S., meeting summary recorder.

Agenda Items:

Meeting Convene and Welcome

The meeting opened with the “Serenity Prayer”. Participants read the “Twelve Steps of COSA”, the “Twelve Traditions of COSA” and the “Twelve Concepts of COSA”.

Delegate Orientation, Rules of Order, Concepts Study

Following delegate introductions, the delegates reviewed the contents of their packet. Joey Z. explained the voting process and decision-making model. Beth H. read

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RECURRING DONATIONS

Keeping Updated

Thank you for your donations to the International Service Organization of COSA. Currently, our system is set to automatically update your credit card when it gets a new expiration date. If you need to increase, decrease, or cancel your recurring donations, please contact the ISO of COSA at iso@cosa-recovery.org. Thank you for your support!

and explained the Rules of Order and the Guidelines for Participation. Sara L. read the Safe Communications Guidelines. Delegates studied the Concepts of COSA and presented the group with the results of their table discussions and summed up how their assigned Concept pertains to their role as a delegate.

Board Elections

Emily G. explained the slate and the secret ballot form to the delegates. Board prospects briefly shared with the delegates why they wished to serve. The nominees and their prospective positions were: Cindy L., Member at Large, Sara L., Board Secretary, Tracy S., Board Treasurer. The results of the election were announced upon the meeting reconvening after the lunch break. All three were elected.

2018 – 2019 Budget Review

Wendy W. began by reviewing the final closed budget from 2016-2017, then she reviewed the Budget vs. Actuals 2017 – 2018, and the proposed budget for fiscal year 2018-2019.

In the summer of 2017, the board raised prudent reserve to \$20,000.00, which represents approximately three months of operating funds.

The many fees associated with the operation of our website had formerly been lumped together as one line item. They are now broken out specifically, with each line item identified for greater clarity.

Wendy asked COSAs who currently donate monthly via PayPal, to switch to Authorize.net. PayPal costs the ISO more in money and in labor costs. Authorize.net is automatic, with less labor and lower fees. Wendy W., Joey Z., and Susan K. made themselves available during the convention to help people convert to Authorize.net.

There were no questions or comments from the delegates.

Budget Approval Straw Poll: [37 GREEN] [0 YELLOW] [0 RED] 2018 – 2019 Budget passes.

Proposed Addition to the COSA Meeting Guide

The ISO of COSA has received multiple inquiries from both international and US-based members regarding confidentiality and the law. Therefore, the ISO of COSA Board is suggesting an addition to The COSA Meeting Guide. We presented a draft at the 2017 Annual Delegate Meeting in Orlando where we received much feedback. In response, the board considered delegate feedback and consulted multiple resources, including professionals, other Twelve Step fellowships, and our own members. The ISO of COSA Board presented the revised version to the fellowship for review over a 90-day period and incorporated the feedback received.

Changes made after the 90-day period were:

- Change to the language (see below in yellow highlight)
- Formatting – the statement went from two paragraphs to three.

Please keep in mind that delegates will be voting on whether or not to approve this change within The COSA Meeting Guide. Your individual meeting can make its own decision about whether or not to adopt the changes, regardless of whether it is approved at the Annual Delegate Meeting. Even if the delegates vote to adopt these changes, your meeting does not have to. This is due to the Fourth Tradition which states: “Each group should be autonomous except in matters affecting other groups or COSA as a whole.”

Proposed Addition to the COSA Meeting Guide Confidentiality Statement:

The anonymity and confidentiality of COSA meetings offer a sense of security rarely found in other environments. Many COSA members discover that COSA meetings are the first place they have ever felt safe to tell their stories. Anonymity is a “spiritual foundation” of COSA, established by our Traditions, and should be respected to the greatest extent possible, however, COSA membership does not guarantee immunity from any laws or legal jurisdictions.

Since membership in COSA does not bestow special legal rights or protections, we remind you that you are the steward of your own confidentiality and anonymity in COSA where local regulations are concerned. You may want to consider this when sharing specific details in meetings or with other members.

We remind you that our Traditions also state that COSA is “forever non-professional.” As such, COSA members enter meetings solely as a person in recovery. Matters of legality are beyond the scope of COSA and so the ISO of COSA does not offer legal guidance. Please contact a professional if you have legal concerns regarding confidentiality.

An initial straw poll did not show 100% approval, prompting a round of discussion. Comments from the Delegates:

- Our Traditions govern this concern already. I do not want to enforce or promote any legal stance against my higher power. Higher Power is the authority. Regardless of state or country we must be guided by our Higher Power.
- Does it give people a sense of license to report?
- Too vaguely worded; doesn't seem to address the issue.
- Not clear at all. I don't know what the problem is, therefore, I don't know what the solution is.
- A member of my group was reported and after the member's anger passed, she came to appreciate that her family got the help they needed.
- I have an issue with the word "solely". It makes assumption that someone may or may not be a mandated reporter. Also, what do we do about the laws of other countries?
- Last year I felt that this addressed the person sharing, this year it feels like it is addressing the people listening. New people might not be guided by a higher power yet. Vague about if we are talking to listener or speaker.
- My meeting doesn't have a confidentiality statement. It's a bit vague – speaks to speaker and listener. I believe personally that spiritual laws outweigh the laws of the land.

First Round Vote on Confidentiality Statement for Addition to the Meeting Guide:

[27 GREEN] [6 YELLOW] [2 RED] **Proposal passes.**

Bylaw Review

The following are proposed changes to the Bylaws. The Bylaws ask the board to review the Bylaws every three years for possible revision. These proposals up for consideration are the product of the board's year-long review of the Bylaws.

Proposed change to Bylaw 3.4

Before: ARTICLE III - MEMBERSHIP

3.4 REPRESENTATION

- a.) Each member group shall designate one of its members as an ISO delegate. The delegate may be changed by its member group at any time. Member groups shall inform the ISO of the names and addresses of the delegates. The Board of Trustees shall direct communications between the ISO and the delegate.
- b.) Any individual who is a member of a member group and who professes that he or she has been actively working the Twelve Steps of COSA for 12 consecutive months shall be qualified to be nominated as a delegate to the Annual Meeting.
- c.) If no qualified member exists then 3.4 (b) does not apply.
- d.) It shall be the role of the delegate to vote for Trustees at the Annual Meeting and, on any other issues put forth by the Board of Trustees or by properly recognized delegates.

