

CoDA Step/Tradition Of The Month Study Group
Assignments Schedule For 2020
Sunday's 3:30 pm Eastern on 712-770-4160 PIN: 475271#
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**STEP ONE: WE ADMITTED WE WERE POWERLESS OVER OTHERS-THAT
OUR LIVES HAD BECOME UNMANAGEABLE**

January 5, 2020: We will listen to the Step 1 portion of the CoDA CD's on the 12 steps, which is 13:28 in length, followed by our sharing. We will then receive our first Step 1 assignment, to be shared on next Sunday.

January 12, 2020: From CoDA Text Book P26 to middle of P27, 2nd Edition, Para 1 + 2: *We admitted we were powerless over others-that our lives had become unmanageable.* **On powerlessness-**Until now we had applied self-control, obsessiveness, and our own clouded thinking to our problems of living. When our relationships broke down, many of us just tried harder, applying our arsenal of misinformation with a vengeance. Our self-will took many forms. We were overbearing. We were people-pleasers. We conformed. We rebelled. We blamed. We hurt ourselves and we hurt others. Some of us had to go to the edge of insanity or death before we were willing to admit our powerlessness. And all the while we were convinced we were doing the right thing. Where was success?

On unmanageability-Chances are that by the time we reached CoDA our lives were out of control. The coping skills we had relied on for a lifetime were no longer working. We were the victims of a compulsive way of behaving so subtly powerful and damaging that no ordinary means could break it. Our lives were truly unmanageable. It was at this point that our old ideas began to crumble and we became open to the possibility that there might be another way.

Excerpt from Step One in the CoDA
Twelve Steps Handbook

January 19, 2020: From CoDA green 12&12 Workbook P9, Para 1 & first three questions on P10. *We admitted we were powerless over others – that our lives had become unmanageable.* –Step One

Step One begins our personal relationship with the Steps of Co-Dependents Anonymous. We admit we are powerless over our disease of codependency to ourselves and to others. As we do this, many of us begin to experience a sense of belonging and we see that we are not alone. Even though new behaviour may feel uncomfortable, we can address each situation in our lives one at a time with the Steps, beginning with Step One. We can stop trying to control; we begin to establish a new relationship with ourselves.

These questions are intended to help you work Step One:

- Am I controlling? How?
- What is the difference between being powerless and being empowered?
- When I let go of others, how am I then empowered? How does this make my life manageable?

January 26, 2020: From CoDA green 12&12 Workbook P15, P1 & first three questions on P16. *Our Common welfare should come first; personal recovery depends upon CoDA unity.* –Tradition One

Beginning with Tradition One, we practice new behaviours and follow new guidelines in order to restructure our lives in recovery. We become willing to let go of our own egos and personal agendas in order to support the common welfare of CoDA. We learn to speak our truth and we allow others the same privilege. We honor the group conscience process by acknowledging our Higher Power. We let go of our need to control the outcome and accept the results of the group conscience.

These questions are intended to help you work Tradition One:

- Why is CoDA unity important to my personal recovery?
- When placing CoDA's welfare first, do I give up anything?

- How does honoring the Twelve Steps and Twelve Traditions (common welfare and unity) create a place for my personal recovery?

STEP TWO: CAME TO BELIEVE THAT A POWER GREATER THAN OURSELVES COULD RESTORE US TO SANITY

February 2, 2020: We will listen to the Step 2 portion of the CoDA CD's on the 12 steps, which is 12:53 in length, followed by our sharing. We will then receive our first Step 2 assignment, to be shared on next Sunday.

February 9, 2020: From CoDA Text Book P31 to top of P32, 2nd Edition, Para 1 to 3: *Came to believe that a power greater than ourselves could restore us to sanity.* **Came to believe-**In the beginning, we came to believe by attending meetings and listening. We heard others as they described a relationship with a Higher Power. We noticed that those who maintained a regular connection with this Power experienced what we sought- RECOVERY. Because we were members of a Twelve-Step program, the form of this Power was left to each of us to discover. We became willing to entertain the possibility there was something that could do for us what we could not do for ourselves.

Restore us to sanity-With the help of others in the program, we began to look more clearly at our own behaviour. We discovered a great truth in Step Two: that continuing to act in a self-destructive manner, no matter how well-meaning we believed we were, was insane. And once this behaviour became compulsive, any belief we held that we could control it on our own was equally insane.

Becoming honest with ourselves was at times painful. The reward was magnificent. As we came to believe and embrace the simple and profound truth offered in this Step, the seed of humility produced by our admission of powerlessness in Step One was nurtured. We experienced a sense of freedom and hope by our willingness to have a true Higher Power. At this point our faith emerged.

Excerpt from Step Two in the CoDA
Twelve Steps Handbook

February 16, 2020: From CoDA green 12&12 Workbook P21, Para 1 & first three questions on P22. *Came to believe that a power greater than ourselves could restore us to sanity.* –Step Two

Having admitted our powerlessness in Step One, Step Two asks us to trust. We acknowledge our need to believe in, and rely on, something greater than ourselves. For many of us, this is the first time we are able to recognize that we are not the center of the universe. There is a plan and a power greater than anything we could possibly imagine on our own. We may now recognize the painful consequences of allowing others to be this power for us. We can experience humility, and relieve ourselves of grandiosity and our obsession to control. We are not the “power greater than ourselves,” nor can others be this power for us. We begin to see how these patterns of thinking and behaving created unmanageability in our lives. Believing in a power greater than ourselves can restore us to sanity – if we are willing.

