

Madison Area CoDA Welcome Packet

Recovery Patterns of Codependence

	Codependents often...	In Recovery...
Denial Patterns	Have difficulty identifying what they are feeling	I am aware of my feelings and identify them, often in the moment. I know the difference between my thoughts and feelings.
	Minimize, alter, or deny how they truly feel.	I embrace my feelings; they are valid and important.
	Perceive themselves as completely unselfish and dedicated to the well-being of others	I know the difference between caring and caretaking. I recognize that caretaking others is often motivated by a need to benefit myself.
	Lack empathy for the feelings and needs of others.	I am able to feel compassion for another's feelings and needs.
	Label others with their negative traits.	I acknowledge that I may own the negative traits I often perceive in others.
	Think they can take care of themselves without any help from others.	I acknowledge that I sometimes need the help of others.
	Mask pain in various ways such as anger, humor, or isolation.	I am aware of my painful feelings and express them appropriately.
	Express negativity or aggression in indirect and passive ways.	I am able to express my feelings openly, directly, and calmly.
	Do not recognize the unavailability of those people to whom they are attracted.	I pursue intimate relationships only with others who want, and are able to engage in, healthy and loving relationships.
Low Self- esteem Patterns	Have difficulty making decisions.	I trust my ability to make effective decisions.
	Judge what they think, say, or do harshly, as never good enough.	I accept myself as I am. I emphasize progress over perfection.
	Are embarrassed to receive recognition, praise, or gifts.	I feel appropriately worthy of the recognition, praise, or gifts I receive.
	Value others' approval of their thinking, feelings, and behavior over their own.	I value the opinions of those I trust, without needing to gain their approval. I have confidence in myself.
	Do not perceive themselves as lovable or worthwhile persons.	I recognize myself as being a lovable and valuable person.
	Seek recognition and praise to overcome feeling less than.	I seek my own approval first, and examine my motivations carefully when I seek approval from others.
	Have difficulty admitting a mistake.	I continue to take my personal inventory, and when I am wrong, promptly admit it.
	Need to appear to be right in the eyes of others and may even lie to look good.	I am honest with myself about my behaviors and motivations. I feel secure enough to admit mistakes to myself and others, and to hear their opinions without feeling threatened.

	Codependents often...	In Recovery...
Low Self-esteem Patterns	Are unable to identify or ask for what they need and want.	I meet my own needs and wants when possible. I reach out for help when it's necessary and appropriate.
	Perceive themselves as superior to others.	I perceive myself as equal to others.
	Look to others to provide their sense of safety.	With the help of my Higher Power, I create safety in my life.
	Have difficulty getting started, meeting deadlines, and completing projects.	I avoid procrastination by meeting my responsibilities in a timely manner.
	Have trouble setting healthy priorities and boundaries.	I am able to establish and uphold healthy priorities and boundaries in my life.
Compliance Patterns	Are extremely loyal, remaining in harmful situations too long.	I am committed to my safety and leave situations that feel unsafe or are inconsistent with my goals.
	Compromise their own values and integrity to avoid rejection or anger.	I am rooted in my own values, even if others don't agree or become angry.
	Put aside their own interests in order to do what others want.	I consider my interests and feelings when asked to participate in another's plans.
	Are hypervigilant regarding the feelings of others and take on those feelings.	I can separate my feelings from the feelings of others. I allow myself to experience my feelings and others to be responsible for their feelings.
	Are afraid to express their beliefs, opinions, and feelings when they differ from those of others.	I respect my own opinions and feelings and express them appropriately.
	Accept sexual attention when they want love.	My sexuality is grounded in genuine intimacy and connection. When I need to feel loved, I express my heart's desires. I do not settle for sex without love.
	Make decisions without regard to the consequences.	I ask my Higher Power for guidance, and consider possible consequences before I make decisions.
Control Patterns	Give up their truth to gain the approval of others or to avoid change.	I stand in my truth and maintain my integrity, whether others approve or not, even if it means making difficult changes in my life.
	Believe people are incapable of taking care of themselves.	I realize that, with rare exceptions, other adults are capable of managing their own lives.
	Attempt to convince others what to think, do, or feel.	I accept the thoughts, choices, and feelings of others, even though I may not be comfortable with them.
	Freely offer advice and direction without being asked.	I give advice only when asked.