Proposed change to 3.4 (c): "If no qualified member (delete the word "exists") in a member group is available for this position, then 3.4 (b) does not apply."

After: ARTICLE III - MEMBERSHIP

3.4 REPRESENTATION

- a.) Each member group shall designate one of its members as an ISO delegate. The delegate may be changed by its member group at any time. Member groups shall inform the ISO of the names and addresses of the delegates. The Board of Trustees shall direct communications between the ISO and the delegate.
- b.) Any individual who is a member of a member group and who professes that he or she has been actively working the Twelve Steps of COSA for 12 consecutive months shall be qualified to be nominated as a delegate to the Annual Meeting.
- c.) If no qualified member in a member group is available for this position then 3.4 (b) does not apply.
- d.) It shall be the role of the delegate to vote for Trustees at the Annual Meeting and, on any other issues put forth by the Board of Trustees or by properly recognized delegates.

Explanation of substantive change: This is a simple edit to clarify the statement of section 3.4 (c) to account for times when a qualified member may exist but may not be available for some reason. In keeping with Concepts One, Two, and Four, this change allows groups to still have a delegate present at the Annual Meeting even if they have no members who are both qualified under section 3.4 (b) and available. In its current language, a member group would not be allowed to send a delegate who was not qualified per section 3.4 (b) if another qualified member in their group existed, even if that member was not available.

Proposed change: If no qualified member (delete the word “exists”) in a member group is available for this position, then 3.4(b) does not apply.

Straw Poll to change Bylaw 3.4c [35 GREEN] [0 YELLOW] [0 RED] Proposal passes.

Proposed change to Bylaw 4.2 Directors/management

Before: ARTICLE IV – DIRECTORS/MANAGEMENT

4.2 NUMBER

The authorized number of Trustees of the Corporation shall be not less than seven (7) or more than twenty-one (21) until changed by amendment of this Section 4.2 of Article IV. The exact - number of Trustees shall be fixed from time to time by resolution of the Board.

Proposed Change: Change the authorized maximum number of Trustees of the Corporation from 21 to 12.

After: ARTICLE IV – DIRECTORS/MANAGEMENT

4.2 NUMBER

The authorized number of Trustees of the Corporation shall be not less than seven (7) or more than twelve (12) until changed by amendment of this Section 4.2 of Article IV. The exact - number of Trustees shall be fixed from time to time by resolution of the Board.

Explanation of Substantive Change: The ISO of COSA Board unanimously felt that 21 Trustees was unfeasible for two main reasons:

The financial burden of providing transportation and lodging at the Annual Meeting and Working Weekend for that many people. This threatens our ability to be financially self-supporting according to our Seventh Tradition.

The inability for that many Trustees to effectively contribute, have a voice, or be able to fully participate in Board meetings, especially in meetings with strict time restraints. This potentially threatens our ability to honor our Concepts, especially in giving space for a minority voice.

An initial straw poll did not show 100% approval, prompting a round of discussion.

Questions and comments on the proposal:

What if you don't have the minimum of seven members?

Answer: We have to find another member

Twelve is an even number. Does that pose a problem?

Answer: We don't know.

Why that number? Seems like you're fixing a problem that isn't there and putting an arbitrary cap on a growing fellowship.

Answer: This proposal is driven by our limited finances and modest membership numbers. Large boards cost more and it is beyond our current means.

What percentage of the board's costs does the ISO provide?

Answer: The ISO covers airfare or mileage, half of the lodging fee, and per diem for meals.

This insures that members don't have to be wealthy to serve. Not elitist, it is inclusive.

Delegates put the idea for covering board travel up for the vote.

Straw Poll to change Bylaw 4.2 [31 GREEN] [1 YELLOW] [1 RED] Proposal passes.

Proposed Change to Bylaw 7.6b

Before: ARTICLE VII – MISCELLANEOUS PROVISIONS

7.6b MAINTENANCE OF CORPORATE RECORDS

Adequate and correct books and records of account, including accounts of its properties and business transaction and accounts of its assets, liabilities, receipts, disbursements, gains and losses. The Treasurer can keep current books at home pending approval of the Executive Committee.

Proposed change: Delete the following sentence: “The Treasurer can keep current books at home pending approval of the Executive Committee.” Add language to allow for current and evolving means of data storage and eliminate the need to store the Corporation’s physical data in a member’s home.

After: ARTICLE VII – MISCELLANEOUS PROVISIONS

7.6b MAINTENANCE OF CORPORATE RECORDS

Adequate and correct books and records of account, including accounts of its properties and business transaction and accounts of its assets, liabilities, receipts, disbursements, gains and losses shall be maintained via appropriate documentation.

Explanation of substantive change: With online Quickbooks and electronic media, it is not appropriate to keep books at home for an organization that is international.

Straw Poll to change Bylaw 7.6b [38 GREEN] [0 YELLOW] [0 RED] **Proposal passes.**

Proposal to Change Bylaw 9.3.4

Before: ARTICLE IX – NON PROFIT OPERATION

9.3.4 The Corporation shall not make any investments in such manner as to subject it to tax under Section 494(4) of the Internal Revenue Code” or corresponding provisions of any later Federal Tax law.

Proposed change: Remove (“) after Internal Revenue Code.

After: ARTICLE IX – NON PROFIT OPERATION

9.3.4 The Corporation shall not make any investments in such manner as to subject it to tax under Section 494(4) of the Internal Revenue Code or corresponding provisions of any later Federal Tax law.

Explanation of editorial change: Deletion of a typographical error.

Straw Poll to change Bylaw 9.3.4 [38 GREEN] [0 YELLOW] [0 RED] **Proposal passes.**

Proposal to Bylaw 10.2

Before: ARTICLE X – EMPLOYEES

10.2 SALARY/COMPENSATION

Salaries/compensations shall be determined by the Board of Trustees with the advice of a personnel committee, if such has been established. The responsibilities of the personnel committee shall include, but not be limited to, performance reviews, determination of salaries/compensations and benefit schedules, and recommendations with respect to changes in salary/compensation. A recommendation of the personnel board shall not be implemented until its review and adoption of the Board of Trustees at its next regular meeting or any special meeting called for such purpose.

