

Annual Meeting
ISO of COSA Board and Delegates
Day Two Delegate Meeting Notes

Sunday June 4, 2023, 8 a.m. – 1 p.m. Pacific Time

This meeting was held virtually on Zoom.

PUBLIC – COSA WEBSITE

Convene and Welcome

Board chair welcomed all delegates, gave a general overview of how the meeting would proceed, provided instructions for using the chat function, introduced certain attendees that would be playing a role such as collecting red, green, and yellow votes, organizing sharing order on voting matters, taking notes, time keeping, keeping video on whenever possible and other annual meeting guidelines.

Opened with Serenity Prayer.

Next:

- Twelve Steps were read.
- Twelve Traditions were read.
- Twelve Concepts were read.
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BOARD AND DELEGATE INTRODUCTIONS

Each delegate was asked to introduce themselves and identify the group they were representing. The following groups each had one delegate representative in attendance:

Delegate liaison, ONL 7

Fri TGIF onl12

Board member, South Carolina, Literature in Development Chair

Board Chair

New members ONL11

Former Board member, former Chair Nom Comm, handling red votes.

ONL 20, Thurs Champions of Change, handling yellow votes.

Board member & Outreach Chair

Monday Boulder CO 04, outgoing Board member

Texas 23, new Board member, handling green votes.

T01 meeting phone meeting

Houston, Sat morning, new Board member

TX 04 Houston

Tues step study, new Board member

Sat Step Study online

ISO office

CA 13 Irvine

Houston, Tues noon women's hybrid

Wis 8, Madison

UK Intergroup

Telemetering intergroup.

Alt Delegate, Tex 22 Houston

Naples Into the Light – Secretary

10th step daily telemeeting, 11th step daily telemeeting.

Monday night, Tucson
Long Beach, New Beginnings
Fri 5pm ONL, Let's talk about Sex
ONL 16, Board Member

REVIEW OF DOCUMENTS INCLUDING:

Rules of Order were read.
Guidelines for Participation were read.
Guidelines for Safe Communication were read.
Voting Guidelines provided by board chair.

2023-2024 Budget Discussion & Vote: ISO Treasurer Tracy S.

Vote on Proposed Budget (not sure if will be an up/down vote instead)

GREEN

YELLOW

RED

The Budget items for discussion can be found at the links below:

[Proposed Budgets Fiscal Year 2023-2024](#)

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:13107b23-d28a-3fed-8971-4060366dfaa5>

DISCUSSION:

Tracy S., ISO Treasurer

One vote which includes

June 2022 final

Current YTD, which is March

And 2024 Budget

ISO Treasurer presented each financial, then opened for questions and sharing.

Requested ten minutes for each financial.

ISO Treasurer announced her retirement from the Board to the delegation. She also requested that the chair call on hands since she may be distracted.

She served on the board for five years and was treasurer for that entire time. Expressed concerns about energy, time, and being able to fulfill requirements. She chose this service position because her higher power clearly put it in the place at the right time and she felt called.

She is happy to have been of service and proud of her accomplishments and having served through COVID. Did best to train replacement. Thanked all in helping her to grow into a leadership role.

SHARING SCREEN:

In order of dates:

June 2022

Quick overview of financials

3 main reports

1) balance sheet (records amounts at a single point in time).

Total bank accounts \$131,000 in total at June 30, 2022. All amounts are in a specific point in time, except for net income at end. Exceptions may be an expense for final hotel bill for Atlanta. Knew the amount by end of June but were unable to pay via credit card. Hotel did not cash the check until after June, 2022, so we put it in the correct time for the convention expense of 2022. Board has set aside certain amount of money for certain things. We cannot go below \$55,000 in our bank account until the basic text is edited and published. So the reserve will then be used. Reserve for operating is ongoing and can be increased or decreased by board.

Income line= net income for the entire period.

Were hoping for \$17,000 (middle column)

Were \$5,000 less than we were hoping for

Convention expense –

Total \$16,500 was approximate expense.

Lost about \$4,000

Total donations higher than budgeted

Sales, under

Came very close to estimated budget

Hoping for \$15,700

Hotel deposit \$16,000 (was hotel bill in total)

Were hoping for \$7,000, we did not make minimums according to contract

Other expenses

2021 board working weekend in 2021

Budgeted \$6,500 based upon f2f

Main – Outreach Committee (budgeted for Outreach/\$1,500 and \$800 for Eng/span translation

\$400 for COSA teen program

Supported UK for new website.

COSA products –less

Office expense – close

Payroll – close

Staff travel – lower

Tech fee – close

Budgeted \$4,000 in the hole, actually landed at \$4,000 +

DELEGATE

Losing this amount of money on convention, \$4,000, what percentage of our income would that reflect?

ISO TREASURER – we got \$4,000 total income, \$4,000 loss,
If we did not have the \$4,000 loss, we would have showed an \$8,000 income.

DELEGATE

What % of COSA's overall income is the \$4,000 loss.

ISO TREASURER - broken down differently.

Put \$4,000 loss into income.

DELEGATE

- what's income for the year?

What percentage of the income is the \$4,000?

ISO TREASURER - can you email delegate liaison with your specific question? Rather not spin my wheels and be thoughtful?

2nd question:

Compared to XXXX

When we were here last year discussed the challenge of timing of reports.

To what extent does this final doc reflect what we expected it to show per our discussion last year.

Are we doing better than we thought we would or not?

