

International Service Organization
of COSA®
Board of Trustees

2017 ANNUAL REPORT
to the
DELEGATES

Table of Contents

Letter from the ISO Board Chair.....	1
2016-2017 Board Members.....	2
Overview of Board Activities.....	3
Board Committee Reports	
Budget and Finance Committee.....	8
Convention Committee.....	9
Literature Committee.....	11
Nominating Committee.....	16
Outreach Activities.....	19
Technology Committee.....	20
ISO Central Office.....	22
Financial Reports	
Balance Sheet.....	23
Profit & Loss Statement.....	24
Income & Expense Categories.....	25
Vision for 2017-2018.....	26

Letter from the International Service Organization
of COSA Board Chair

Hello COSA delegates and registered COSA meetings,

I know you've got other stuff going on in your life. It's amazing that you've taken time out to participate in the work of the ISO of COSA.

Thank you. I appreciate you.

This annual report details the work of this fellowship. It's a lot to get through. A small group of people get a lot done.

Among them are our board members: Beth, Eric, Joey, Sandy, Sara, and Wendy. Please join me in thanking them for their service.

Beyond that are the people who serve on our committees and volunteers who answer our voicemail and email; people who took time to mentor a new meeting or sent in a donation; those who served as delegates, and those who wrote in to ask the ISO for help or to make a change.

All of those people may not know each other, but they are linked in this special and strange way. We are all in this club that no one wants to qualify for. Those who stepped up this year were all newcomers once. They faced a foreign and disturbing difficulty in their lives and turned it into an opportunity to help themselves and others.

Let's revel in all that we give to one another.

Emily G.
International Service Organization of COSA Board Chair

2016-2017 International Service Organization
of COSA Board of Trustees
and their Committee Service Roles

Beth H., Mesa, AZ

ISO Board Member, Literature Committee Chair, Board
Contact for Delegate Liaison

Emily G., El Sobrante, CA

ISO Board Member, ISO Chair, Supervisor to
ISO Central Office Manager, Nominating
Committee Member, Budget and Finance
Committee Member

Eric C., Tucson, AZ

ISO Board Member, ISO Secretary (May through December)

Joey Z., Oviedo, FL

ISO Board Member, Convention Committee Chair, Technology
Committee Member

Sandy S., Laguna Hills, CA

ISO Board Member, ISO Vice Chair, Nominating Committee
Chair, ISO Secretary (December through May)

Sara P., Tucson, AZ

ISO Board Member, Technology Committee Chair, Convention
Committee Member, Nominating Committee Member

Trish H., Tucson, AZ

ISO Board Member
(May through November)

Wendy W., Tucson, AZ

ISO Board Member, ISO Treasurer, Nominating Committee
Member

International Service Organization of COSA Board of
Trustees
Overview of Board Activities
Annual Report 2017

The International Service Organization has been hard at work for you. Here's what we've done this service year.

Commonly-used Meeting Reading

After several years of work, we have received permission to use the reading formerly known as the Unity Prayer. Another fellowship, Overeaters Anonymous (OA), owns that reading. They have graciously agreed to allow us to put this reading on our website, in our meeting guide, and in other published materials. **The author of the reading did not consider it a "prayer"** and so the former title was not appropriate. OA calls it the "The OA Promise", a name that wouldn't work for use in COSA. So we agreed to call it by the first line of the reading: "I Put My Hand in Yours..."

If you use this reading in your meetings, we encourage you to use the updated version with the proper title and attribution. You'll find this here: <http://cosa-recovery.org/otherprayersandreadings.html>

Literature Sales

The board decided to continue offering discounted shipping for international orders. We charge a domestic rate to encourage the growth of our fellowship. This discount cost the ISO \$108 in 2016, supporting the shipment of 37 orders. That being said, we saw lower literature sales in the previous fiscal year. We responded by reaching out to groups in an email to remind them of the literature available. We have booklets on working each of the Twelve Steps, plus lots of other booklets. Sponsorship, Triggers, and Sobriety are among the topics covered. We also heard from one group that they were waiting to replenish their literature supply until the basic text is published. While the basic text is in progress, it is years away from publication due to the intricate process of allowing the fellowship to review and approve the chapters as they are written. Even after it is published, the basic text will not take the place of

our existing brochures. If your group is out of literature, don't wait to reorder.