Proposed change: In the sentence “A recommendation of the personnel board”, change the word “board” to “committee”.

After: ARTICLE X – EMPLOYEES

10.2 SALARY/COMPENSATION

Salaries/compensations shall be determined by the Board of Trustees with the advice of a personnel committee, if such has been established. The responsibilities of the personnel committee shall include, but not be limited to, performance reviews, determination of salaries/compensations and benefit schedules, and recommendations with respect to changes in

salary/compensation. A recommendation of the personnel committee shall not be implemented until its review and adoption by the Board of Trustees at its next regular meeting or any special meeting called for such purpose.

Explanation of substantive change: Use of the word “committee” is consistent with usage throughout the section. It is also correct to identify it as a committee, as it is not a board.

Straw Poll to change 10.2 [38 GREEN] [0 YELLOW] [0 RED] **Proposal passes.**

Proposal to Change Bylaw 8.3

ARTICLE VIII – AMENDMENTS

Before: 8.3. STEPS, TRADITIONS, AND TWELVE CONCEPTS

In order to change the wording of any of the Steps, Traditions, or Twelve Concepts the following procedure will be followed: Section Added in May 2011

- a. A registered group(s) sends the suggested change(s) to the Board of Trustees in the form of a Proposal complete with “pro” statements.
- b. The Board of Trustees finds a registered group(s) to write a “con” statement.
- c. The Board of Trustees sends out the proposed change(s) together with the “pro and con” statements to all registered groups.
- d. The Proposal passes when three-fourths (3/4) of the registered groups approve the proposed change(s) in writing to the Board of Trustees within a six (6) month time frame beginning with the date of mail out.
- e. Any approved change(s) will become effective at the first meeting of the Board of Trustees after the certification of the vote by the Executive Committee.

Proposed change: Repeal and replace Article 8.3.

After: 8.3. STEPS, TRADITIONS, AND TWELVE CONCEPTS

In order to change the wording of any of the Steps, Traditions, or Twelve Concepts the following procedure will be followed:

Changes shall be made through the COSA Literature Committee. Using the Literature Committee’s established process, the proposed change(s) would follow the existing protocol of a 90-day review by the fellowship, with the request for their feedback. The feedback would then be applied to create the final draft form, using the established editing protocols used for all COSA literature and website content. In accordance with our Bylaws, the final draft of the proposed change(s) would be put under the delegate tab on the website 30 days in advance of the Annual Meeting. The proposed change(s) would then be voted on by the delegates at the Annual Meeting.

Explanation of Substantive Change:

In its current form, which was added in May 2011, 8.3 does not follow our established democratic process of group conscience by the delegates at the Annual Meeting as defined in Concept Two. Concept Two states: “The Annual Meeting of Delegates and the ISO Board of COSA has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.” The current process prevents delegates from voting on the proposed change(s) at the Annual Meeting, therefore prohibiting delegates from carrying out their responsibility to provide a voice and conscience of COSA’s whole Society.

For facilitation of changes to Steps, Traditions, and Concepts, other Twelve Step fellowships place the responsibility with their Literature Committees. This is also fitting for COSA, since the Steps, Traditions, and Concepts are not in our Bylaws.

An initial straw poll did not show 100% approval, prompting a round of discussion.

Questions and comments on the proposal:

- A delegate read her letter of objection, with previous permission from the board.
- Did not represent the Third Tradition Study Group’s year of deep discussion and work. Vote yellow or red today. Ask the board to create a committee to further explore this.
- Appreciated hearing the previous Delegate read her letter but didn’t think it was quite right. Also feel the proposed changes should come from the members, not the board. I think it is flawed.
- This feels political. Sounds like an attempt to get on a committee to make substantive changes. A minority group could flood in to the Literature Committee to push their changes.
- It doesn’t address how the Literature Committee would get the changes. I have reservations about the change.
- Don’t think it’s accurate that other fellowships do their changes the way proposed. Open to discussion, but this is

so huge. Steps, Traditions and Concepts are not in our literature committee. Need to develop a way to have discussion. Need a higher bar.

- Not enough explanation. What is the Literature Committee's established process? How does the initial change come about?
- Answer: Change is initiated through a Delegate Business Item. The form is available on the website 365 days a year. Other ways change is initiated is that the Board gets email suggestions from the Fellowship.
- Answer: Change can come as a result of the board Bylaw review. Any change can come through the Literature Committee. A survey would be sent out to the fellowship for feedback. Writers then incorporate the feedback, then send it out to the fellowship for a ninety day review. The fellowship gets reminder emails November 1st, December 1st, January 1st. The cut off for feedback is February 28th. Then editors incorporate feedback they received. Once complete, it goes back out to the fellowship for a 30-day review, and then for a vote at delegate meeting. COSA used different language for First Step before the ISO was formed.
- I heard it's practically impossible to change the Steps, Traditions or Concepts as is. But I haven't heard any evidence of that. 8.3 was added in 2011. What happened between then and now? No mention of the Third Tradition working group. Would like to see the two plans the group was working on before it disbanded. What is broken, what is the solution? Why change? This deserves full attention and study from all fellowship.
- A motion passed within the Third Tradition working group to change the Third Tradition. The group came to the agreement that there's no practical way to change under current arrangement. The first proposal did not pass, the second ran out of time, then the study group disbanded for lack of leadership.
- In all her experience in Twelve Step fellowships, she's not seen any fellowship change their Steps, Traditions or Concepts. By comparison, the government can't change the constitution without your vote.
- I would like to see 75 percent of the delegates make changes when appropriate.
- We should be able to make some changes. There are some errors already occurring in Steps, Traditions and Concepts. For instance, there's a verb agreement issue in Concept Two. This proposal seems ok, but needs more time for discussion. There are lots of possibilities and it's important that everyone gets to hear about it and discuss it.
- For practical purposes getting 75 percent of groups would be hard to do – so that is currently broke. Is this proposed solution perfect? No. But there's enough checks and balances in place that protect the fellowship.
- Did Concept One and Twelve get considered in this?
- We have made changes. Different groups had different opinions about the COSA name being an acronym. In the 1997 Delegate Meeting, they voted for possible change and it passed. The 1998 meeting sent out the proposed change and the result was that by 1999 the Board made a decision to change the meaning of COSA name, so that it would no longer be an acronym.
- It seems education and transparency are missing here. Maybe put the full issue up on google drive so everyone can see it and add feedback?
- Why wasn't there more explanation in the section of the substantive review?
- I like the idea if it is grammatically incorrect that it has a different weight than when it changes the spirit.
- If the vote went to the delegates, it would be better to have multiple votes over a longer period of time. Composition of meetings around the country is different, and some need more time to get the information and discuss it. A two- or three-year process might be better.
- A member reminds the group that another member called for the formation of another committee to discuss a process. Delegates need more information.
- I'm green, didn't like the old procedure. We can vote green now and tweak it next year. This proposal is so much better than what we have now.
- The past is not that relevant. We need a process for this.
- I don't believe it is appropriate to change the Steps, Traditions and Concepts. It took months of discussion before I saw how deep the issue was. The Board didn't give all the information.
- The annual meeting is the effective and appropriate place to make decisions. If you're not black or white, the middle place is a valid place to be. Until we are moved to a place of consensus, the middle place is ok.
-