ISO TREASURER - we came in \$8,000 higher budgeted.

ISO TREASURER asked to place that in a formal written question as well.

DELEGATE- Money that the convention receives as income is pretty much money that rolls to the next convention. Some detail offered about various conventions. Expenses were offered in losing money, so the fellowship picks up tab to make up loss.

ISO TREASURER - understanding is the f2f did not involve changing the numbers she reported, it modified the numbers.

Since Virtual world has opened up, the convention committee comes up with their own numbers, we put those numbers in the financials. Have not given attention to money rolling over.

DELEGATE- 7% appears to be the loss. We have financials, rather than a business, trying to report a profit and spend wisely. Our reports look a bit different than what a corporate report would look like,

ISO TREASURER that is why we budgeted \$4,000 in hole.

Marlane- point out last year at in person convention we were just opening up after being shut down for covid, Still many felt not safe to travel and it had impact on our attendance,

March 2023 Financials we have less in the bank but the A\$11,000 for the final hotel bill wasn't paid until the current year. There is no reason to be concerned unduly.

Net income approx. \$3,700 Not final number and we haven't gone through the convention yet.

Virtual Convention budgeted A\$2,500, landed a little over \$2,000.

9 month actual in March-

Budgeted some f2f conv registrations (budgeted \$9,700 for year)

Donations very in line and slightly ahead after nine months

Sales a little lower, trend over last couple years.

Board Working Weekend - very close to budget

Still have-

Convention

Travel

Convention registrations.

There will also be a second Board Working Weekend this year, to tailgate on the Convention.

Convention expense, very little spent yet

Outreach – \$700 for conference, \$500 UK website

Office expenditures up. Insurance had to be paid full year.

Unexpected trademark renewal, was hired out to an attorney.

Payroll in line

No staff travel exp.

Tech fees in line.

DELEGATE - The Balance sheet 2023 vs 2022.

There is a CD we purchased for \$35,000. Look at the total bank account number.

Higher interest rate with CD.

Budget for 2024

Proposed budget for 2023-2024

A lot based upon prior year unless we know something is different.

Convention Income – approximately same as current year's budget. No commitment for next year or a decision on virtual or f2f, both. So this is based upon the current budget yet we don't know if the current year will turn out as expected.

Non cash income:

Board members and other key people go to the convention but don't pay. We put this in "income", and put it at bottom of page, as board registrations non-cash expense. Highlight in the expenses. COSA is making no profit but didn't want to skew it.

No changes to donations

Reduced sales slight, bc have been lower.

Greatly reduced board working weekend budget because it will be in conjunction with convention.

Should be less overall.

COSA Outreach Committee

New program for grants for individuals or groups to be used for scholarships and support groups having f2f retreats. This is all part of carrying the message.

No change to COSA products.

Increase for office payroll – office worker raise last year, very much earned.

Technology- website fees of \$3,000.

Board voted to make website upgrades, could end up being higher or lower but it will help COSA

members and non-COSA members find us easier by investing in carrying the message forward.

QUESTIONS

DELEGATE

Is this an expense for the convention as it was budgeted last year?

ISO TREASURER - We took last year's. Current convention is in approximately two weeks. They create a budget. For the following year's, we assumed it would be the same in the following fiscal year. All assumptions were carried to the current budget.

DELEGATE - \$3,000 in website fees, who is being paid? Is it an outside firm, or a COSA member?

ISO TREASURER - we have a tech chair that was the liaison between the consultant and COSA. Same person who redid the website. He is a "12-stepper", familiar with anonymity, etc. As things are changed on the website, they will go through the LitCom. They review for COSA-ness to avoid keeping things off website that are not COSA-approved.

DELEGATE Asked if tech consultant was a partner or related to a COSA, etc.

No.

CHAIR: EXPLAINS:

Late people abstain from voting if you did not hear full treasurer report

VOTING TO APPROVE THE FINANCIALS FOR JUNE 30 2022, THE INTERIM FINANCIALS FOR MARCH 2023, AND THE BUDGET FOR 2023-2024 fiscal year.

20 GREEN ONE YELLOW

SECOND VOTE ON ALL:

GREEN 28 YELLOW 1 RED PASSES

COSA Financials

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:979cb07e-adea-3fac-854b-f2ff0e18dcd8>

DISCUSSION:

COSA Profit and Loss

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:ae85852b-903f-39bf-8f63-6f43318e52d7>

Break

Vote on proposal regarding Delegate Meeting Timing:

Board Chair

Introduction by Chair offering overview of the transition of ANNUAL DELEGATE MEETING to Zoom, rather than in person.

ORIGINAL PROPOSAL:

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:9111d81e-2524-3e52-9f77-25c103228ce7>

PROPOSAL WORDING AS SUBMITTED:

Proposed Motion: (Be precise; one sentence, if possible) *That the future delegate meetings be held on two days, one in May/June and one in October/ November. One day will be a Saturday and one will be a Sunday. The board will set the specific dates giving consideration to holidays. The board will set the time of day as well, taking the time zones represented into consideration.*

Explanation of Issues and/or Purpose of Item: *With the change to on-line delegate meetings, we have more flexibility. Delegates have been asking for more interaction with the board throughout the year. Delegate meetings are getting longer and longer due to the fellowship growing and having more things to vote on (a good problem to have). At the same time, delegates have asked for more time to consider issues and more breaks during the meeting. As a reminder, when proposals pass, they are in effect until a new proposal changes them in some way. In other words, this proposal is intended to be permanent, but if changes are needed, a new proposal could be passed at a future delegate meeting.*

How this Proposal Might Be Carried Out: (Consider volunteer hours, volunteer or paid skills needed to implement) *There are already processes in place within the board and the Delegate Working Group to manage the delegate meeting. These can be adapted to two meetings per year.*

NEW PROPOSAL VOTE WITH FRIENDLY AMENDMENT:

That the future delegate meetings be held on two days, one in May/June and one in October/ November. One day will be a Saturday and one will be a Sunday. The board will survey the delegates to set the specific dates, but significant holidays will not be included in the survey. The board will set the time of day as well, taking the time zones represented into consideration.