These questions are intended to help you work Step Two:

- Do I need to believe in any power other than my own?
- What, if anything, prevents me from believing in a power greater than myself?
- How can I find my Higher Power?

February 23, 2020: From CoDA green 12&12 Workbook P27, Para 1 & first three questions on P28. *For our group purpose there is but one ultimate authority – a loving Higher Power as expressed to our group conscience. Our leaders are but trusted servants; they do not govern.* –Tradition Two

Tradition Two reminds us that a loving Higher Power is greater than the individual, group, or trusted servant. This Tradition allows us to experience humility by recognizing where our direction comes from. This Tradition points out that no one person leads the group, makes plans for the group, or provides answers for the group. The group conscience process offers us

safety. Without crosstalk, arguing or shaming, we become willing to speak our truth, remain open to others' opinions, and let go of results. We listen to what is being said, instead of noticing who is saying it. Knowing we can take care of ourselves, we can experience our feelings of vulnerability. We are afforded the opportunity to say we have changed our minds. We can also release black and white thinking, such as: "If I am right, you are wrong," or "I must have all the answers." Knowing that group members can only speak from their place in recovery, we strive to avoid judging one another. We believe in progress, not perfection. We honor the outcome of the group conscience.

These questions are intended to help you work Tradition Two:

- In light of Tradition Two, what does a "loving Higher Power" mean to me today?
- How does the group conscience begin to establish CoDA structure?
- How does Tradition Two help me to accept the group conscience?

STEP THREE: MADE A DECISION TO TURN OUR WILL AND OUR LIVES OVER TO THE CARE OF GOD AS WE UNDERSTOOD GOD.

March 1, 2020: We will listen to the Step 3 portion of the CoDA CD's on the 12 steps, which is 17:46 in length, followed by our sharing. We will then receive our first Step 3 assignment, to be shared on next Sunday.

March 8, 2020: From CoDA Text Book P35, 2nd Edition, Para 1 to 3: *Made a decision to turn our will and our lives over to the care of God as we understood God.* **Made a decision-**We had admitted our powerlessness over the compulsive behaviours we had practiced for so long. We were beginning to believe a Higher Power could relieve them. The next Step was obvious. If we believed we were powerless and that a Higher Power could transform us, why not accept it? Why not give God a chance where we had failed? Besides, what did we have to lose but our misery?

Our will and our lives-Our old ideas called out to us to return to self-will. Once again, we attempted to play God in our lives and the lives of others. Old doubts sometimes challenged our new thinking. We began to believe

that even though this program worked for others-we were different. Losing hope, we questioned our ability to change.

It was this experience that led us to acknowledge that this program of recovery was not a “flash in the pan,” something nice to do on a pleasant afternoon. It represented our opportunity to live as whole human beings. And if we wanted it, we would need the willingness to go to any lengths-even if it means asking God for help more than once.

Excerpt from Step Three in the CoDA
Twelve Steps Handbook

March 15, 2020: From CoDA green 12&12 Workbook P33, Para 1 & first three questions on P37. *Made a decision to turn our will and our lives over to the care of God as we understood God.* – Step Three

Step Three offers us the opportunity to make a decision and to have faith in a power greater than ourselves. Many of us begin working this Step with small things, such as making a decision not to fix someone, letting our feelings just be there, or not trying to control, just for a few minutes at a time. As we experience the benefits of working Step Three, we find ourselves more willing to trust in the care of a loving Higher Power and to experience faith.

These questions are intended to help you work Step Three:

- What does “made a decision” mean to me?
- How do I know when I need to let go? How do I let go?
- What does “as we understood God” mean to me?

March 22, 2020: From CoDA green 12&12 Workbook P41, Para 1 & first three questions on P42. *The only requirement for membership in CoDA is a desire for healthy and loving relationships.* –Tradition Three

The program of Co-Dependents Anonymous is open to anyone with a desire for healthy and loving relationships. Because it is so broad in definition,

Tradition Three allows each of us to belong. It helps us to stay out of our judgments about who should and should not attend meetings. We cannot touch, see, or prove whether anyone else has the desire referred to in this Tradition. It does not matter how we look or what we believe, whether we are young or old, what color we are, our religion, or socioeconomic class. Many of us have looked for reasons not to belong. Focusing on our differences has often covered up our fear of not belonging. This Tradition can help us acknowledge that each of us is deserving of recovery.

These questions are intended to help you work Tradition Three:

- What is a healthy and loving relationship?
- What will it take for me to have healthy and loving relationships?
- Where do I learn what a healthy relationship is? Where might I find some examples?

March 29, 2020: This being the 5th Sunday of the month, we will listen to a CoDA Speaker share with us for up to 20 minutes, followed by our sharing.

STEP FOUR: MADE A SEARCHING AND MORAL INVENTORY OF OURSELVES.