Another factor in lower literature sales was the moratorium on the development of new literature while the basic text is being drafted. No new literature is currently being released.

Donations

In response to a request from a member, we added a thermometer to the front page of our website to help our members clearly see the ISO's financial needs and get a good sense of the current amount needed to reach our fundraising goal for the year.

We are also looking at how to set up a Planned Giving program.

In November, a review of our Seventh Tradition receipts revealed that only 22% of our face-to-face meetings had made a Seventh Tradition contribution to the International Service Organization of COSA in 2016. In response, we are reaching out to those groups who gave to thank them. We are also reaching out to those that didn't to make sure they know the ISO relies on contributions from groups and individuals to keep up the work of COSA. When reaching out in this way, we are asking people to update their meeting information.

Meeting Database

The traditional annual meeting registration update has been missed due to a protracted period between trusted servants in this role. The ISO struggled with the limits of the current software that houses the information. We looked into putting it in the cloud but that was not feasible given the features of the online version of the software. This caused delays, which led to volunteers becoming unavailable. We now have a trusted servant in place who has been trained. This staffing is a welcome relief after a year in flux.

Medallions

We are in the middle of a research project on whether to continue supplying medallions in their current form; right now, they are made in bronze. There are other options, including aluminum and plastic. We are looking at pricing and quality.

Meetings

Meetings can now find their meeting number next to their meeting listing on the website. Please use your meeting number when updating meeting information and when sending in a Seventh Tradition donation from your group. In response to a local meeting's request for clarity on the definition of open and closed meetings, we added these explanations to each meeting listing page:

Open Group: These meetings are open to anyone interested in finding out about COSA. They can attend whether or not their lives have been affected by compulsive sexual behavior.

Closed Group: Meetings open only to those who identify themselves as a COSA, meaning their lives have been affected by compulsive sexual behavior.

Delegate Business Form

We revised the form that delegates use to submit business items. It now provides more detailed instructions about how to fill out the form, and more detailed questions about the changes delegates are seeking.

Circles of Support and Accountability

We have been contacted by at least three separate groups associated with Circles of Support and Accountability who thought we were associated with their group. Circles of Support and Accountability uses the acronym COSA. They are groups of volunteers with professional supervision who support sex offenders with the help of professional supervision. Their aim is to help the sex offenders as they reintegrate into society after their release from incarceration. There are groups in the United States, Canada, and in the European Union. Our COSA name is trademarked in the United States but wouldn't **have any standing outside the US. Many "Circles" groups get federal and state funding.**

We have repeatedly reached out to one of the Circles of Support and Accountability groups to work together to differentiate ourselves (this was before we realized how widespread it is). We had one response saying they would get back to us and they haven't, even after following up again.

To differentiate ourselves, the board decided to put wording on our website to clarify we are not associated with Circles of Support and Accountability.

Weekly Meditation Emails

In response to a request from a COSA member, we are now providing more specific subject lines for weekly meditations so they are more searchable when people want to refer back to them. Also, in response to a query from a COSA member, we have added a line to the meditation email, letting people know the writings, which all come from the *Balance*, are the opinion of the person who wrote them, and may not necessarily represent the views of the ISO of COSA. We are also inserting notifications in meditations on Steps, to let people know there is a booklet available for purchase on that Step.

Convention Recordings

We are now offering a 20% discount when you purchase a set of MP3 recordings featuring all of the speakers and workshops from a given convention. In addition, we added detailed instructions on how to download the MP3s to your smart phone. Some of our older convention recordings are on cassette tape. These MP3s allow members to have access to the valuable **recovery content of the conventions even if they can't attend in person**. We are putting money in next year's budget to have the remainder of these transferred to MP3s.