There were two rounds of voting, with the second round being the final vote.

Second Round Vote on 8.3 change [15 GREEN] [10 YELLOW] [8 RED] **Proposal fails.**

Literature in Development

Beth, Literature Committee Chair thanks the Delegates and expresses appreciate on behalf of the Literature Committee for all the feedback that the Fellowship has provided throughout the process. The Committee tries to incorporate all feedback received, taking all feedback received during the 90-day review, and incorporating it. Afterward, they send the updated version back out to the Fellowship again for a final 30-day review.

The following proposed chapters of the Literature in Development team's work on the basic text was presented for a vote:

COSA Tool: Outreach Calls

An initial straw poll did not show 100% approval, prompting a round of discussion.
Comments on the proposed chapter:

- A recommendation was made to include the actual “How to make a program call” information. The steps on this are in a COSA brochure. It was seen as invaluable.

First Round Vote on Outreach Calls Chapter [34 GREEN] [1 YELLOW] [0 RED] Proposal passes.

Tradition One: Our common welfare should come first; personal recovery depends upon COSA unity.

There were no comments or questions on the proposed chapter.

Straw Poll to approve Tradition One Chapter [32 GREEN] [0 YELLOW] [0 RED] Proposal passes.

Concept One: Final responsibility and ultimate authority for COSA world services should always reside in the collective conscience of our whole Fellowship.

There were no comments on the proposed chapter.

Straw Poll to approve Concept One Chapter [32 GREEN] [0 YELLOW] [0 RED] Proposal passes.

Concept Two: The Annual Meeting of Delegates and the ISO Board of COSA has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.

Comments on the proposed chapter:

- The wording in Concept Two has subject-verb disagreement (two subjects but a singular verb) —and should be bookmarked for possible editing in the future.

Straw Poll to approve Concept Two Chapter [35 GREEN] [0 YELLOW] [0 RED] Proposal passes.

Delegate Business Item

The Daily Eleventh Step Telemeeting submitted the following Proposed Motion:

Our meeting members approved suggesting that COSA develop a Responsibility Statement such as (just for example) the AA Responsibility Statement which reads: “I am Responsible. When anyone, anywhere, reaches out for help, I want the hand of S.S. always to be there. And for that: I am Responsible.”.

Explanation of issues and/or purpose of this Item:

“We, on this call, have noticed a decline in attendance and service. A Responsibility Statement might effectively remind our members of our Twelfth Step, that we be there for those who still suffer.”

How this proposal might be carried out:

“Poll the Delegates to see if this is something they would like for COSA. If yes, then form a committee to develop a “Responsibility Statement” to bring back to the 2019 Delegate Meeting, to be voted upon and/or sent back for more edits.”

Questions and Comments on the proposed motion:

- A Zoom Delegate would like to meet after the meeting to further discuss.
- I like the idea. Nobody graduates from our program. This reinforces the idea to keep carrying the message.
- I support the idea. Saddens me that there are no old-timers here. There used to be 40 people in my group. Now it's 3, 4, or 5. There is not the support like back then. We might ask: “If you don't come back, who's going to be there for your children?”
- What is the group doing about service rotation, team effect, mentoring, and encouraging?
- It's a great idea, with one concern, not all identify as codependent. But for those who do identify as codependent, isn't being overly responsible part of their codependency.

- If Step Twelve doesn't move you, what will? I ask myself; am I living my Steps every day? Is my life attractive to others? I don't have to tell people, I show people.
- I am concerned about codependency and being overly responsible.
- The Meeting Guide has lots of helpful tools for meetings that are struggling. My group recently conducted a group inventory and it really helped us find weak areas that we could improve upon. And our program is based on attraction not promotion.

Delegate New Business, Questions and Concerns

(Questions are represented by a Q., Answers by an A., Comments by a C.)

Q. We have a new meeting, and we listed as "open". There are some issues surrounding that (members of other fellowships could come in, students could study us). How do we make a decision on being open or closed?

A. I attend a Telemeeting. If the meeting was open it could mean the press could come in.

A. In other fellowships – anyone can come. If you didn't want that, such as the press – you could have a thoughtful group conscience about changing it.

A. This can be very worrisome for folks, especially when considering diversity. There's a lot to be gained when we recognize that the addict is someone who is suffering as well. I look at my own discomfort to see if it is a reasonable thing. Our meeting is open and diversity is encouraged.

Someone came in to study us for a course they were taking. It felt like a violation.

A. Clarify that it is for those affected by compulsive sexual behavior. Students have tried to attend our meeting, too.

A. There are three meetings in Madison that are all closed. If newcomers inquire we send them to open Telemeeting. We also have open breakout session in conjunction with the other fellowship. Couples come.

Q. How is the Serenity Prayer actually said?

A. We publish three versions of the Serenity Prayer on our Zoomroom sites. Many of us have seen and used different versions of the prayer.