	Codependents often...	In Recovery...
Control Patterns	Become resentful when others decline their help or reject their advice.	I am content to see others take care of themselves.
	Lavish gifts and favors on those they want to influence.	I carefully and honestly contemplate my motivations when preparing to give a gift.
	Use sexual attention to gain approval and acceptance.	I embrace and celebrate my sexuality as evidence of my health and wholeness. I do not use it to gain the approval of others.
	Have to feel needed in order to have a relationship with others.	I develop relationships with others based on equality, intimacy, and balance.
	Demand that their needs be met by others.	I find and use resources that meet my needs without making demands on others. I ask for help when I need it, without expectation.
	Use charm and charisma to convince others of their capacity to be caring and compassionate.	I behave authentically with others, allowing my caring and compassionate qualities to emerge.
	Use blame and shame to exploit others emotionally.	I ask directly for what I want and need and trust the outcome to my Higher Power. I do not try to manipulate outcomes with blame or shame.
	Refuse to cooperate, compromise, or negotiate.	I cooperate, compromise, and negotiate with others in a way that honors my integrity.
	Adopt an attitude of indifference, helplessness, authority, or rage to manipulate outcomes.	I treat others with respect and consideration, and trust my Higher Power to meet my needs and desires.
	Use recovery jargon in an attempt to control the behavior of others.	I use my recovery for my own growth and not to manipulate or control others.
	Pretend to agree with others to get what they want.	My communication with others is authentic and truthful.
Avoidance Patterns	Act in ways that invite others to reject, shame, or express anger toward them.	I act in ways that encourage loving and healthy responses from others.
	Judge harshly what others think, say, or do.	I keep an open mind and accept others as they are.
	Avoid emotional, physical, or sexual intimacy as a way to maintain distance.	I engage in emotional, physical, or sexual intimacy when it is healthy and appropriate for me.
	Allow addictions to people, places, and things to distract them from achieving intimacy in relationships.	I practice my recovery to develop healthy and fulfilling relationships.
	Use indirect or evasive communication to avoid conflict or confrontation.	I use direct and straightforward communication to resolve conflicts and deal appropriately with confrontations.

Avoidance Patterns	Codependents often...	In Recovery...
	Diminish their capacity to have healthy relationships by declining to use the tools of recovery.	When I use the tools of recovery, I am able to develop and maintain healthy relationships of my choosing.
	Suppress their feelings or needs to avoid feeling vulnerable.	I embrace my own vulnerability by trusting and honoring my feelings and needs.
	Pull people toward them, but when others get close, push them away.	I welcome close relationships while maintaining healthy boundaries.
	Refuse to give up their self-will to avoid surrendering to a power greater than themselves.	I believe in and trust a power greater than myself. I willingly surrender my self-will to my Higher Power.
	Believe displays of emotion are a sign of weakness.	I honor my authentic emotions and share them when appropriate.
	Withhold expressions of appreciation.	I freely engage in expressions of appreciation toward others.

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THE PROMISES Of Co-Dependents Anonymous

I can expect a miraculous change in my life by working the program of CoDependents Anonymous. As I make an honest effort to work the Twelve Steps and follow the Twelve Traditions...

1. I know a new sense of belonging. The feelings of emptiness and loneliness will disappear.
2. I am no longer controlled by my fears. I overcome my fears and act with courage integrity and dignity.
3. I know a new freedom.
4. I release myself from worry, guilt and regret about my past and present. I am aware enough not to repeat it.
5. I know a new love and acceptance of myself and others. I feel genuinely lovable, loving and loved.
6. I learn to see myself as equal to others. My new and renewed relationships are all with equal partners.
7. I am capable of developing and maintaining healthy and loving relationships. The need to control and manipulate others will disappear as I learn to trust those who are trustworthy.
8. I learn that it is possible for me to mend to become more loving, intimate and supportive. I have the choice of communicating with my family in a way which is safe for me and respectful of them.
9. I acknowledge that I am a unique and precious creation.
10. I no longer need to rely solely on others to provide my sense of worth.
11. I trust the guidance I receive from my Higher Power and come to believe in my own capabilities.
12. I gradually experience serenity, strength and spiritual growth in my daily life.