April 5, 2020: We will listen to the Step 4 portion of the CoDA CD's on the 12 steps, which is 9:51 in length, followed by our sharing. We will then receive our first Step 4 assignment, to be shared on next Sunday.

April 12, 2020: From CoDA Text Book P39, to top P40, 2nd Edition, Para 1 to 3: *Made a searching and fearless moral inventory of ourselves.* **Searching and fearless**-Searching meant to look over carefully in order to find something lost or concealed; to come to know, to learn, to seek; to conduct a thorough investigation. And fearless meant courageous, bold, and unconquerable. If "searching" meant to look for something lost or concealed, we were really on the brink of a great adventure, the discovery of our true selves. But this word "fearless" was another story. Many of us still believed it was impossible to approach this process without fear. We were comforted by others who had felt as we had. We realized that we

were not alone, that we were embarking upon this journey with God who would guide us gently along our way.

Moral inventory of ourselves-The first part of this Step defined the attitude we adopted as we worked it-one that was searching and fearless. The second part of Step Four gave us our focus and direction. This inventory would be only of ourselves, and it would pertain to our personal behaviour in as many life experiences as we could recall. The word “moral” had many synonyms; among them were words like honest, straightforward, fair, and open. The message in Step Four was clear. This inventory of ourselves was to be honest and straightforward, not critical or abusive.

If this was to be a thorough inventory, we would need to list our assets and our liabilities. That meant we would have a truly balanced picture of ourselves. For some, it was more difficult to discover good points than to face shortcomings. For others, acknowledging positive qualities made the task less painful. Whatever our feelings were about this, we were encouraged to do both, as each was an important aspect of a thorough inventory.

Excerpt from Step Four in the CoDA
Twelve Steps Handbook

April 19, 2020: From CoDA green 12&12 Workbook P47, Para 1 & first four questions on P47. *Made a searching and fearless moral inventory of ourselves.* – Step Four

The first three Steps provide the foundation for our Fourth Step work. In Step One, we admitted that we are powerless over others. In Step Two, we came to believe in a power greater than ourselves. Then, in Step Three, we made a decision to turn our will and our lives over to the care of God, as we understood God. With this spiritual foundation, we now focus on Step Four. We get ready by talking with our sponsor, meditating, and praying.

As we start this process, we may want to consider the following questions:

- How can I use Steps One, Two, and Three to do Step Four?
- What does “fearless” mean to me?

- What does “moral inventory” mean to me?
- What tools might I use to help me take this inventory?

April 26, 2020: From CoDA green 12&12 Workbook P65, Para 1 & first three questions on P67. *Each group should remain autonomous, except in matters affecting other groups or CoDA as a whole.* –Tradition Four

In Step Four, we take our own individual inventory. In Tradition Four, we can use the inventory process to evaluate our group’s effect on other meetings or on CoDA as a whole. We can do this by considering how our group’s behaviours and attitudes affect the Fellowship. We may also choose to take time at a meeting or group level to join together to assess whether we are supporting CoDA as a whole. We use the Steps and Traditions as guides to search our hearts in the process.

These questions are intended to help you work Tradition Four:

- What is “CoDA as a whole?” How is my group related to the CoDA Fellowship?
- What does group autonomy mean?
- How can I respect the autonomy of a CoDA group, even if it isn’t what I like or want?

STEP FIVE: ADMITTED TO GOD, TO OURSELVES, AND TO ANOTHER HUMAN BEING THE EXACT NATURE OF OUR WRONGS.

May 3, 2020: We will listen to the Step 5 portion of the CoDA CD’s on the 12 steps, which is 5:59 in length, followed by our sharing. We will then receive our first Step 5 assignment, to be shared on next Sunday.

May 10, 2020: From CoDA Text Book P47, to top P48, 2nd Edition, Para 1 + 2: *Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.* **Admitted to God, to ourselves, and to another human being**—At the suggestion of CoDA friends who had already worked these Steps, we decided to risk this exposure we feared in the safest

possible way, with our Higher Power. By admitting first to God, we were reminding ourselves that the primary element in our recovery was spiritual.

Encouraged by other CoDA members, we stuck with this section of Step Five and, eventually, the pressing weight of what we had locked inside began to lift. This self-admission had become a vehicle for self-acceptance.

Excerpt from Step Five in the CoDA
Twelve Steps Handbook

May 17, 2020: From CoDA green 12&12 Workbook P71, Para 1 & first three questions on P73. *Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.* -Step Five

Step Five directs us to take specific action and make three very important connections. The first of these connections is with our Higher Power. The order of the Fifth Step reinforces a basic truth of recovery: our relationship with God comes first. We can take time in prayer and meditation to open our hearts and communicate with the God of our understanding about the exact nature of our wrongs. Many of us choose to make a list of our codependent behaviours and beliefs from our Fourth Step before talking with our Higher Power. This level of honesty can be an intimate and powerful experience. We can be comforted that there are no secrets between ourselves and our Higher Power. We begin to be relieved of the burden of our secrets and learn to trust our Higher Power even more. This Step helps us understand that our Higher Power loves and cares for us just as we are.

These questions are intended to help you work Step Five:

- Is it hard for me to work Step Five? Why?
- How can I let go of my fears of being judged or shamed when sharing my Fifth Step?
- What does “admitted” mean to me?