The COSA Meeting Guide

In response to concerns from a few groups, we are proposing the addition of the following paragraph to *The COSA Meeting Guide*, in regard to confidentiality. It will be considered at the 2017 Annual Delegate Meeting.

"Though COSAs are asked not to repeat what others share at meetings, it is important to remember that sponsors and meeting members are not bound to, or protected by, a legal confidentiality agreement, as a lawyer might be. Sadly, due to the ways in which some COSAs are affected by certain sexually compulsive behaviors, members may find themselves in ambiguous territory. In matters where threats of suicide or intimations of ongoing child abuse are present, a COSA mem-

ber may feel personally or morally compelled to contact authorities even if she or he is not required by law to do so. Individual members are encouraged to consider this reality when sharing in their meetings and with sponsors. Groups may want to add something to their meeting scripts letting newcomers know the concept of confidentiality may have its limitations **among COSA members."**

Delegates will also consider adding the following questions to the meeting inventory found in the meeting guide. They were approved by the board.

"Is our group following a Seventh Tradition and supporting our meeting group well? Do we also donate to the ISO of COSA who provides our materials, support, etc.?"

This is in response to the discovery that many groups are not making regular contributions to the ISO of COSA.

Board Members

We had one board member resign in November, 2016. We were left with seven board members, the minimum number our bylaws require. We did not seek to replace the board member, as she was a member-at-large. We also had our Secretary step down from that service position in December for reasons related to his health. That person was able to continue on the board. Our Vice Chair stepped up to fill the open position, doing double duty.

In all, the board has created 147 action items since May of 2016, and completed a good chunk of them as of the writing of this report in mid-March.

International Service Organization of COSA
Board Committee Reports

Budget and Finance Committee
Annual Report 2017

The Budget and Finance (B&F) Committee established the following goals at the beginning of this service year: identify streamlined processes for finances at the convention and assess the viability of both PayPal and Authorize.net for recurring donations.

Budget and Finance had four working group teleconferences with a focus of starting to implement processes for online record keeping.

Our vision for the 2017-2018 service year is to continue with our thorough review of money transfer systems and establish a system for online record keeping. In order to fulfill our vision, we need to obtain active members who are interested in the following positions: Quick-Books specialist, budget specialist to facilitate annual budgeting process, and monthly account reconciler.

Convention Committee
Annual Report 2017

At the beginning of the service year, the Convention Committee determined two important tasks to work towards this year. Our number one task was to plan a great recovery-centered convention for Orlando. The other task we hoped to accomplish was to negotiate the hotel contract for the 2018 convention.

The Orlando Convention Committee kicked off the year on **Memorial Day, 2016, as last year's convention was ending.** We met to discuss the Chicago convention and get feedback and suggestions for ways to improve the convention experience in Orlando. We compiled this information with the submitted comment forms and we created a document named *Chicago Concerns and Orlando Opportunities*. The first half of the year was focused on building the committee by adding new members as well as developing our relationships within the committee. The committee had a good mix of returning members as well as first-time members. There were committee members that had been to multiple conventions as well those members whose first convention was in Chicago and even an Orlando committee member that has never been to a COSA convention. As the year proceeded, we developed a document with critical deadlines related to registration and the program. These dates were related to fellowship emails being sent to announce the availability of convention registration and requests for workshop submissions and speaker nominations. We also determined end dates for the various registration fees and program submissions. During the second half of the year we focused on the 11 convention committee subcommittees. For those subcommittee chairs that were new to the committee, we connected them with COSA members who had performed this service position in the past. Returning committee members shared their experience and helped nurture the newer committee members. And as we started pulling the Orlando program together, we got to see how all the subcommittees fit together in the big picture. And finally, we reviewed the *Chicago Concerns and Orlando Opportunities* document to make sure we were not missing any opportunities in Orlando!