A. With the Serenity Prayer, it's principles vs. personalities – the principles are much more important than the words. I like the fact that it is a little vague allowing us to each interpret it for ourselves. There's no wrong way to say the prayer.

Q: In Zoom meetings, is there a statement that says no one else is in the room?

A. The person attending must have their video turned on so all can see and feel safe. A: Zoom room has the autonomy to have their own safety guidelines. Maybe they could pass it on to COSA.

Q. Can we consider changing the convention date? Memorial Day weekend is hard for many.

A. Between now and mid-September it's hurricane season and I can't ask someone else to evacuate my pets.

A. Maybe we are mature enough to separate and stand alone, vary the date as we vary the location. This may increase inclusivity and less expensive locations.

A. It's been a topic every year. This weekend is an example of us trying to make it on our own. We've surveyed and polled many times. It comes back mixed. This weekend proves your concerns are heard.

A. We're a bottoms up organization. You get to bring it to the board. It's a long range issue and change would take several years to carry out.

C. I want to appreciate and acknowledge Emily, Beth and Joey's service.

Q. How do we inspire folks to be more involved?

A. I step back into my program and I try to be patient with others. Get on a committee and do a little bit. Over time it inspires other people to step up, too.

C. I want to talk about planned giving. I believe in COSA because my sponsor sat me down and gave me tools to use, rather than divorce. In the past there was talk of disbanding COSA because there were not enough volunteers and not enough money. We were going to move the central office to someone's home. I paid that rent and we kept going. Now I give \$2.50 a week. We need group effort to boost prudent reserve. When you die you can give money. If you get a windfall you can give some. You are needed. You are financially needed. Little bits add up. Amazon Smile is a way to make little bits add up.

A. Amazon Smile is outside organization donation, a violation of our Traditions.

C. Reminder – If you want to make changes to PayPal, see Susan K. all weekend in the bookstore. You can make donations by sending checks if you wish. If you need a receipt make sure you put your return address and/or group number.

C. Last year the mail in Houston, where our central office is located, was delayed due to flooding from Hurricane Harvey. Due to delays, we are sharing your tracking number with you so can track your package. We also need your feedback when things don't go right.

Q. We have a new group that started with 4 and is now up to 18. What do we do about sponsors?

A. Go to the Step Group workshop this weekend! It will show how two experienced people take everyone through the Steps.

A. Reach out through the fellowship! Attend Zoom or online meetings and ask them!

Make one meeting a month a Step Study and look for sponsors here at the convention too.

A. Reach out to the telemeetings. Pray about it too. The right person will come. Keep making outreach calls and keep going to all different kinds of meetings.

A. Use the resource on our website: sponsorshiphelp@cosa-recovery.org

A. Don't be afraid to step up and be a sponsor yourself. Don't think you're ready? Not yet...well WHEN? You don't have to be perfect to do it. You're allowed to be on the journey with someone else.

A. Our meeting script gives suggestions on how to get a sponsor.

Q. We had a presenter at our meeting who wanted to use other fellowship brochures. How do we handle that?

A. Group conscience will help you make that decision.

Q. Are you saying autonomous meetings can do bible study and call themselves a COSA meeting?

A. Use the group inventory, work through the business meeting to encourage using COSA approved material.

Q. Why isn't the already approved literature for the big book available for us to use?

A. The Literature Committee takes it down after the vote. It's not available because the book is not ready. You could request the Literature Committee make it available.

A. The finished chapters were up for a long time. The Literature Committee took it down because if left up, nobody would buy it when the full book was finally published and released.

A. Those finished chapters may also need to be adjusted for final editing prior to publishing.

Review of Available Literature: Susan K.

Susan K. highlighted our booklets and reminded us that there is free shipping during the convention. She will be able to fill those orders in approximately ten days after the convention.

Review of Committees and Opportunity to Sign Up

Time was allotted for delegates to meet with committee chairs to get more information on groups and to volunteer for committees and other service positions.

Delegate Evaluations

Time was given for delegates to complete evaluations of the delegate process.

Meeting Conclusion

The meeting concluded with the "Serenity Prayer".

ISO of COSA Diversity Statement

- COSA Diversity is consistent with the Third Tradition of COSA, which states that the only requirement for COSA membership is that our lives have been affected by compulsive sexual behavior.
- The COSA Fellowship welcomes all genders, all varieties of relationship to the addict, all religious and spiritual preferences, all employment statuses, all marital statuses, all ethnicities, cultures, and languages. COSA does not discriminate on the basis of class, sexual orientation or gender identification, physical or mental challenges, race, financial status, or national origins.
- In COSA, we find hope whether or not there is a sexually addicted person currently in our lives.
- COSA Diversity is consistent with the First Tradition of COSA, which states that our common welfare should come first; personal recovery depends on COSA unity.

ISO COSA
Budget vs Actuals
July 2017 - June 2018

Year End

	Actual	Budget	Expected
Income			
Convention		\$22,350	\$22,350
Donations			
Individual	\$2		
Scholarship	\$390		
Total Donations	\$392		
Meals	\$1,206		
Registration	\$9,123		
Sales	\$114		
Total Convention	\$10,835	\$22,350	\$22,350
Delegate Registration	\$1,446	\$2,625	\$2,000
Donations			
Recurring	\$11,769	\$16,000	\$16,000
Group	\$5,290	\$11,852	\$7,054
Individual	\$4,123	\$4,500	\$5,497
Outreach	\$800		\$800
Resource Develop	\$90		\$90
Website Upgrade	\$290		\$290
Total Donations	\$22,362	\$32,352	\$29,731
Interest Income	\$24	\$10	\$32
Sales	\$10,322	\$10,100	\$14,763
Gross Income	\$44,989	\$67,437	\$68,876

Expenses			
Delegate Meeting		\$2,625	\$2,500
Board Expenses			
Convention Travel	\$2,142	\$11,125	\$11,125
Working Weekend	\$3,794	\$3,750	\$3,794
Supplies		\$110	
Total Board	\$5,936	\$14,985	\$14,919
Convention Expense		\$15,482	\$15,482
Hotel			
Room Rental	\$170		
Total Hotel	\$170		
Total Convention	\$170	\$15,482	\$15,482
COSA Committees			
Literature	\$195	\$175	\$195
Outreach			