May 24, 2020: From CoDA green 12&12 Workbook P77, Para 1 & first three questions on P79. *Each group has but one primary purpose- to carry its message to other codependents who still suffer.* –Tradition Five

Tradition Five sets a boundary by establishing that each CoDA group “has but one primary purpose-to carry its message to other codependents who still suffer.” This very simple directive reminds us that CoDA is a simple program. We are here for one reason-to recover from codependency. We support each other in this simplicity by keeping our focus on CoDA’s primary purpose. As we carry the message, our groups do not get into or manage any one person’s individual recovery.

These questions are intended to help you work Tradition Five:

- Why is there “but one primary purpose” for our group?
- How can I keep my focus on our primary purpose?
- What do I believe is the message?

May 31, 2020: This being the 5th Sunday, we will listen to a CoDA Speaker share with us for up to 20 minutes, followed by our sharing.

STEP SIX: WERE ENTIRELY READY TO HAVE GOD REMOVE ALL THESE DEFECTS OF CHARACTER.

June 7, 2020: We will listen to the Step 6 portion of the CoDA CD’s on the 12 steps, which is 5:52 in length, followed by our sharing. We will then receive our first Step 6 assignment, to be shared on next Sunday.

June 14, 2020: From CoDA Text Book P50, to top P51, 2nd Edition, Para 1 to 3: *Were entirely ready to have God remove all these defects of character.* **Entirely ready**-We were reminded that “entirely ready” meant completely prepared. Having completed our Fifth Step was a large part of that preparation. We examined this phrase more closely and found we could test it in our daily lives.

The answer came to us, that all of our character defects were, in some way, products of our own self-will. They were survival tools from our past and,

while they seemed to provide for our apparent well-being, they were no longer enough. We wanted to live, not merely survive, and for that we would need a clean slate.

To have God remove all these defects of character-It was suggested that we view these shortcomings as a protective shell that we had outgrown. Hanging onto them would be as self-defeating as a bird keeping some of its shell or a butterfly clinging to a bit of its cocoon. At this point in our recovery, our character defects didn't protect us at all. They were excess baggage that dragged us down, often blinding us to our potential.

Excerpt from Step Six in the CoDA
Twelve Steps Handbook

June 21, 2020: From CoDA green 12&12 Workbook P83, Para 1 + 2 & first three questions on P84. *Were entirely ready to have God remove all these defects of character.* -Step Six

Having identified our character defects in Step Four, and having shared them with God, ourselves, and another human being in Step Five, we become ready for God to remove them in Step Six.

Accepting our defects with humility allows our healing to begin, and honesty with our Higher Power and ourselves plays a major role in becoming entirely ready. "Entirely" means completeness, which means letting go of trying to control our defects. We are asked to be entirely ready as we work our program, writing, sharing, meditating, and asking for knowledge of our Higher Power's will in our lives. Continuing to be entirely ready becomes a way of life, not a one-time event.

These questions are intended to help you work Step Six:

- How do I become "entirely ready?"
- How does my trust in my Higher Power help me become ready?
- When will the character defects be removed? How are these defects removed?

June 28, 2020: From CoDA green 12&12 Workbook P89, Para 1 + 2 & first three questions on P90. *A CoDA group ought never endorse, finance, or lend the CoDA name to any related facility or outside enterprise, lest problems of money, property, and prestige divert us from our primary spiritual aim.* –Tradition Six

Tradition Five teaches us that we come together for no other reason but to recover from codependency. Tradition Six refers to our “primary spiritual aim” for the first time. The spiritual foundation of our program becomes clear as we continue to study our Traditions.

With that purpose in mind, we keep ourselves from engaging in outside obligations and responsibilities. If we lend our name to a building, recovery facility, church, or hospital, we create an obligation outside our program. Outside obligations divert us from our primary spiritual aim. Our focus is always on our spiritual aim, spreading the word to those who still suffer from codependency. If we lose that focus, our program’s spiritual foundations will be lost.

These questions are intended to help you work Tradition Six:

- What is our primary spiritual aim?
- How can issues of money, property, or prestige divert us from our primary spiritual aim? What other issues might divert us?
- Why is it important not to endorse non-CoDA literature, workshops, or people? As a sponsor? As a CoDA member? As a trusted servant?

STEP SEVEN: HUMBLY ASKED GOD TO REMOVE OUR SHORTCOMINGS.

July 5, 2020: We will listen to the Step 7 portion of the CoDA CD’s on the 12 steps, which is 6:07 in length, followed by our sharing. We will then receive our first Step 7 assignment, to be shared on next Sunday.

July 12, 2020: From CoDA Text Book P53, 2nd Edition, Para 1 + 2: *Humbly asked God to remove our shortcomings.* **Humbly asked God**-After much consideration, we defined humility as freedom from false pride and arrogance. True humility allowed us to see things as they were. We would

not instruct our Higher Power to remove our shortcomings. Neither would we beg. Instead, we would gently, peacefully ask.

To remove our shortcomings-Having asked God to remove our shortcomings, many of us experienced their loss with sadness. We had never expected to grieve for what we had come to believe was detrimental to our happiness. We began to see that these “old friends” had served us well. Like a childhood life preserver that no longer fit, we put them aside. With the help of God, we were learning to swim.