The other task was to negotiate the Bay Area 2018 convention hotel. As in past years, our plans were to have our convention in the same hotel as Sex Addicts Anonymous. The hotel being used by the other fellowship would have been the same hotel that we contracted for our 2009 convention in Oakland, California. We started negotiating with the hotel and right off the bat we saw that this was going to be an extremely expensive convention. As we crunched the numbers we saw that to break even, we would have to charge a good deal **more than we charged for this year's registration. And the** food and beverage requirements in that contract were more than any prior convention hotel contract we had ever signed. The prospect of either losing a good amount of money and/or pricing the convention out of reach of our fellowship was a real possibility. The Convention Committee chair met with members of the ISO board to discuss our options. We located a smaller hotel, The Washington Inn, which is near the hotel we were originally negotiating with. We contacted the manager of this other hotel to see if there was space in their boutique hotel for the COSA Convention. We asked a local COSA visit the hotel to see if she thought it might work. She reported back that she thought it would work for us quite well. She **described it as "COSA cozy". We were able to negotiate a very** good contract with the new hotel!

We accomplished these tasks by meeting monthly, and even biweekly, during the last two months leading up to the convention. There were 19 active members on the Orlando Convention Committee over the course of the year. We had 13 meetings and 21 members.

Literature Committee
Annual Report 2017

One of our main goals this service year was to continue the development of the COSA basic text. Completing the planned chapters of the book has been a key focus for the Literature in Development team, as well as increasing fellowship awareness of and involvement with this critical work.

Specifically, the Literature in Development team sent out surveys to the fellowship this year regarding Steps Five through Nine, requesting their input and recommendations before writing was started. With a new schedule for the basic text, we decided to move forward with a draft of Step Five only, which was completed and released to the fellowship in November, 2016, for the 90-day feedback period. We incorporated all the feedback received, and will be sending it to the fellowship for their review, comments, and vote at the May, 2017, Annual Delegate Meeting. This will be added to the completed sections which are the Introduction to the Steps and Steps One through Four.

Additional goals of the Literature Committee have been to improve communication on the basic text development which has been accomplished through use of the website, Fellowship Emails, and the *Balance*.

Several other important goals of the committee have been to seek volunteers to support all subcommittees (**Literature in Development, Expedited Review, and the Balance Team**). We've had several new members this year bringing great insight and skills to each subcommittee.

We had 15 members on the Literature Committee during the 2016-2017 service year; we were a strong and diverse team supporting one another and the fellowship. We sought new members for Editing, Expedited Review, Literature in Development, and Balance Team roles this year. We successfully filled many roles. We recently had several members step down from the committee yet our current team continues to be able to cover each role. We continue to seek volunteers within the committee to shadow others as a way to help share knowledge and cross-train (such as Balance Coordinator and Expedited Re-

view shadowing currently in progress).

Each new member received training and mentoring. The committee worked to ensure critical positions were always supported well by the team as a whole.

In the 2016-2017 service year we held seven Literature Committee meetings. We typically plan on monthly meetings with a few exceptions that are agreed upon by the committee (December and May). A majority of committee members attended regularly, addressing agenda items and completing tasks. As a group, we stayed in touch via subcommittee meetings (Literature in Development) or email to share status updates (Expedited Review and the Balance Team). The team members are very engaged in supporting each other well in every meeting.

The Literature Committee had sixteen action items this year. Three are ongoing items, such as recruiting, creating shadowing roles, and providing editing awareness to the team. Two items, sharing Tradition studies in upcoming meetings, remain open and the remaining items have been completed or closed.

This year the Literature committee provided thirteen articles for the *Balance*. Our team continually submits articles for the *Balance* to keep the fellowship aware of the basic text, an important topic we share often in emails or when the *Balance* is produced. We always hope to use shares from the fellowship first; at times the team is asked to share their own personal experience when an article is needed. We are grateful to have committee members that are more than willing to write and share their perspectives.

Our accomplishments this year included producing a fellowship survey for Steps Five through Nine as a means of collecting feedback and comments for use in future chapters of the basic text. We then released a draft of the Step Five chapter in November, with the final draft being completed in March. We revised the basic text schedule to reflect a better long-range plan for upcoming chapters.