ISO COSA
Proposed Budget 2019
July 2018 - June 2019

	Budget
Income	
Convention	\$22,175
Delegate Registration	\$2,625
Donations	
Recurring	\$16,500
Group	\$8,000
Individual	\$6,000
Total Donations	\$30,500
Interest Income	\$40
Sales	\$15,500
Gross Income	\$70,840

Expenses	
Delegate Meeting	\$2,625
Board Expenses	
Convention Travel	\$11,500
Working Weekend	\$4,500
Supplies	\$110
Total Board	\$16,110
Convention Expense	\$16,339
COSA Committees	
Literature	\$195
Outreach	\$1,000
Resource Develop	\$500
Total Committees	\$1,695
COSA Products	
Postage/Shipping	\$2,400
Printing	\$3,000
Total COSA Products	\$5,400
Office Expenses	
Bank Fees	\$20
Insurance	\$2,200
Office Equipment	\$250
Office Supplies	\$525
Phone/internet	\$400
Postage	\$10
Rent	\$7,354
Total Office	\$10,759

Conferences	\$142		\$142
Total Outreach	\$142	\$0	\$142
Total Committees	\$337	\$175	\$337
COSA Products			
CDs		\$50	
Postage/Shipping	\$1,460	\$2,000	\$2,000
Printing	\$2,786	\$2,500	\$2,786
Total COSA Products	\$4,246	\$4,550	\$4,786
Office Expenses			
Bank Fees		\$20	
Total Bank Fees	\$0	\$20	\$0
Insurance	\$2,044	\$2,200	\$2,044
Office Equipment	\$135	\$304	\$135
Office Supplies	\$406	\$750	\$406
Phone/internet	\$263	\$500	\$351
Postage		\$89	
Rent	\$4,808	\$7,000	\$7,000
Total Office	\$7,656	\$10,863	\$9,936
Payroll Expenses			
ADP/ QB fees	\$698	\$850	\$931
Taxes	\$399	\$950	\$950
Wages	\$5,216	\$9,500	\$9,500
Total Payroll	\$6,312	\$11,300	\$11,381
Professional Fees		\$750	
Spring Branch ISD	\$54	\$75	\$54
Staff Travel	\$383	\$800	\$383
Staff Rooms		\$800	\$800
Total Staff Travel	\$383	\$1,600	\$1,183
State of Kentucky	\$15	\$20	\$15
Taxes Harris County	\$170	\$275	\$223
Technology Fees			
Authnet Gateway	\$110	\$170	\$170
Getsy/Fetchapp	\$90	\$132	\$132
Mail Chimp	\$292	\$360	\$360
Paymentech fees	\$1,226	\$2,200	\$1,635
PayPal Fees	\$515	\$875	\$700
Shopify Fees	\$414	\$750	\$750
Website Fees	\$211	\$150	\$211
ZOOM		\$100	\$100
Total Technology	\$2,859	\$4,737	\$4,058
Total Expenses	\$28,138	\$67,437	\$64,874
Net Revenue	\$16,851	\$0	\$4,002

Payroll Expenses	
ADP/ QB fees	\$950
Taxes	\$950
Wages	\$9,500
Total Payroll	\$11,400
Professional Fees	\$700
Spring Branch ISD	\$65
Staff Travel	\$150
Staff Rooms	\$800
Total Staff Travel	\$950
State of Kentucky	\$20
Taxes Harris County	\$505
Technology Fees	
Authnet Gateway	\$170
Getsy/Fetchapp	\$132
Mail Chimp	\$360
Netfirms	\$210
Paymentech fees	\$1,800
PayPal Fees	\$750
Shopify Fees	\$750
ZOOM	\$100
Total Technology	\$4,272
Total Expenses	\$70,840
Net Revenue	\$0



Letter from the Chair

Greetings Fellow COSAs!

At the time of this writing, I have just returned from our 25th Annual ISO of COSA Convention, “Rooted in Recovery.” I am still feeling the warmth of the friendships and camaraderie amongst us as we gathered together in Oakland. It was an amazing recovery weekend with incredible speakers, and inspiring panels and workshops. “Rooted in Recovery” was much more than just a theme, it was alive and in practice among every member of the Convention Committee, and every delegate, volunteer, and attendee who helped to bring the Annual Delegate Meeting and the convention to life. On behalf of all of us on the ISO of COSA Board, we thank you for your generous efforts and for making this year’s events such a success!

If you weren’t able to attend the convention, or if you’d like to hear the convention speakers or workshops again, they are available for purchase on our website and by clicking here:

During the convention, our ISO Board had its rotation of service. Our Board Chair for the past three years, Emily G., stepped down as Chair and will be serving the remainder of her board term as a Member At Large. She’ll be working on a few projects and as our liaison to the Outreach Committee. She will also be helping me transition in as the new Chair. I’ve been serving on the board for the past three years. I served as Secretary for my first year, and for the past two years I have been the Vice Chair, working very closely with Emily. She has been an outstanding example for me and I’m very grateful to have her continuing support.

I’m also very grateful and excited to have three new board members this service year. They bring diverse gifts and talents that will help keep our board strong and “Rooted in Recovery.”

With gratitude,

Sandy S.
International Service Organization of COSA Board Chair

Hola from COSA en Español!

Help us get the word out: COSA Meetings in Spanish

Tuesdays, 5:30PT, 7:30CT, 8:30 ET

Call in number: 515-603-4906

Access code 1057988#

All levels of Spanish Speakers are welcome to join and support this meeting and help carry the message.

For information send email to cosaenespanol@gmail.com

STEP 1·2·3·4·5·6· 7 ·8·9·10·11·12

HUMBLY ASKED GOD TO REMOVE OUR SHORTCOMINGS.

Before I wrote my Step Seven prayers, I had to really understand what humility means. In working with my sponsor, I learned that when I am humble, I am in awe of those around me. I see their wisdom and knowledge first instead of their defects. If I practiced this more often, I probably would not caretake as much because I would believe that everyone might have the knowledge and wisdom to care for themselves; it is not my responsibility. I would also see that my importance doesn't come from having answers to others' problems. Rather, empowerment comes through allowing others to find their own answers—what is right for them—or by letting them make their own mistakes and learn from them.