Excerpt from Step Seven in the CoDA
Twelve Steps Handbook

July 19, 2020: From CoDA green 12&12 Workbook P95, Para 1 + 2 & first three questions on P97. *Humbly asked God to remove our shortcomings.* - Step Seven

The direction in this Step is simple. It is not results oriented; we ask and then let go. With the acceptance of a loving Higher Power in our lives, we become willing to believe our shortcomings will be removed.

By the time we get to Step Seven, we may have strong feelings about our shortcomings and our past behaviours. We recognize the harm we have caused ourselves and see our inability to change our behaviour through self-will. We realize that our shortcomings are harmful; therefore, we humbly ask our Higher Power to remove them.

These questions are intended to help you work Step Seven:

- What does “Humbly asked God” mean to me?
- What fears do I have about my shortcomings being removed? List your fears.
- What are my shortcomings?

July 26, 2020: From CoDA green 12&12 Workbook P101, Para 1 + 2 & first three questions on P103. *Every CoDA group ought to be fully self-supporting, declining outside contributions.* –Tradition Seven

Our Seventh Tradition is about CoDA meetings and CoDA service groups being fully self-supporting. One way a meeting or group supports itself is financially, which is crucial to the survival and growth of CoDA. Another, and equally crucial way of being self-supporting, is through our service work.

Each of us depends on meetings to be there when we need one. The CoDA Fellowship relies on a continuously changing array of volunteers to do service work. What would happen to CoDA if no one did any service? CoDA would cease to exist. When CoDA members join together to create a meeting or group, it is important that everyone is an equal participant with equal say, and that the responsibility for that group is shared by all. If one individual is doing too much, it takes away from the equal participation of others. Conversely, if an individual does too little, this burdens the rest of the group. Doing our individual part in service, as guided by our Higher Power, supports Tradition Seven.

These questions are intended to help you work Tradition Seven:

- How can meetings/service groups be “self-supporting?”
- What does self-supporting mean to me? In my meeting? In my home? Give examples of each.
- In my personal life, and I self-supporting? If not, what can I do to become more self-supporting?

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

August 2, 2020: We will listen to the Step 8 portion of the CoDA CD’s on the 12 steps, which is 7:45 in length, followed by our sharing. We will then receive our first Step 8 assignment, to be shared on next Sunday.

August 9, 2020: From CoDA Text Book P56, 2nd Edition, Para 1 to 4: *Made a list of all persons we had harmed and became willing to make amends to them all.* **Made a list**-In the first half of Step Eight we were asked to list everyone who had been harmed by our personal unmanageability. Our

name came first and the reason was obvious. We had been the least able to escape from our own codependence and, therefore, in most cases, we received the greatest injuries. A change in behaviour toward ourselves would have to come first.

Nothing we could have possibly done as children ever warranted the abuse we'd received. What was important here was to discover if we had harmed ourselves or others as a way of venting our rage, grief, or hurt at these past injustices.

Became willing to make amends to them all-The purpose of Step Eight was to focus our attention on becoming ready to face those we had harmed. And it was in becoming willing that we got stuck. We wondered what action we could take to prepare ourselves for this new task.

This self-forgiveness would be instrumental in moving us out of our codependence and into healthy, whole relationships with God, ourselves, and our fellow human beings.

Excerpt from Step Eight in the CoDA
Twelve Steps Handbook

August 16, 2020: From CoDA green 12&12 Workbook P107, Para 1 + 2 & first three questions on P109. *Made a list of all persons we had harmed and became willing to make amends to them all.* –Step Eight

The first part of Step Eight asks us to list all the people we have harmed, regardless of the circumstances. The Step work we have done to this point can be helpful and supportive as we identify those we have harmed and realize how our behaviours have hurt others and ourselves. Often, it is easier to see how we have harmed others. Sometimes it takes a spiritual two-by-four in order for us to admit just how harmful we have been to ourselves. If shame or guilt overwhelms us, we can rely on our Higher Power and remember our decision to live God's will. We find peace when we let go and trust our Higher Power. We no longer waste energy pushing down the memories or the feelings.

In the second part of Step Eight, we are asked only to become willing to make amends. We are not asked to make amends. In this Step, we do not need to decide how or when the amends will be made. Keeping this in mind, we can work with our Higher Power on becoming willing.

These questions are intended to help you work Step Eight:

- What does become “willing to make amends” mean to me?
- How do I handle fear as I work this Step?
- Which Steps do I use as tools as I work Step Eight?

August 23, 2020: From CoDA green 12&12 Workbook P113, Para 1 + 2 & first three questions on P115. *Co-Dependents Anonymous should remain forever non-professional, but our service centers may employ special workers.* –Tradition Eight

This Tradition gives us an important guideline: CoDA should remain forever non-professional. This means CoDA meetings and service groups have no professional aspect. Thus, CoDA members with professional credentials participate in meetings only as recovering members of our Fellowship. We gather together as codependents for one purpose, to carry the message of recovery by sharing our experience, strength, and hope. This Tradition also helps us to maintain our equality and humility, valuing each other as fellow members in spiritual recovery.