An important accomplishment was revising the way the Literature in Development team approaches the basic text. The co-

ordinator worked with the team to create survey questions prior to every chapter being written. The goal was to allow two opportunities for the fellowship to weigh in on writing and provide input (during the survey and during the draft review period). The Literature in Development team also committed to keeping the fellowship updated on the status of the basic text via email and *Balance* articles.

We completed staffing of several positions in 2016 (Layout & Design, Lit in Development admin/secretary, Editors, Expedited Review, and Balance Coordinator). We gained a wealth of knowledge and skills with our new members.

Three new editors joined in early 2016 and are helping on the *Balance* and the basic text. We now have a total of five editors who share the workload and allow us to meet critical deadlines. Training plans were improved this year but it can take many months for each person to get comfortable and familiar with the writing guidelines, processes, and roles of other members. New editors were able to step in quickly and helped support monthly reviews of articles.

Also the chair was in a new role in early 2016, working to become familiar with what was expected, and then joining the board in May.

Expedited Review (ER) had three new members in early 2016, rounding out the group to four. Again, an accomplishment was training the new ER staff, working with them to understand editing needs and critical turnaround time frames for this group. The ER team edits every fellowship email as well as board- and convention-related articles which require quick turnaround. This team also actively reviews the COSA website, making recommendations for improvement. Two of the new ER members were eventually reassigned elsewhere so the team now consists of two dedicated members.

The Balance Team filled the Layout & Design role, which pulls together all the edited articles and prepares the *Balance* editions for release every other month. Little training occurred as the new team member had a background in layout and design, which created a smooth transition. We met our deadlines with the *Balance* most months, with just a few weeks of delay

for some issues. In early 2017, the Balance Team received a volunteer to shadow the Balance Coordinator.

We did not however complete all goals this year. We had hoped to complete a *Balance* survey, asking for fellowship input on how to make the *Balance* more relevant, engaging, and useful for all. We will move this goal to our upcoming year.

Challenges that we face:

Most important is supporting our team members as burnout in a role can occur, especially if there is no backup support.

Many have taken on multiple roles due to a lack of volunteers meeting sobriety requirements. Around mid-year, we filled many of the key roles which helped all of the LitCom members. We feel well supported at this time with a possible increase needed for ER staff.

At times, we do not have volunteers from the fellowship to write all of the planned articles for each *Balance* issue, and we reach out to the board and other committees for their experience, strength, and hope. We so appreciate the volunteers for their writing and ask that you continue to seek new writers within your meeting groups to help support the *Balance* (Lead stories, Steps, and Traditions).

Our main focus for the next several years is to continue developing the basic text, releasing future Steps, Traditions, Concepts, and COSA Voices each year. In 2017 our immediate focus is to write and release Steps Six through Ten for approval.

We also will continue to recruit and train new committee members, ensuring each subcommittee is fully supported so that we may meet our Literature in Development, ER, and *Balance* goals.

We plan on releasing six *Balance* editions in the coming service year.

We hope to complete a *Balance* survey in 2017.

At this time we are looking for writers to help with the basic text and the *Balance*. This does not require serving on a spe-

cific committee but volunteers do need to be able to write about their experience, strength, and hope on a topic.

We will look for an Expedited Review member who possesses strong grammar and editing skills, and who is able to meet tight deadlines.

Nominating Committee
Annual Report 2017

This year's Nominating Committee was comprised of four members. While a major function of the committee is to find qualified board nominees, which we do year-round, we also help fill other important service positions. Over the course of this service year, our small team held eight meetings, completed 54 action items, spoke to numerous qualified COSA members to ask them to consider board service, sent out five fellowship emails recruiting volunteers to fill open positions, and submitted one article for the *Balance*, recruiting for open positions. We also submitted another fellowship email and a *Balance* article specifically asking the fellowship for board service nominations.

A couple of the critical jobs we were able to fill this year were the database coordinator and meditation coordinator. **The database coordinator's role is vital. This volunteer keeps our list of meetings and their contact information updated on the website so that newcomers can find help and hope.** The meditation coordinator is responsible for choosing those wonderful meditations that get emailed out to the fellowship every Wednesday.

