# CoDA Service Conference 2011
## Motion Form 3 Form

**Committee:** **Issues Mediation Committee (IMC)** Date: **July 5-8th, 2011**

**Motion Number: (data entry purpose only):_____**

**Result (data entry purpose only):**

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**Motion**(1) Delete the existing below bullets under Section **9** under **<u>Board Liaison to Standing CoDA Committees</u>,** under "Conflicts" (highlighted in blue) (pg. 43) as stated below;

**(1) Board Liaison to Standing CoDA Committees**

~~**Conflicts:**~~

~~ If conflict arises within a committee, the liaison may assist the committee in the resolution of this conflict, relying on CoDA's *Twelve Steps* and *Twelve Traditions* for guidance.~~

~~ Conflict resolution may involve the Issues Mediation Committee (IMC); (see Section 10) if the committee chair and liaison feel this is desirable.~~

~~ If conflict arises between the liaison and the committee, the committee chair or liaison may request IMC assistance in resolution of the conflict.~~

~~ If a liaison/committee conflict seems irresolvable, the IMC will advise the CoDA Board. This is recommended because the IMC represents an impartial perspective on the conflict, and may provide the Board with a clear understanding of the issues involved.~~

~~ In the case of irresolvable conflict, the Board may choose to assign a new liaison to the committee. This change will be reported in the subsequent Quarterly Service Report.~~

**(2)** Re-edit & move those liaison conflicts which is now 2 new bullet points after the 2 existing bullets points under **Section 10 in FSM's "Board Overseen Service Functions and Coda Standing Committees" Issues Mediation committee's description under Mediation Procedures. See IMC attachment.**

**(3)** Add one additional bullet at the end of bullets. **Please see IMC attachment.**

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**Intent:** To reduce redundancies; bring uniformity to the FSM & combine all "conflict & mediation" sections (with the exception of the 'Disagreement, Mediation & Resolution Process") in one place; the fellowship approved committee- the IMC. To avoid awkward writing in the FSM. To allow for transparency according to the FSM. To remove any bias level positions from the mediation process. To allow every trusted servant the right to be heard & be represented in a fair manner. Reinforces Tradition 1, 2, 3; Service Concepts 7 & 12.

**Remarks**: IMC is making an effort to update its section in the FSM so the fellowship can easily find the topic related to conflict resolution. To ensure objectivity in the mediation process using volunteer members who are nonbiased and experienced with the process. IMC has been privy to several disputes whereby parties have been biased and have not been cooperative with both IMC and FSM procedures/policies; taken matters in their own hands, and used their leadership roles & given "powers" in abusive ways toward other trusted servants and CoDA entities. Motion reinforces CoDA Tradition 1, 2 and 3; Service Concepts 3, 7 and 12.

## Attachment from FSM 2011 – IMC DESCRIPTION, SECTION 10

**IMC Mission:**

The IMC facilitates dispute mediation for Voting Entities, Intergroups, and other CoDA entities as needed. Decisions at all levels of CoDA are made with the guidance of our Higher Power as expressed through the group conscience. As stated in Tradition One: "Our common welfare should come first. Personal recovery depends upon CoDA Unity." and Tradition Two: "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." Thus as with all our recovery, group conscience is about putting aside the "self" and looking to Higher Power for guidance.

- The committee handles requests from Voting Entities to divide into two or more entities.
- The committee also tracks and maintains the status of Voting Entity Issues.

We also have the additional sections to guide us in the mediation process. (Please see sections *1," Twelve Service Concepts*; *2* "*The Disagreement, Mediation and Resolution in our Group Conscience Process"* ~~and 9 "*Board Liaisons with a Standing Committee – Conflicts," and "Board Conflicts with a Trusted Servant"*~~ of the *Fellowship Service Manual*).

**Mediation Procedures:**

- Since CoDA operates as an inverted pyramid in its structure, the IMC should only be consulted after an attempt has been made to resolve the issue on a one-to-one level; through a group conscience at the local, home-group level; Intergroup; and VE levels (refer to "The Disagreement, Mediation and Resolution Process" Section 2, page 15). *(please insert a link to page 15).*

- At the CoDa World Fellowship level, if a conflict or dispute arises, it is essential for the disputing parties and the organization, that both parties follow "the Disagreement, Mediation and Resolution" process first, then:
    - A Committee member or Board member submits their request for assistance to the IMC to mediate the conflict within a Committee or within the Board if irresolvable,
    - The Board and/or trusted Servant, and/or committee submits the dispute to the IMC, if they cannot resolve a conflict between a Committee and/or Trusted Servant and/or the Board,
    - The committee chair or liaison submits a request to the IMC for assistance in resolution of the conflict if conflict arises between a Board Liaison and a committee,
        - For the IMC to give advice to the CoDA Board for conflict resolution if a liaison/committee conflict seems irresolvable. This is recommended because the IMC represents an impartial perspective on the conflict, and may provide the Board with a clear understanding of the issues involved. If a new Board Liaison is necessary, a mutually agreed upon liaison should be chosen. This change will be reported in the subsequent Quarterly Service Report,
    - If the conflict remains, IMC may take other actions as IMC deems appropriate within CoDA's FSM guidelines.