As we do our service work for CoDA, we may find it necessary to employ special workers for some of the Fellowship’s needs. These special workers fill positions that CoDA volunteers may not be able to fill because of time constraints, feasibility, or special skills. Special workers may include administrative help, accountants, and lawyers. As members of the Fellowship, we keep a personal recovery attitude rather than creating airs of superiority.

These questions are intended to help you work Tradition Eight:

- How does Tradition Eight support the spirituality of our program?

- Why is it important for CoDA to remain nonprofessional? What does this mean to me?
- How can I support my meeting in maintaining a nonprofessional environment?

August 30, 2020: This being the 5th Sunday, we will listen to a CoDA Speaker share with us for up to 20 minutes, followed by our sharing.

STEP NINE: MADE DIRECT AMENDS TO SUCH PEOPLE WHEREVER POSSIBLE, EXCEPT WHEN TO DO SO WOULD INJURE THEM OR OTHERS.

September 6, 2020: We will listen to the Step 9 portion of the CoDA CD's on the 12 steps, which is 8:23 in length, followed by our sharing. We will then receive our first Step 9 assignment, to be shared on next Sunday.

September 13, 2020: From CoDA Text Book P60, 2nd Edition, Para 1 to 3: *Made direct amends to such people wherever possible, except when to do so would injure them or others. Made direct amends...wherever possible-* And so we arrived at a method of making amends-to acknowledge our harmful behaviour and the other person's feelings in the matter, and to follow that with a change in our own behaviour.

Except when to do so would injure them or others-We looked at this statement in several ways, and included ourselves in the word, "others."

We could not afford to enter into this amends-giving with expectations of those to whom we owed amends. By doing so, we could be injuring ourselves with disappointment and possibly resentment.

Excerpt from Step Nine in the CoDA
Twelve Steps Handbook

September 20, 2020: From CoDA green 12&12 Workbook P119, Para 1 + 2 & first three questions on P121. *Made direct amends to such people wherever possible, except when to do so would injure them or others.* – Step Nine

The Step work we have done prepares us to take the action of Step nine. We have written our moral inventory, acknowledged our defects of character, and have become aware of our codependent behaviour. Continuing our recovery, we experience being entirely ready to have God work in our lives. We learn to humbly ask God to remove from us what no longer serves us. This brings us to a place of honesty as we work on our amends.

In the past, we may have minimized our effect on others. It is difficult to take responsibility for our actions if we believe our actions have no impact. In changing our attitudes and actions, we no longer believe that what we do is insignificant. In Step Eight, we were truthful with ourselves about our past behaviour and made our list. Having done this honestly, we found that we were released from some of our shame. This work prepares us to be more honest as we begin to make our amends. Amends are our pure truth without blame, distraction, justification, or manipulation; we are taking responsibility for our experience. We understand that making amends also means we are truly committed to changing with the help of our Higher Power.

These questions are intended to help you work Step Nine:

- What are amends?
- How can I prepare for my amends work?
- What do I believe is the purpose of making amends?

September 27, 2020: From CoDA green 12&12 Workbook P127, Para 1 + 2 & first three questions on P129. *CoDA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.* –Tradition Nine

This Tradition protects the service structure of CoDA to serve the changing needs of the Fellowship by stating that CoDA, as such, ought never be organized. The Fellowship gives direction to the service boards made up of trusted servants, and the work is done accordingly. These trusted servants do not govern. There are no agendas, rules, or regulations that are

enforced by them. Our guidance comes from the Steps, the Traditions, and our Higher Power as revealed to us through our group conscience process.

Each CoDA meeting is free to attend to the direct needs of its members within the *Twelve Traditions of Co-Dependents Anonymous*. Tradition Nine protects this freedom for each CoDA group. Each meeting or service group can support this Tradition by rotating service positions. By doing so, responsibilities are handed over and an active flow of service and energy exists. Rotating positions also prevents dominance from individuals that may lead to control and a more rigid, organized structure.

These questions are intended to help you work Tradition Nine:

- What is the difference between an organization and a Fellowship?
- What does “organized” mean to me as used in this Tradition?
- What is the importance of letting go of my personal agenda when acting as a trusted servant?

STEP TEN: CONTINUED TO TAKE PERSONAL INVENTORY AND WHEN WE WERE WRONG, PROMPTLY ADMITTED IT.

October 4, 2020: We will listen to the Step 10 portion of the CoDA CD’s on the 12 steps, which is 4:46 in length, followed by our sharing. We will then receive our first Step 10 assignment, to be shared on next Sunday.

October 11, 2020: From CoDA Text Book P64 to P65, 2nd Edition, Para 1 + 2: *Continued to take personal inventory and when we were wrong, promptly admitted it.* **Continued to take personal inventory** –There were times it seemed we were being nagged by feelings of fear, rage, hurt, or shame with no clear explanation. During these situations we put the first three Steps into action. We acknowledged our powerlessness over this condition and affirmed our belief in God’s power to bring us to balance. Then, we asked our Higher Power to reveal what we needed to know about the situation. Usually the answer came and we could take whatever action we thought was appropriate. If it seemed slow in coming, we asked for patience and faith.