Noted that if changes are needed, we can have proposals at different times.

GREEN²⁸ TOTAL REDs

As a reminder, when proposals pass, they are in effect until a new proposal changes them in some way. In other words, this proposal is intended to be permanent, but if changes are needed, a new proposal could be passed at a future delegate meeting.

DELEGATE

Asks that Linda's suggested friendly amendment was incorporated into the friendly amendment. Was Eveline's friendly amendment incorporated?

DELEGATE

Incorporated the first one... then we would do on a trial basis. Rather than putting burden of new proposal.

Thought was: "It will be built in, in a year after started, to see if we want to continue."

CHAIR- *if we propose to review in two years. What if we want to adjust it in one year? Maximizes ability to change it.*

DELEGATE- *concerned about significant holidays. Survey will NOT include significant holidays.*

ISO TREASURER *If the proper gets to choose what friendly amendments, they agree to. A whole other one can be offered at next year's delegate meeting. (editor is unclear on meaning of this statement.)*

CHAIR – *Friendly amendment suggested hold around time of virtual conv (editor is unclear on meaning of this statement.)*

DISCUSSION:

CHAIR- would spread out the delegate role and hopefully allow us to focus on fewer issues at a time. By having Sat and Sun would honor certain religious holidays. Friday is something else we can consider. Also there are many holidays that float on the calendar, such as religious holidays that move from year to year, so we have some flexibility to adjust for that.

QUESTIONS:

DELEGATE. Looking for an affirmative answer to this. Will we be able to look at financials and vote in better alignment with our fiscal year.

CHAIR. Because of the rule we have to have financials out 30 days in advance, you will be getting MORE up to date financials, but there is no ideal solution to this. It is dependent upon the timing of the meeting and board meetings.

DELEGATE

What do you see the meeting covering in the fall, vs the spring? Will financials be on once a year? How do you see this working?

CHAIR- part is not doing these days back to back, over time it would evolve. It would depend on what delegates and committees bring to the meeting. If we switch to this schedule, the opportunity would be every six months to submit concerns and proposals. Could even have a discussion at 6 months and a vote at the next meeting 6 months later.

Also, don't want to mess up LitCom timelines, so the spring date would be for LitCom.

Also keeping people current on budget, so not looking back so far

DELEGATE- bylaws did not restrict to when the meeting would be. Intent of bylaws would be annual meetings. Rest of time would be open for various motions to be brought forth.

Some people would get lunch breaks, breakfast breaks, depending upon time zone.

Still working with same 30 day timeline with materials? Yes.

Would financials be opposite time as LitCom issues?

Only vote one time on financials, other time we would be looking at them.

Would it be a diff person each time?

Would need 2 registrations per year, for delegate meeting. So two times per year registration.

Position can be shared by 2 people.

DELEGATE Why was it said we would have even more things to discuss? Book is done, hearing of exhaustion of delegates and committees? Why is it said it would be even more business? Why would there be a need for even more time for delegate meetings?

CHAIR LitCom will be finishing the book and then floodgates will open on revising and creating new literature. There will be a lot to do, requested to do, need to do.

Lots of things people would like to change, these could be discussed.

The fellowship is growing, that brings in new challenges.

DELEGATE- for selecting dates for May/June school year is finishing, consideration?

New survey as better time to have del meetings?

CHAIR - if we just ask for comments in this meeting, there will be one or another that would be excluded. In same time, with holidays, we need to be respectful and not want to put date as one of those

DELEGATE – since 202? delegates feel undue authority is coming from above, and delegates are not being given enough space for input.

CHAIR- I think it will help with not having to get business done in a compressed amount of time. It is something the board has discussed but won't fix all of it.

DELEGATE- having a meeting, convention where a number of partners cannot attend. Will there be an opportunity to explore that?

CHAIR will address in delegate comment section.

DELEGATE – Proposal is deciding if one day instead of two days in a row. With that in mind, how we used to see a proposal reach the agenda, there is like a year period. Xxx start over, discussing a proposal of how we do the timing of the delegate meeting.

.... When we come annually, and we vote on last literature final draft, we voted on those items.

Understand we have to wait another year to include or propose changes. Does the six months shorten that requirement?

CHAIR- it certainly could. Could be a proposal about convention. Discussion could lead to bringing back in six months. So it would allow for reconsidering in six months, instead of waiting a year.

DELEGATE- Will this proposal continue to allow the delegates three meeting to continue? Will it still be an option

CHAIR - Board and delegate liaison could hash out.

There have been requests for fewer required meetings. Could back off across the board or back off for returning delegates. Maybe dial down the mandatoriness

DELEGATE- - with something this new, timelines, schematics, financials, it would behoove delegates to attend these pre-meetings. If we move forward with two annual meetings, how will we disseminate the information?