At the time of this writing in March, we are still seeking a delegate liaison for the 2018 Bay Area convention and a central office assistant.

The central office assistant's position is critical to our being able to serve the fellowship's growing needs. We studied the office's needs and determined what the tasks of the position would be. Then we adopted board-approved sobriety requirements so we could move forward with recruiting. We recruited in-person at Houston area meetings. We had one willing response, but the candidate did not yet fully meet the sobriety requirements. Then we phoned Houston area meetings. No additional candidates stepped forward. We also sent out two fellowship emails recruiting for the position. Our search continues.

At the beginning of the service year, we knew that five of the

seven current board members' service terms would be ending in May, 2017, and a sixth member would be stepping down at the same time. The Nominating Committee started the service year with two board nominees who were recruited at the 2016 Chicago Convention.

Having two nominees so early gave the Nominating Committee an unusual opportunity. One of the Nominating Committee's annual goals was created with this opportunity in mind. For background, each newly elected board member gets a board mentor. A board mentor is a seasoned board member who answers questions for incoming board members and helps them get more familiar with board service. The Nominating Committee's goal was to create a modified mentoring program for board nominees, which would involve a voluntary study of the COSA Traditions. The study group was open to all board members who wished to participate, along with the vetted board nominees. Nominees would have the chance to get acquainted with existing board members and, in learning more about the Traditions, they would be better prepared to step into their board positions, if elected by the delegates.

Once each nominee was vetted by the Nominating Committee (which means all board applications and forms had been received and reviewed, and the nominees and their sponsors had been interviewed) the nominee was invited to join the voluntary study group. The Nominating Committee is happy to report that Traditions One through Four have been completed to date.

In the fall of 2016, one of the candidates had to withdraw her application. The Nominating Committee called several members who had expressed interest in the past. We also reached out to committee chairs and other board members seeking other recommendations. One member expressed interest, but was not yet ready to commit. This was daunting considering that the January, 2017, Annual Call for Submissions via email and published in the *Balance* yielded no applicants.

Meanwhile, the five board members whose terms were expiring were asked to consider standing for the board again. Over time, each member soberly considered it and four out of the five joyfully committed to stand for another term. Then the

board member who was slated to step down reconsidered and committed to serve the full term. This is quite a testament to the benefits and joys of board service!

Another of this year's goals is to have a board service information table at the Annual Delegate Meeting in Orlando, just like all the other committees have. During the convention we will also have a workshop where a panel of board members will share about what board service is like and answer questions from the attendees. We hope those in attendance will see first-hand how rewarding board service is and what great joy and recovery comes to those who are doing this service.

It is vitally important that the Nominating Committee continue seeking new people to serve on the board. This rotation of **service keeps COSA healthy today and in the future. If you're reading this now, we're asking you to consider being a part of that future by serving COSA as a board member. If you're not ready now, please consider another service position that would benefit from your unique experience, strength, and hope.**

Outreach Activities Annual Report 2017

The Outreach Committee is not currently operating as it has no chair. The board allocated a small budget toward outreach activities and used it to staff a booth at a conference in Austin, Texas, put on by the Society for the Advancement of Sexual Health (SASH). SASH extended an invitation to COSA, asking us if we would be interested in having a presence there with no charge. ISO of COSA board members Sara P. and Beth H. both attended and were very well received. The board decided to try to send COSAs who live near conference locations to future SASH events if we have local COSA meetings in the area where the conference is being held. We have been invited back to next year's conference which will be held in Salt Lake City, Utah. Unfortunately, we currently have no Utah meetings registered.

We have also been in contact with the Interfellowship Forum and have updated our information with them; so far, we have no one who is able to represent us at their meeting either. A board member, Eric, has represented COSA with the American Psychiatric Association as well as multiple mental health and recovery organizations in Southern Arizona and at the national level. We have also been able to use our connections within the ISO of COSA board to get input from mental health and policy experts surrounding confidentiality and anonymity for mandated reporters.