And when we were wrong, promptly admitted it-Step Ten seemed to suggest that we had made some progress, that we had become capable of handling our lives with even greater maturity than we believed possible. “When we were wrong,” reminded us that not every unpleasant situation was our doing. It suggested we could cultivate the willingness to admit our wrongs when the fault was ours and the courage to set boundaries when the fault lay elsewhere.

Excerpt from Step Ten in the CoDA
Twelve Steps Handbook

October 18, 2020: From CoDA green 12&12 Workbook P133, Para 1 & first three questions on P135. *Continued to take personal inventory and when we were wrong promptly admitted it.* –Step Ten

Step Ten asks that we continue taking personal inventories. This connects us to our program and helps us increase our awareness. This Step talks about a “personal” inventory and offers an additional tool for us. The moral inventory in Step Four helped us understand our history. A personal inventory helps us see the choices we are making now and the actions we are taking today. How are these choices and actions supporting us in our lives today? Are things going well, or poorly? When we have been wrong in our choices or actions, this Step tells us to admit it promptly. The wording of Step Ten offers a clear perspective on our being human. “When we were wrong” says that sometimes we are wrong. We are not-and cannot be-perfect. Thus, Step Ten supports our relationship to our Higher Power.

These questions are intended to help you work Step Ten:

- What is the purpose of Step Ten?
- What does it mean to me to do a personal inventory? Is it different from a moral inventory? How?
- How does doing a Tenth Step enhance my recovery?

October 25, 2020: From CoDA green 12&12 Workbook P139, Para 1 + 2 & first three questions on P140. *CoDA has no opinion on outside issues; hence*

the CoDA name ought never be drawn into public controversy. –Tradition Ten

Tradition Ten gives the CoDA Fellowship a direct guideline-CoDA has no opinion on outside issues. These words define a boundary for CoDA. By following this guideline, the Fellowship is able to avoid public controversy. As members of the Fellowship, we don't represent Co-Dependents Anonymous in public regarding any issue. CoDA has no opinions on anything outside of our Fellowship.

Just as we avoid controversy on a personal level by not giving advice to others, we avoid controversy for the Fellowship by not offering opinions on matters unrelated to CoDA. One way that we eliminate controversy for the group is not recommending outside sources, such as books or workshops. In CoDA, we use the Steps and Traditions of Co-Dependents Anonymous and CoDA Conference endorsed literature for guidance. This creates a safe environment for newcomers, ourselves, and CoDA as a whole.

These questions are intended to help you work Tradition Ten:

- What boundaries are established by this Tradition?
- What does “outside issue” mean to me?
- What does “public controversy” mean to me?

STEP ELEVEN: SOUGHT THROUGH PRAYER AND MEDITATION TO IMPROVE OUR CONSCIOUS CONTACT WITH GOD AS WE UNDERSTOOD GOD, PRAYING ONLY FOR KNOWLEDGE OF GOD’S WILL FOR US AND THE POWER TO CARRY THAT OUT.

November 1, 2020: We will listen to the Step 11 portion of the CoDA CD’s on the 12 steps, which is 11:21 in length, followed by our sharing. We will then receive our first Step 11 assignment, to be shared on next Sunday.

November 8, 2020: From CoDA Text Book P69, 2nd Edition, Para 1 to 3:
Sought through prayer and meditation to improve our conscious contact with God as we understood God, praying only for knowledge of God’s will

for us and the power that carry that out. Sought through prayer and meditation to improve our conscious contact with God as we understood God –In the beginning, some of us needed direction. We weren't clear where prayer left off and meditation began. It was explained to us that prayer was talking to God. Meditation was listening for God's guidance.

How we chose to meditate and pray would be an individual decision. Because our conscious contact with God would be continually improving, our methods might change as we grew spiritually.

Praying only for knowledge of God's will for us and the power to carry that out—Just as each of us had to take our own inventory, request that our own character defects be removed, and make our own amends, so we learned that the purpose of the Eleventh Step suggested we improve our own bond with God.

Excerpt from Step Eleven in the CoDA
Twelve Steps Handbook

November 15, 2020: From CoDA green 12&12 Workbook P145, Para 1 + 2 & first three questions on P146. *Sought through prayer and meditation to improve our conscious contact with God as we understood God, praying only for knowledge of God's will for us and the power to carry that out.* – Step Eleven

Step Eleven is an essential tool to use in our recovery from codependency. It reminds us that this program is an ongoing one, requiring daily maintenance. As we improve our conscious contact with God through prayer and meditation, we gain knowledge of God's will for us. We are asked to let go of our struggle to control and to turn to God, as we understand God, for our direction. This Step is one of our guides to developing more honest and loving relationships. Willing to improve our conscious contact, we humbly accept our journey of recovery.

Daily prayer and meditation connect us with the God of our understanding and how we want to live today. It is our way of acknowledging to ourselves

that we are never alone. We can also let it be a time to humbly remember the character defects that have prevented us from recognizing God's will.

These questions are intended to help you work Step Ten:

- What helps me remember to use this Step?
- How do I use Step Eleven when I have a problem?
- How is my experience different as a result of working this Step?