DELEGATE- - Twice a year meetings – earliest would be a year from now? Is that accurate?

CHAIR - we could have a shorter fall meeting, if there is business. Maybe that is the best way to practice and get into it.

DELEGATE – would vote for a shorter fall meeting. Delegates need to have input on time and day of meeting. Board wants to take out options of holidays. Past, we had meetings on Memorial Day weekend.

Can the pre delegate meetings be required and more targeted towards upcoming

Can we do a 15-minute break every two hours??

DELEGATE - If we change the financials to a Jan 1 to Dec 31 year, would not matter when we have

the convention, can we do that so the delegate meetings are scheduled to accordion (editor is uncertain of meaning here) to final records of the future.

DELEGATE- - there is a procedure beyond the scope of this proposal.

DELEGATE- – are we going to have enough time for that with the votes? Yes.

POLL RESULTS:

GREEN 22

DELEGATE- We are a program of progress not perfection. Amendment is intended to be permanent but can be adjusted for next year. We will find problems and benefits from each year.

Overall, we may have to go into the weeds a little bit and see what works.

DELEGATE- I am really grateful for this proposal. Several meetings use a co-delegate or alternate delegate. Rec some meetings are smaller and can't do it. Delegate working group was able to get much accomplished, it is too much work on one person, and group could accomplish the larger tasks so we will have even more servants in time to come. Option to put prop next year we can make the changes needed.

DELEGATE- Like this proposal, the need to debate things in COSA continues to expand. Biannual meetings the chair could stretch one of the meetings or more and not necessarily exhaust the delegates. It is a way to expand the capability of COSA to govern itself and not exhaust the delegates. Today and yesterday would be the same as a Saturday or Sunday in June or October.

DELEGATE- what happens if it does not pass?

CHAIR- it would revert back to the board setting the timeline.

DELEGATE- I am thrilled with this because there is such a blessing in not having the delegate meeting at the same time with conv whether virtual or in person. Spreads out service without it being incredibly concentrated all in one.

DELEGATE-

Allows our fellowship to be more flexible, and can get more done. We would be faster on our feet, absorb info and make decisions. It would spread out the workload. Wouldn't like the hands of the board tied. Anticipate that when the book is complete, for LitDev can now write new literature. Love the idea because the LitDev committee will be writing more stuff for our meeting.

For the delegates, some meetings are small. Could we have a delegate pool, delegate on loan program?

DELEGATE- Concern would be to navigate to Sunday only but supports twice a year.

DELEGATE- comments on more efficient, yesterday something narrowly passed, due to time frame. If we had more flex of twice a year, we would be in better place to get it right and people do not have to worry about holding the entire process up.

DELEGATE- – Voted green. Been interested in other comments and proposals that have said. I liked the idea about changing the fiscal year, when we have a meeting, we look at the entire year prior. Also like the idea of meeting 2x per year, adjust to Feb/March and Aug/Sept. Appreciate others' alternative view shares.

DELEGATE- – In proposal board will make adjustments to specific holidays. They are trusted servants and I do trust them to make the decision to make the fellowship work as a whole.

YELLOW 6

DELEGATE- Concerns

Hope to see firmer idea that we are splitting financial and literature and are closer to idea of reviewing a more complete fiscal year.

Want to echo concerns of members of the minority relating the issue of Saturdays is not trivial, certain date in Oct or Sept I would welcome that.

DELEGATE- Concerns and see a lot of good with splitting. Could be lower participation at second meeting. Lower attendance at pre-delegate meeting.

Volunteers time and energy- new delegate and working comm may not have enough input in what they can accomplish in coming year.

Board chair and board members

People leading the meeting concerned about their input in this decision as well. We don't know who these people are next year, Would need to double up time in meeting, such as doubling up comment section, committees, participation, etc.

DELEGATE- Feels fuzzy but a lot I like, How will it play out each time. Friendly amendment suggestion:

Add delegates have significant input into the date and time. DO this on a trial basis. Bring it back and see how well it is working to get delegate input.

DELEGATE- I like this idea of two meetings a year, offers: if we change the finance to Jan 31 from Jan 1, maybe we need to have the delegate meeting in Feb with a clear understanding of what happened for the year. Maybe convention needs to be in June or July? If we have a delegate meeting in Feb, we will have much clearer information on what is going on and what is happening.

DELEGATE- – friendly amendment

Have deegatel meeting around the virtual meeting that was held in Feb and have the second one xxxx.

We form a delegate planning committee to help transition this into next year. Maybe with another delegate meeting this year as a test basis.

RED 3

DELEGATE- I cannot ever attend on a Sat on Zoom. Have concerns how one person can be the delegate for both times with one day a Saturday or both on a Sunday, then one person could attend one day or the other. Concerns about diversity of who is representing the group barrier to a person being able to do it, if on board, you should be at both of these meetings.

DELEGATE- Important on Zoom what we are voting on, please restate what we are voting on?

Budget and Finance – presented by: Tracy – B&F has a very narrow focus yet there are a number of moving pieces to this. Need to be flexible and how to coordinate many things. We do monthly financials for the board, monthly tax return, ongoing back accounts, credit card, any financial issues we might have. Our budget & finance committee is currently full. Enough people with separation of duties. Checks and balances is a good thing.