What if I saw every family member as a gift in my life to be honored? What if I accepted their shortcomings or didn't even recognize them? This new attitude has changed my life in so many ways. After having reached this understanding of humility, I could begin to really outline what I needed help with, and also to determine how I could pray to my Higher Power.

These are some of my prayers to help me let go of my shortcomings:

Dear HP: I've lived with these defects of character for many years, and some were important to hold onto at times, yet now I no longer need them. I ask that you help me release them into your hands and to help me pause and reflect before I lean back on them, as I am ready to see what new things lie ahead.

Dear HP: Please remove my need to ask or understand everything, so that I may learn to sit still with no answers even when I want them, and to understand that it may not be in my time, but in your time that I know.

Dear HP: I ask you to help me do only those things that will make me more loving and gracious, and to help me see that I do not need to do more in life to please anyone. Please help me to do the few things that are important and to learn to love myself even when I do less.

Dear HP: Let me share my love unconditionally and not look for ways to care for those who can care for themselves or those who have not asked me for help. Keep me from getting angry or frustrated when I think they aren't doing what I would do, as I don't know what is best for them.

Dear HP: Please help me see that I no longer need to be the defender of all injustice, that sometimes injustice is what motivates others to do what's needed. Allow me to see that there may be no battle to fight.

Just writing these prayers about some of my character defects made me feel very connected to my Higher Power—very spiritual, loved, guided, and safe. I feel less judgmental of myself when I say these prayers and am more accepting of others' challenges in life.

Patience and faith are no longer a struggle. I recognize how my shortcomings are making my life unmanageable at times, and I accept them as part of me. I now see why I held onto them. I practice pausing more before I speak or act. It's much easier to release the care and worry over to my HP. It's a continuous process for me—I change, I tweak, and I embrace all that is me—and I see my growth every day.

~Anonymous

STEP 1·2·3·4·5·6·7· 8 ·9·10·11·12

MADE A LIST OF ALL PERSONS WE HAD HARMED, AND BECAME WILLING TO MAKE AMENDS TO THEM ALL.

When I first heard Step Eight read at a COSA meeting I was not ready to hear it. I had been harmed. Why was I being asked to make a list of all persons that I had harmed? It was not that I did not believe that I had never hurt anyone or that I had not made amends in the past. I have hurt people, and I have apologized and made restitution where needed. I was hurting, struggling to get through each day. I needed help desperately. I could have been so self-righteous (a character defect of mine) and walked out, but I had hit my bottom. I had nowhere else to turn, so I chose to minimize this Step (minimization being another character defect that I used to do life with). I put Step Eight up on a shelf. I knew it was there, but I did not want to deal with it when I came into COSA. It is my belief that the Twelve Steps come in a certain order for a reason. I needed to work the previous seven Steps to help me become willing to own my part and make amends. COSA has helped me understand that I am not responsible for anyone else's behavior, but I am responsible for my resentments, my fears, and my behavior.

When I was ready to work Step Eight, I went back to my Step Four inventories to identify the people I had harmed. As I began to make my list and had conversations with my cosponsors, it occurred to me that I needed to put myself on the list—maybe even first. The list kept growing as I identified people with the help of my cosponsors and my Step Four work, which my cosponsors were familiar with from my having recounted my Step Five to them. Eventually, all the people that I am aware of having harmed were on the list.

I struggled with becoming willing to make an amends, especially to myself. Was I willing to make a living amends to myself? What would that look like? I did not have to make the amends yet—that is Step Nine. I began to focus on the willingness and not the doing. Some amends I was willing to make, others I was not sure about. I kept asking the God of my understanding and my cosponsors for help with willingness. Was it the timing? Was it fear? Was it going to cost me something? For me, being willing to make an amends for my part became easier when I heard that making an amends does not mean that what the person did was right; it just means I am cleaning up my side of the street.

Today, I still work Step Eight, with a daily Step Ten, which helps me recognize when I have harmed someone and need to becoming willing to make an amends. I am encouraged that this program is about progress not perfection and that willingness is about letting go of my will and becoming willing to do the will of the God of my understanding, which is Step Eleven. For Step Eight I just need to make the list, by owning my part and by being willing to make the amends.

~Ann Marie V.

TRADITION 1·2·3·4·5·6·7·8·9·10·11·12

EVERY COSA GROUP OUGHT TO BE FULLY SELF-SUPPORTING, DECLINING OUTSIDE CONTRIBUTIONS.

Even before coming to COSA and learning of our Seventh Tradition, I learned the hard way about the wisdom of being fully self-supporting. In my personal life, being self-supporting freed me from the pitfalls of being beholden to someone else. However, there were some very painful lessons to learn on the way to that freedom.

Long before recovery I had been a vulnerable single mom living below the poverty line. At one desperate point, borrowing money from a wealthy acquaintance seemed the only way to meet some unforeseen expenses. But having someone else hold influence over my child's life and my life was very risky. What if my supposed benefactor didn't really have my best interest at heart? What if they were looking to take advantage or to gain something from this "favor"? As it turned out, that temporary loan had some strings attached that proved challenging to my boundaries and self-respect. I felt I was in a diminished position, that I didn't have my own voice or power. I felt I had to be quiet and agreeable, and go along with what the "benefactor" thought or wanted. I couldn't even muster the courage to say "no" when they asked if I wanted to hear an off-color joke. I learned that the "favor" left me more disadvantaged in many ways than did my original circumstances. It was a frightening and painful lesson to learn.

Now in recovery, I deeply appreciate the principles of the Seventh Tradition. By not taking any outside contributions COSA stays safe from outside influences that could sway, dilute, or even hijack our message. Our International Service Organization keeps the fellowship protected so that our mission to carry our healing message to those who still suffer is never compromised. Being self-supporting from within the fellowship ensures that the voice that directs us is our own group conscience. That is a truly a gift with no strings attached.