November 22, 2020: From CoDA green 12&12 Workbook P151, Para 1 + 2 & first three questions on P152. *Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films.* –Tradition Eleven

Tradition Eleven provides boundaries for the Fellowship and its individual members about how to interact with the public. Two guidelines are established. First, CoDA's "public relations policy is based on attraction rather than promotion." Second, as CoDA members, we each "maintain personal anonymity at the level of press, radio, and films."

What is attraction? Attraction is a force that draws things or people together. Every CoDA member practicing recovery has an inner quality that attracts others. We rely on this quality when we engage with the public concerning CoDA, instead of relying on outside publications or professionals. What are appropriate methods to attract new members? We make known the time and location of CoDA meetings without promising results, and we read and distribute CoDA's Conference endorsed literature.

These questions are intended to help you work Tradition Eleven:

- What does "attraction rather than promotion" mean to me? How is attraction different from promotion?
- What is our public relations policy?
- What does maintaining personal anonymity at the level of press, radio, and films mean to me?

November 29, 2020: This being the 5th Sunday of the month, we will listen to a CoDA Speaker share with us for up to 20 minutes, followed by our sharing.

STEP TWELVE: HAVING HAD A SPIRITUAL AWAKENING AS THE RESULT OF THESE STEPS, WE TRIED TO CARRY THIS MESSAGE TO OTHER CODEPENDENTS, AND TO PRACTICE THESE PRINCIPLES IN ALL OUR AFFAIRS.

December 6, 2020: We will listen to the Step 12 portion of the CoDA CD's on the 12 steps, which is 13:28 in length, followed by our sharing. We will then receive our first Step 12 assignment, to be shared on next Sunday.

December 13, 2020: From CoDA Text Book P74, 2nd Edition, Para 1 to 4: *Having had a spiritual awakening as the result of these steps, we tried to carry this message to other codependents, and to practice these principles in all our affairs.* **Having had a spiritual awakening as the result of these steps**—The first words of this Step were often glossed over in our eagerness to “carry the message.” Upon reflection, however, we could see that these words described the very foundation of our recovery. We came to understand that as a result of putting the Twelve Steps to work in our lives, we were transformed and that no matter what we believed about ourselves, as long as we put these Steps into action, the result would be our spiritual awakening.

We tried to carry this message to other codependents—By living this program, one day at a time, we became the message we had hoped to carry. We shared our experience, strength and hope with other codependents at CoDA meetings or when asked.

It was our process, what we did, rather than our personality, that was the message. The way we “carried it” was by being where we could share it—with other people.

And practice these principles in all our affairs—The final phrase in this Step reminded us that we could not separate our spirituality from the rest of our

lives. The principles embodied in the Twelve Steps and Twelve Traditions were not the private domain of CoDA meeting rooms. They were meant to be practiced in ALL our affairs.

Excerpt from Step Twelve in the
CoDA Twelve Steps Handbook

December 20, 2020: From CoDA green 12&12 Workbook P157, Para 1 & first three questions on P158. *Having had a spiritual awakening as the result of these steps, we tried to carry this message to other codependents and to practice these principles in all our affairs.* –Step Twelve

Step Twelve tells us that the result of working the Steps is a spiritual awakening. A spiritual awakening could be described as the way members find their Higher Power and what each member has received from working the Twelve Steps. There will be a transformation; we will see and understand ourselves differently. One member shared her awakening as, “The same events are happening as before. It’s my experience of the events that is different.” Another member shared, “My spiritual awakening is that I have the Steps of CoDA and my Higher Power” and yet another shared, “My spiritual awakening is that I am a spiritual human being.” Sharing about our spiritual awakenings in meetings is one way we can carry the message and bring hope to codependents. We hear how the Steps worked for others and that helps us to have faith that the Steps can work for us.

These questions are intended to help you work Step Twelve:

- Have I had a spiritual awakening as the result of working these Steps?
- How do I know if I’ve had a spiritual awakening?
- How is the hope of our program conveyed in this Step?

December 27, 2020: From CoDA green 12&12 Workbook P163, Para 1 + 2 & first three questions on P164. *Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.* – Tradition Twelve

Tradition Twelve clarifies that CoDA is a spiritual program and that “anonymity is the spiritual foundation of all our Traditions.” Further, anonymity is the base for us to operate from in our meetings and groups, thereby placing “principles before personalities.” Doing this protects our program. Simply stated, without anonymity CoDA’s structure will fall apart.

In Tradition Eleven, we talked about the meaning of maintaining anonymity in our public relations policy. Now, in Tradition Twelve, we look at coming together in our meeting and CoDA service work with the spirit of anonymity. Being anonymous may include not only keeping our last names private, but also where we live, how much money we make, and what we do for a living. This reduces the possibility of personally judging others and ourselves. Because social, economic, and political differences are not identified within the Fellowship, every member can focus on recovery from codependency. We have the unique opportunity to listen and work with people who have the same goal. With the boundary of anonymity, we are reminded that we come together for one primary purpose: to carry the message of recovery to codependents who still suffer.

These questions are intended to help you work Tradition Twelve:

- What does “anonymity” mean to me?
- How does anonymity create a spiritual foundation for our Traditions?
- What does anonymity mean to a CoDA group?