Literature Committee – presented by Chair of Lit in Development

Opportunities for service with LitCom are welcome and wide open. We need the bodies and manpower to do that. Looking for people who will be part of the process, which is a monthly meeting. After book is complete we will be updating language on the website. Did survey about fellowship's interest for future projects. Always looking for writers and editors. Need a committee manager. Need layout and design person.

The Balance

Expedited Review

Lit in Dev

Nominations - presented by outgoing NomCom Chair

Looks for talent that can serve COSA. Primarily recruits folks to become board members as well as other open service positions. Last year delegates requested that the processes should be opened up a bit. Primarily committee networks with people who have the skills to serve on the board. And show them that they have the talents and abilities to serve on the board. Then wait for them to decide.

Recruitment is hardest.

Approaching

Getting an application in

Series of interviews

Then nominating committee meets and recommends to board

If board agrees candidate is presented to the delegates.

Delegate Liaison

Deegate Liaison not board member but liaison to board. A meeting with 5 members is as important as a meeting with 50 members. Keeping true the fellowship's Traditions allowing each meeting to be equal. Delegate working group this year was formed to implement changes that were suggested in survey. Had conflicting requests to create community. Created quarterly update meetings and committee chairs took questions from delegates. We were able to spread out throughout the year. Also uploaded recording to website without requirement to attend the meeting.

Task was much too large, so delegate working group was valuable and helps to ensure individual voices of meetings are being heard.

Convention Committee

Information in the polls was 50/50 about being with SA, Memorial Day weekend. We tried something new this year. Showed virtual. Meet each month.

Technology Committee presented by outgoing chair.

Eveline: TechCom is quite small and quite nimble. Need people to be of service and we are liaison to every committee. Coordinate through website, emails, surveys, MailChimp. Need MailChimp coordinator, need someone savvy with graphics or search for graphics, need help with emails. Interact with newcomers. Not only ISO of COSA but also CZR. Any help is appreciated. Don't have monthly meeting. Smaller committees for various portions. Could be texts or one hour meeting.

Outreach Chair

Are grants and scholarships available. Resources tab on website.

Trying to attract but not promote. Getting out to other events. Went to SW conventions and interacted with 150 people who did not know about us.

UK \$ support for website and getting literature to them.

COSA Teen- did not end up taking off.

Getting pamphlets translated into Spanish.

AdHoc committee – to eval application for scholarship and grants

Need help with communication with contacts made with outside

Always ideas out there.

Break

Delegate Questions/Concerns/Comments

(Delegate can bring up issues from their local meeting, ask questions about the Annual Report, and/or ISO activities)

TOPIC: required delegate meetings

DISCUSSION:

DELEGATE there was only one required delegate meeting. Others were optional.

TOPIC:

DISCUSSION: Will future delegate meetings be online only? Could change?

As of proposal today, it was changed for the future going forward for Zoom. A new proposal can be presented to meet in person.

TOPIC: 2 related-

DELEGATE– wanting COSA convention reunited with SAA. Many feel should be reunited in same hotel. Can hear SA perspective from another, not their partners. Oakland, did feel safe.

DELEGATE- Many prefer convention be held side by side with SA. Survey went out, nothing went to delegate to share results of survey. Delegates should have this info. How can we proceed?

DISCUSSION:

DELEGATE – last year SA decided to hold their conv on different weekend. Last year we asked some members if they were attending the NY convention. Heard only back from a couple from HIR. I am the only one I know attending the SA conv. Plan to be the liaison. And will have conversation with them about having convention in conjunction with them. If not, at least have a small group of COSAs and hold a small amount of meetings to keep the communication open. I will continue to do this in COSA until there is someone else.

DELEGATE– be awfully cumbersome to involve delegates with previous question. It's not a decision made solely by the board. We poll the fellowship and include convention committee at the time the decision has to be made. It would be great to have more transparency and communication.

OUTREACH CHAIR- survey went out, results were 50% split.

Who decides, that is by the convention committee. All is one by volunteers and that committee has the trusted servants that do it.

DELEGATE- clarify not saying the delegates would make decisions, but rather motions and discussion about whether we will be side by side with SA. Rather at the conceptual level, this meeting, first I heard of the survey results. Maybe every other year to meet people's needs. That's the level delegates should have input on. Serve on the ConCom for many years, it is only recently that there is an issue with the date. Delegate input is very important on this subject.

DELEGATE- since covid board has been experimenting with virtual. All of COSA, how it works is still an experiment. Can't afford to go with attendance that happened last year. SA gives zero consideration whether we want to be there.

DELEGATE- we can't always learn where SA is having their convention.

DELEGATE- will know more this year when we are side by side.

DELEGATE - Survivor of childhood sex assault.

Wants to place before collective conscience as we move forward, to take seriously the use of "another" person's sexual behavior. Concerned we no longer make as safe a space as we could for some of us who are victims. Fast forward, don't want people to be excluded.

Ask you to consider this, if you were the victim of childhood sex assault or workplace, how would you feel if you were seated side by side with the offender.

Those of us who have left our relationships or never had a partner. Ask us to take hard look at that.

DELEGATE- a member came to their meeting and assumed it was for someone with sex addiction issues. It was awkward and have someone who is raw. Didn't know when the wording was adopted. Let new person know what COSA was for, and directed her to S meeting. We offer people this is a safe place and you say what you need to say.