Finally, we have also been in contact with several branches of Circles of Support and Accountability, a separate, unaffiliated group that also refers to itself as COSA, to tell them who we are, who we serve, and also to attempt to work together to minimize confusion since they specifically work with convicted sex offenders.

Technology Committee
Annual Report 2017

The Technology Committee's oversight includes the maintenance of the COSA website (cosa-recovery.org) including the COSA Online Store, sending emails to the fellowship, maintaining the database of meetings, and various details involved in setting up emails, data storage, and things "techy".

The majority of the work involves maintaining and offering services through the website. At the beginning of the 2016-2017 service year our goals included increasing the number of members on the committee and continuing to support the board and fellowship with technical support. We also wanted to offer more MP3 recordings from earlier convention years.

We experienced a turnover in all of the positions this year, including the chair. Some positions had more than one turnover. Currently, all positions are filled, although our committee can always use more members, with or without technical knowledge, to enhance what we already offer.

Since last April, TechCom sent nearly 100 fellowship emails. This is the primary method of communicating information to the fellowship. We added the Chicago convention recordings to the COSA Online Store (and anticipate adding some pre-2011 recordings available in MP3 before the service year ends). We also offered a new service of one-click purchase of an entire **year's convention recordings at a 20% discount.**

The Technology Committee oversees the posting of information for the 2017 COSA convention in Orlando, *Step into the Sunshine*. TechCom now oversees the maintenance of the meetings database and updating meeting information on cosa-recovery.org as supplied by our registered meetings. We continue working with the Literature Committee on the standardization of cosa-recovery.org to meet COSA standards and with all committees to provide website and email services.

Our shared vision for the 2017-2018 service year is to continue with standardization of cosa-recovery.org to meet COSA standards, continue to increase the number of convention MP3s in the COSA Online Store, to enhance the visual impact

of fellowship emails, and to continue providing technical support to the board and fellowship.

Thank you for letting us be of service.

International Service Organization Central Office
Annual Report 2017

The central office for the ISO of COSA continues to provide support to the fellowship by serving as a hub for emails and a distribution point for literature. In the past 12 months the office has filled over 400 orders for literature from locations including the US, Canada, UK, Greece, Trinidad, and France. In addition to shipping literature, the office also provides bookkeeping support for the fellowship. This includes processing of recurring donations and group donations, as well as the monthly filing of required paperwork. Your donations to the ISO of COSA are tax deductible so, again this year we distributed contribution letters to all individuals who have supported the ISO of COSA financially during 2016.

I have had a few challenges in the office this year: a crashed computer, an outdated printer that wouldn't scan, and a search for volunteers but, I continue to be grateful for the opportunity to serve the fellowship.

The Central Office's vision for the future is to continue to streamline the accounting processes, effectively using technology to create a paper-free office environment that will allow auditing and review by board members across the country.