Recently in the large city where I live, my home group noticed that more places that offer meeting space for fellowships like ours have begun requiring groups to provide a certificate of insurance. Our group couldn't afford rent plus insurance, but we were able to find a suitable meeting place that would waive the rent in lieu of the insurance certificate, which is about \$500.00 per year. Still, we weren't sure how to afford the insurance, give the ISO regular donations, plus contribute to our delegate. So we had a group conscience brainstorming discussion and came up with a plan that works for us. We now pass two different Seventh Tradition baskets at each meeting. One is just for raising the money for the insurance certificate plus an additional \$100.00 voluntary contribution to the facility so that we feel we are truly aligned with the principles in the Seventh Tradition. The second basket is passed for our donations to the ISO, support for our delegate, the purchase of COSA literature, chips and medallions, and other items we may need through the year. Our plan has been working well and our meeting is growing! We have our second renewal of the insurance certificate fully funded. Being fully self-supporting isn't always easy, but the gifts are well worth the effort.

~Anonymous

Every COSA group ought to be fully self-supporting, declining outside contributions.

When sending donations to the ISO of COSA, please include your meeting number so we can record it properly and post it in the Balance. We thank you for all your donations!

To find your meeting number:

- Go to <http://www.cosa-recovery.org>, click on the Meetings and Events tab, and then on Find a Local Meeting.
- Search for your meeting and note the meeting number in parentheses next to your meeting name.

**Seventh Tradition: Financial Report:
March/April 2018 Donations**

Tucson (AZ-14).....	\$ 50.00
BHAM	\$ 75.00
Oakland (CA-09).....	\$ 110.00
Irvine (CA-13).....	\$ 100.00
Trumbull (CT-02)	\$ 50.00
Orlando Step (FL-11).....	\$ 95.00
Orlando (FL-12).....	\$ 50.00
Longwood (FL-14)	\$ 200.00
St. Louis (MO-04).....	\$ 100.00
Doylestown (PA-07).....	\$ 100.00
Greer (SC-01).....	\$ 60.36
Individual Donations via website	\$ 2458.00
Individual Donations via mail	\$ 540.00
Total	\$ 3988.36

TRADITION 1·2·3·4·5·6·7·8·9·10·11·12

COSA SHOULD REMAIN FOREVER NON-PROFESSIONAL, BUT OUR SERVICE CENTERS MAY EMPLOY SPECIAL WORKERS.

When I first read this Tradition, I was angered. The concept of “paid special workers” was an emotional trigger for me. In fact, it bothered me so much I demanded we change it. My desires were never met, but I get a chuckle now when I read it because it reminds me of how lost I was, how hurt I was, and how much the Traditions and Steps helped me heal. Just as they are, each and every one of them was a tool I needed (and continue to need) so much in my growth and recovery.

The Traditions were established to ensure and maintain the integrity of the program. While at first glance some of them didn’t make a lot of sense to me, I have come to realize that the foundation of our healing is found in these Traditions. COSA remains non-professional because of our volunteer service, and recovery through service is part of our healing.

Personally, acts of service have helped me stay sober from codependency because by giving my own time in service to the program—be it by editing, writing, sponsoring, serving as a delegate or as the host for a meeting—my mind is constantly focused on my recovery, and on how I apply those Traditions and Steps in my daily life. However, we can probably all agree that any organization is inefficient without the necessary resources to keep it up and running, and having money is essential for that goal. There is work that people must be compensated for, because keeping the organization running takes many hats, and people that can do it efficiently and well keep the ship afloat and running smoothly. Someone has to pay the bills for the mailings, printings, having an online presence, and organizing conferences, and keeping the phone lines open. It makes sense to hire someone with skills in pamphlet creation to create a pamphlet, or for someone who knows accounting to do accounting work. We wouldn’t find it beneficial to the program or to ourselves if someone with no bookkeeping skills volunteered

to allocate funds to various national overhead costs. Much of this work can be done by volunteers. We come from various backgrounds, and when we offer our strengths through service to the program, together we are stronger. But with hired "special workers," we may have more stability in providing the resources that are needed to effectively share the message of our program.

I am accountable for my recovery, and my recovery is dependent on my service. The moment we ask for or accept payment for "carrying the message," somehow we lose something precious; our motivations become tinged with expectations of monetary compensation, and we experience disappointment if we aren't compensated. Resentment builds, and anxiety creeps in.

Acts of service are like payments being made into our own sobriety. The program has been a necessary source of support in my recovery, and this seems to be a recurring theme with others in my group. We see how much the program has helped us heal and recover, and out of gratitude we strongly desire to give back. We wish to share the gifts we have been given with those who have expressed a desire or need for them.

We understand the joy and serenity that our COSA program brings to our lives and want others to experience the same. We remember how in our darkest hours a call or text helped us stand strong in our commitment to work our program, and so we open our hearts to others as well and answer the calls. In doing that, we are reminded of how much the program needs us and of how much we need the program. Giving back in this way ensures that what we have to offer—whether professional skills or even our invaluable experience, strength and hope—comes from a genuine place. These are some of the reasons it is important to keep COSA non-professional.

In my 3 years with COSA, I have seen many newcomers as well as some very long-standing members. It seems to me that whether we are new to the program or have been in it a while, we never stop "needing" the program. It's a program that serves us for life, and in that, the demand for the work that is done to keep it running is going to remain. And this, I have finally come to appreciate, is why COSA should remain forever non-professional, but our service centers may employ special workers.

~Tamiko, Bay Area



BY THE FELLOWSHIP FOR THE FELLOWSHIP

We encourage every group, intergroup and member to submit articles that share your ESH (experience, strength, and hope). Also, articles and announcements that share up-coming COSA events in your area; such as retreats, workshops, speakers, etc. We also would love to hear your ideas for what you would like to see in future articles. The *Balance* is a newsletter for the membership, by the membership.

Guidelines for Submitting Literature: http://cosa-recovery.org/PDF/lit_guidelines.pdf

Please send your articles to COSACopy@yahoo.com
or by mail to: ISO of COSA, Central Office, 9219 Katy Freeway, Suite 212, Houston, TX 77024 U.S.A.

Phone: 866-899-2672 E-mail: info@cosa-recovery.org

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International Diversity in Writing Statement

As the *Balance* receives more articles from our members from around the world, you may notice different spelling and word usage. We want to maintain the original voice of each author, so that we can benefit from COSA's beautiful diversity.