DELEGATE- this is a discussion that has been going on for years and years. Made quite some time ago. At least since 2006. If you look at the SA third tradition, it is clear that it is for those who want to Stop CSB. Ours says "affected by". It is simply handled to let that person know. There is a process to change the Traditions, but it is not easy to do.

TOPIC: Anonymous

What is the process to change Traditions? Alanon's 3rd Tradition clearly states "another person's" behavior/action. "The relatives of alcoholics, when gathered together for mutual aid, may call themselves an Al-Anon Family Group, provided that, as a group, they have no other affiliation. The only requirement for membership is that there be a problem of alcoholism in a relative or friend." Why is our 3rd Tradition different from Alanon's, the fellowship our fellowship is modeled after?

8.3 STEPS, TRADITIONS, AND CONCEPTS In order to change the wording of any of the Steps, Traditions, or Concepts the following procedure will be followed: 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 both 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.

DISCUSSION:

CHAIR- ¾ of meetings, 75% of our meetings would have to respond to a proposal to make this change.

2nd question:

DELEGATE – Understand “double winners”. That means there are two addictions going on. For the SA their behavior is all about sexual behaviors. In COSA the behavior is more about the addiction to the addict. A bit confused. I have behaviors where I am addicted to a sex addict.

DELEGATE – I am a functioning quadruple winner and eligible for other 12 Step fellowships. Anyone can make that very difficult to change the Tradition, but I think people working on our basic text overcompensated, if our Tradition says “CSB”, it doesn’t mean we can’t clearly state at the beginning of the book “affected by another’s”. Can not do this without having change to our Traditions. It’s appropriate and doesn’t violate the trad,

DELEGATE- Perhaps it is how we announce the info for our meeting.

Open, closed, open to COSA’s only, this info should be posted to your meeting info.

We had a problem in our in person meeting, person shared, showed up late, was first to share.

Became clear she was a double winner. “in this meeting we talk about this, it is important to attend this other meeting”. Don’t have to be mean about it. Be clear what our meeting is about.

Next....STRONG OPINIONS ABOUT NOT USING “OTHERS” COMPULSIVE SEXUAL BEHAVIOR

Understands there was a decision made, not sure who made it, etc. I know people have opinions about being called co-dependent, if it has been discussed and decided. Can we communicate better about that.

DELEGATE- I am unclear about what COSA represents. Are we a fellowship that has been affected by compulsive sexual behavior outside of ourselves. To say others, person, ind. But by removing others

Are we “affected by something other than ourselves”?

Not clear on what the fellowship wanted or the history on this decision. Would like that information to be made available.

DELEGATE- How do we cut the baby in half, if we feel strongly to make a motion to change language of the book we have option to do so. I have been there since the beginning. It was focused on “another’s” CSB. I have discovered it is not all about that other person.

We have a plethora of varying degrees of each person’s situation. I will speak to AC of SA’s. It can include as a child you were affected by CSB. Would it be possible if we stayed focused only on that other. We know in COSA on how to welcome a COSA, we don’t need to put confusion and definition on words.

DELEGATE- othering scares me. It is part of my disease. I can’t go there because I am an “other”. Would like to keep the language the same. COSA can do more about the trauma that comes into the

room.

Anonymous Double Winners are just that - they have 2 addictions going on. Thus the word "Double". If our first step is the EXACT same wording as SA, there is no "Double". COSA is about the addiction to the SA. The BEHAVIOR of the two programs are different. SA's are welcome to come to COSA if they are ALSO displaying COSA behavior. A COSA going to a SA meeting is welcome if the COSA has SA behavior. If not, the COSA will not find help in an SA meeting.

DELEGATE- If our first step was same as SA. didn't know what Steps and Traditions were, I came because I needed help. It was because of our Third Tradition. We are very different fellowships. Don't want to make changes that closes the door to those who have been affected by CSB.

DELEGATE- – communicate history.

How about writing Balance articles on both sides of the issue.

In my experience all of us have been affected by another person's sexual behavior. It is almost splitting hairs to exclude SA's but our subject matters are very diff between the two. If you identify as a COSA you're a COSA. As long as I identify and I want to recover the way COSA offers, I am welcome. Not welcome to talk about sex addiction or acting out, but I am welcome to COSA and talk about COSA issues.

DELEGATE- first two fellowships are grandmother and grandfather. Both, alanon, groundwork is talking about how you were affected. Welcome with boundaries, website, meetings, book level.

NEXT

DELEGATE- Two things regarding change in procedure and what it will take to change these:

1. Can we have an opportunity **to ask questions to the board nominees ahead of time?**

I think more dialogue would be a nice addition before voting on nominees.

DELEGATE- we ask questions, transcribe the answer and keep it. Haven't put on website attaching to the candidate (editor is unclear on writer's meaning).

DELEGATE- think this is an excellent point. Cuts to the heart of wanting to see radical transparency and grassroots changes. I know there are people who made a sincere effort. I have to say we are not in a process that our delegates votes don't mean what they should.

DELEGATE- inform the delegates, this was the discussion at one of the delegate meetings and listen to the audio recording.

Maybe post those questions and answers on the website? Maybe have some pre-meeting meetings host the nominees?

DELEGATE- *input was limited at delegate meeting.*

How can this be addressed? Can we have 15 minutes for open questions? Would like to hear ideas and see what happened in this meeting where a delegate had some good ideas but in process of survey, potential that no one can change, comes back and can only vote on it, something that allows a couple words changed or phrase to be considered.

Told we are going to have more meetings.