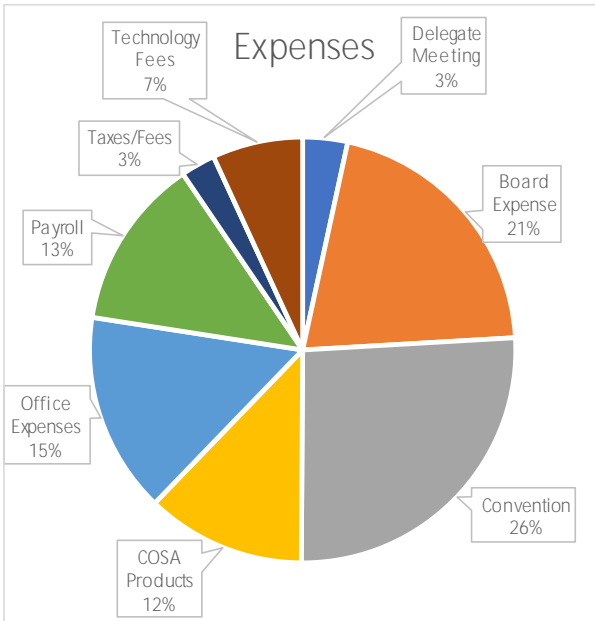
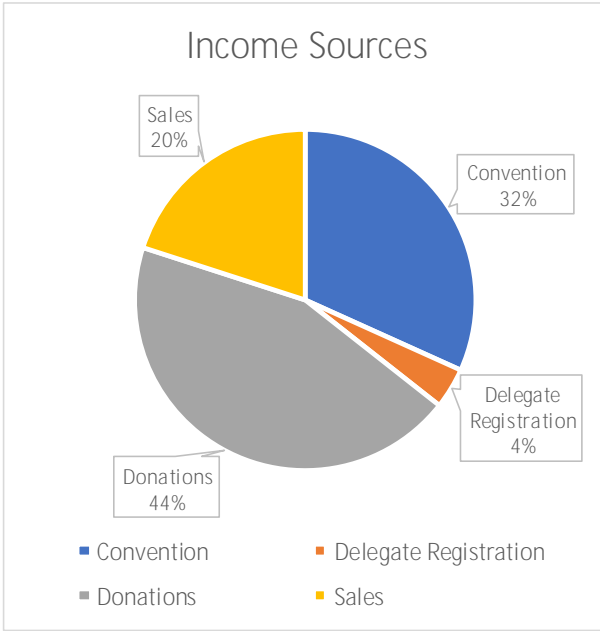
The office will continue to support the distribution of COSA literature to the fellowship and engage volunteers to support activities in the central office.

International Service Organization of COSA
Balance Sheet
July 1, 2016 - March 31, 2017

	Total
Assets	
Current Assets	
Total Bank Accounts.....	\$ 60,269
Convention set aside.....	\$ 2,000
Fixed Assets	
Office Equipment.....	\$ 323
Total Assets	\$ 62,592
Liabilities and Equity	
Current Liabilities	
Payroll	\$ 7
Sales tax payable	\$ -245
Long-Term Liabilities	
Reserves COSA basic text ..	\$ 8,500
Total Liabilities	\$ 8,262
Equity	
Unrestricted Net Assets ...	\$ 47,320
Net Income.....	\$ 7,010
Total Equity.....	\$ 54,330
Total Liabilities and Equity ...	\$ 62,592

International Service Organization of COSA
Profit and Loss
July 2016 – March 2017

	Total
Income	
Convention.....	\$ 7,833
Delegate Registration	\$ 1,374
Donations	\$ 22,576
Interest	\$ 4
Sales.....	\$ 7,912
Uncategorized.....	\$ 115
Total Income.....	\$ 39,814
Expenses	
Board	\$ 4,032
Convention.....	\$ 7,572
COSA Products.....	\$ 3,767
Office	\$ 7,208
Outreach.....	\$ 1,000
Payroll	\$ 6,312
Spring Branch ISD.....	\$ 50
Staff Travel	\$ 175
State of Kentucky.....	\$ 15
Harris County Taxes	\$ 170
Technology.....	\$ 2,503
Total Expenses.....	\$ 32,804
Net Income.....	\$ 7,010



International Service Organization of COSA
Board of Trustees

Vision for 2017-2018

This year, we want to show you that ISO service is worthwhile, rewarding, and an excellent opportunity to learn how to be more human.

Why? It's because the people serving now aren't here forever. They have term limits. They have other work to do. They have life emergencies. And rotation of service is the way of our fellowship.

If you have someone in your meeting who does ISO service, ask them why they do it.

Do you think of the ISO of COSA as them, those people over there?

The ISO of COSA belongs to all of us. It belongs to all of us who identify as COSAs.

Getting involved takes a big leap of faith. So does walking through the door to your first meeting. Scary, but you did it. And I'm guessing you're glad you did.

And I'm guessing many people will tell you that there are even more gifts behind that next door, the one between you and ISO of COSA service.

So, this year, we hope we show you why serve. We hope we show you we're glad we did. We hope you join us in some small way.