DELEGATE- *delegate meeting the topics are open for suggestions. Any delegate can suggest a topic for a meeting.*

DELEGATE- – *the point of the meetings was for open discussion and if one had a question, to ask it*

DELEGATE- *didn't know we could suggest topics. Would be nice to find a way to . NO discussion of the proposal before the meeting. Appreciate feedback about making sure the topics can be suggested for these meetings.*

DELEGATE- I'm confused about the status of the Introduction and Welcome voted on yesterday. Both drafts had notes at the end that stated they were being submitted for a delegate vote but also that they will not be included in the book. I'm unclear what delegates voted to approve if they're not being published. Could someone clarify?

DELEGATE-

Footnote at bottom of chapters, says it is "draft" for the footnote. It will not be included.

Public question- will take back to committee. LitCom is open for others to participate.

Can always look at processes going forward.

Things like "voices", website, mediation book, these are very personal writing, so they are not necessary writing on the Steps, Traditions, and Concepts, so it will have a different process to follow.

DELEGATE – recommend that these questions are all posted. The audio was sent to all to hear the conversation on how this will be voted on.

DELEGATE- I think in general. 1) would be good for the delegates to have info. 2) I don't know what I don't know.

It would be nice to know what I don't know regarding everything, not just literature.

DELEGATE- The LitCom is big and very active. We do a lot of study and discussion of honoring the Concepts and Traditions. Concepts guide my work.

Concept Three gives us the right of decision. Concept Six- chief initiative and responsibility belongs with the ISO, (the committees). Concept Ten- we have a service responsibility matched with equal authority. Concept Twelve – whenever possible we reach substantial unanimity.

We rely on these concepts and use them in making decisions.

DELEGATE- *Remain concerned about transparency and democracy of COSA.*

Although we have made some strides in the past year, I remain concerned about the transparency, diversity and democracy of our organization. Board and committee operations remain opaque, and the delegate meeting still endures rubber-stamp pressures. The rank and file of COSA does not yet have sufficient visibility and influence on nominations, literature, finance and other key functions. For example, on the Nominating Committee, we still don't have a way to get a slate of candidates in front of the members before they are voted on by the committee, and there is a lack of consensus on that committee on what constitutes a quorum. The idea that a candidate may not be approved continues to be anathema. Literature is still very much a black box, where documents are circulated but there is not even a simple 'received' type acknowledgement of most of the emails and feedback submitted. We may spend hours on feedback and then all we can do is wait to see if it has been included, at best having just one more opportunity to provide this same, one-way feedback before an up/down vote. This is completely unacceptable, leading to impressions of high-handedness and exclusivity which is met with cries of overwork and self-sacrifice when challenged on why a simple acknowledgement was not given, much less any effective forum for two-way communication. How to provide feedback or effect change on the website is even more opaque and one-way than the Literature Committee. We need much more of a town hall/open forum mechanism. Asking for change is met with resistance and cries of how overburdened the board and committee members are, with no

bandwidth for extra work. And yet, because we are still too insular and narrow an organization at the top, this overwork is the natural consequence of too steep a pyramid. Certain changes, such as to the Traditions, remain a murky process that the average COSA has no idea how to implement. Participating in how COSA is run remains a complete mystery to most members. The bylaws, for example, are not prominently featured on the website. In the end, we are asked to trust our 'servants' and to believe that Higher Power will magically sort it all out for us. Sadly, what most of us who have survived childhood sexual abuse, not to mention partner betrayal, is that it is perilous to give unearned trust. Secrecy, 'because I told you so' and 'why don't you trust me' are all very dangerous themes to anyone harmed by someone else's compulsive sexual behavior, and yet, COSA often operates precisely this way at the upper levels. In the spirit of recovery, I ask COSA to continue to work to make a broader organization in its working committees, to create feedback loops that actively solicit input and guidance on at least a monthly basis from the rank and file, and to continue to create an organization with wider appeal to the millions of people who have been betrayed, harmed, and exploited by sex addicts. At the moment, we are serving just a small portion of this population: partners of men in SAA and mostly in a single demographic. We can and should do more, and the dropout rate of newcomers speaks to our failure to reach those who still suffer.

Not yet open enough. I hear defensiveness, overwhelm, claims to authority being commensurate with being a trusted servant. I feel there is a groundswell in this organization to make it more grassroots. I don't think we are serving the rank and file of our fellowship.

Still doing too much rubber stamping and not enough visibility in our organization. I realize that comes from people wanting the best for COSA. I learned not to trust and have red flags go up, trust things will work out, the problem is me. How do we make this more bottoms up>> Transparent.

DELEGATE- One thing that has been valuable to me in coming to meetings, service and reading literature and reading other shares is Take what you like, and leave the rest.

I could not have all my colleagues agree with me in my profession. The SA book is an atrocity to English, but they carry the message. I don't agree with the wording about am grateful for the work that has been one (editor is unclear on writer's meaning).

I have also found that clear is kind. The more we are not clear about ourselves and what we are....ex: did service work for Zoom room.

DELEGATE- on board for three years, eye opening. Two years in a row, tried to reach every single group to find out what was going on? Asked how are you using COSAs In the Know. Some never heard of it. The silence is deafening. We ask for help but nobody is giving it to us. The info we are asking for is not being seen by the whole fellowship. Need for us to all be together.

NEXT.....

Anonymous

Can the board mail out information to the groups? Members don't regularly check the website. A printed copy passed around a meeting will efficiently spread the information. Members can be encouraged to look at the website, thus increasing website traffic. We leave the bag at the church in a cabinet. The church could put the mail there.

Yes. The office is mailing out to members per request. Can simply ask for the Balance to be mailed.

DELEGATE- we have not been publishing since May/June last year. When will it restart? Do we have

a balance coordinator?

DELEGATE- Balance coordinator moved to another role. Asked and asked and asked someone to take on that role.

DELEGATE- suggestion about that, like MailChimp, think about our audience. Not going to the website, I think the ISO board needs to go to the local meetings. Why can't we mail something to the in-person group to pass around? Getting a hard copy to the meeting location would be effective.

DELEGATE- info about info- one of the things ISO is tasked with to contact every group, get status, what they need. The majority of the groups' contacts did not respond at all. The desire for transparency is a two way street. This is one of the roadblocks to transparency.

DELEGATE- Our meeting is hybrid. What are some tips and successes other hybrid meetings have that helps their meetings run smoothly? How are you able to encourage greater participation of Zoom members?

DELEGATE- we have one phone or a separate speaker that is on for sound and everyone has their phone in front of them. With the phones, we can see everyone on the screen. Opening acknowledges those on line and those in person,

DELEGATE- group purchased a laptop for the purpose of the virtual meeting when we went back to in-person; sit in half circle around a laptop. Have a WhatsApp group to communicate. Zoom folks tend not to respond or share as much,

Also 12 Group Inventory questions to engage and put the question out at at beginning of month, talk at end of month.

DELEGATE- attend a couple of hybrid meetings, online, local meetings, downloadable pdf, printed out schedule for those meetings. People do cruise the site. We have an email for those online and a text number available.

DELEGATE- UK hybrid- will do in the room, then move to zoom.

DELEGATE- we have the same prob San Jose Just split and did in-person. Is a successful hybrid in San Fran where in-person is too small to maintain in-person, part of the success people know each other that attend online. But through retreats and other things they know the people. Is there a way to reach out to the Zoom eople to get to know them?

DELEGATE- There seems to be a discrepancy between parents who say they want a Teen program and teens who are willing to attend a program. Or something. Any idea/suggestions from the delegates would be welcome. We've not had any inquiry in months, and yet, when I talk with COSAs, there seems to be an interest. I don't want to ask for more work for me, but if there is a need, I do want COSA to be able to fill it. Are there delegates who would be interested in joining this endeavor? Or has the board already nixed this idea and I'm just behind times. Another COSA and I are no longer attending meetings, but I'm willing to if there's a need or if we need to be doing things differently.

DELEGATE- parent of teen. I am probably not going to attend that meeting, if told to do so. It would take a young teen to have some experience in Twelve Steps to be attracted.

DELEGATE- - time for COSA teen meeting is still there. If someone contacts us to get the password two COSAs will be there.

DELEGATE- - another fellowship has meetings for teens, the solution is beautiful, but the door is open.

DELEGATE- Really glad alateen was brought up. To just reach out to facilitators of alateen meetings and how it has happened for them, etc.

DELEGATE- assuming a lot of outreach has been done. Always questions about children. Have offered the information to these groups.

DELEGATE- RE TRANSPARENCY- black box. To my knowledge, all committee meetings are open. Members are welcome to attend the meeting. Particularly LitDev that is a really busy committee, not trying to hide anything. We would welcome anyone to sit in on our meetings to satisfy their curiosity about what it is we are doing.

DELEGATE- as earlier, clear is kind. Doing work for Zoom room, password inquiries, asking what brings you to COSA. 5-10% of time it would be the SA. They were desperate to find help to save marriage, etc.

They may have found COSA to do that in. Not just SA's aren't clear, social workers sending SA clients to COSA, rather than SA. So something is not clear.

DELEGATE- address communication aspect. How can we make....

There are a lot of hits, people viewing our website. What about the other people who don't do that? As a new person coming back, was pre-tech before. The WhatsApp communication tool has been profoundly utilized in the Step study I am a part of. There is a major COSA WhatsApp group, there is COSA updates in the UK but received many questions from people from all over the world. I would suggest the board members take a look at the conversation taking place on technology. I find it just wonderful.

Can talk about back and forth of communication.

DELEGATE- Clarify and follow up

What is the things about making it accessible.

I am challenging how we show our work, how do we have people become part of every step of it. Example of lack of clarity- more UK it is an issue. We do have SAs come into the meetings with traumatized COSAs. Another all-day event – “has your life been affected by CSB” if I were a sex addict I would think it was for me.

DELEGATE- I am recovering from black & white thinking. Everything in my recovery is about finding a place between the two extremes. Table manners is a form of boundaries. When I am at one fellowship, I follow their protocol. It is both newcomers and double winners

More important COSAs than sex addicts. Floored that some people showing up at Zoom meetings are told this is not for you.

They can be directed to options. All on the same team, grateful for everyone, and there is a solution. Most likely between the two extremes.

DELEGATE- We had issue in the Bay Area and had SAs qualifying as double winners. Used to saying Hi I'm so and so I am a SA. Can be handled in the script. Might want to look at a working group, on Third Tradition and help the fellowship better improve communication in fellowship as a whole and how to make things more transparently.

DELEGATE- - minutes from every board meeting, they are posted on the website. You can view the minutes.

Evaluations

Close with the Serenity Prayer