THE TWELVE STEPS of Co-Dependents Anonymous*

1. We admitted we were powerless over others, that our lives had become unmanageable.
2. Came to believe that a power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood God.
4. Made a searching and fearless moral inventory of ourselves.
5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs.
6. Were entirely ready to have God remove all these defects of character.
7. Humbly asked God to remove our shortcomings.
8. Made a list of all persons we had harmed and became willing to make amends to them all.
9. Made direct amends to such people wherever possible except when to do so would injure them or others.
10. Continued to take personal inventory and, when we were wrong, promptly admitted it.
11. 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.
12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to other co-dependents and to practice these principles in all our affairs.

THE TWELVE TRADITIONS of Co-Dependents

Anonymous *

1. Our common welfare should come first; personal recovery depends upon CoDA unity.
2. 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.
3. The only requirement for membership in CoDA is a desire for healthy and loving relationships.
4. Each group should remain autonomous except in matters affecting other groups or CoDA as a whole.
5. Each group has but one primary purpose: to carry its message to other co-dependents who still suffer.
6. 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.
7. Every CoDA group ought to be fully self-supporting, declining outside contributions.
8. Co-Dependents Anonymous should remain forever non-professional, but our service centres may employ special workers.
9. CoDA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. CoDA has no opinion on outside issues; hence the CoDA name ought never be drawn into public controversy.
11. 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.
12. Anonymity is the spiritual foundation of all our traditions; ever reminding us to place principles before personalities.

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PREAMBLE of Co-Dependents Anonymous

Co-Dependents Anonymous is a fellowship of men and women whose common purpose is to develop healthy relationships. The only requirement for membership is a desire for healthy and fulfilling relationships. We gather together to support and share with each other in a journey of self-discovery - learning to love the self. Living the program allows each of us to become increasingly honest with ourselves about our personal histories and our own codependent behaviors.

We rely upon the Twelve Steps and Twelve Traditions (as adopted from Alcoholics Anonymous) for knowledge and wisdom. These are the principles of our program and guides to developing honest and fulfilling relationships with ourselves and others. In CoDA, we each learn to build a bridge to a Higher Power of our own understanding, and we allow others the same privilege.

This renewal process is a gift of healing for us. By actively working the program of Co-Dependents Anonymous, we can each realize a new joy, acceptance and serenity in our lives.

Welcome to Co-Dependents Anonymous

We welcome you to Co-Dependents Anonymous - a program of recovery from codependence, where each of us may share our experience, strength, and hope in our efforts to find freedom where there has been bondage, and peace where there has been turmoil in our relationships with others and ourselves.

Codependence is a deeply-rooted, compulsive behavior. It is born out of our sometimes moderately, sometimes extremely dysfunctional family systems. We attempted to use others as our sole source of identity, value, well being, and as a way of trying to restore our emotional losses. Our histories may include other powerful addictions which we have used to cope with our codependency.

We have all learned to survive life, but in CoDA we are learning to live life.

Through applying the *Twelve Steps* and principles found in CoDA to our daily lives and relationships, both present and past, we can experience a new freedom from our self-defeating lifestyles. Our sharing helps us to free the emotional bonds of our past and the compulsive control of our present.

No matter how traumatic your past or despairing your present may seem, there is hope for a new day in the program of Co-Dependents Anonymous. May you find a new strength within to be that which God intended - Precious and Free.

CoDA Sharing Guidelines

The purpose of the sharing guidelines is to allow us to practice our recovery skills. When we follow these guidelines, whether in meetings or in our daily life, it's likely that we're actively practicing our recovery. The most important thing to remember when sharing in CoDA, is that we want to hear about **YOU!** Your thoughts, feelings, experience, challenges; & what has worked for **You** in **Your** recovery.

In CoDA meetings we share with others what we have experienced and learned in our current and past relationships. We share who we are - our feelings, thoughts, and actions; and our experience, strength and hope. When our sharing focuses on others — who they are, and what **they** *may* be thinking or doing - we are then in our disease. In recovery we learn that the focus is on us — and that our job is to take care of ourselves — not to fix others! The Sharing Guidelines statement enables us to practice our recovery behaviors. It also allows us to make CoDA a safe place for every Codependent to share his or her feelings, without fear of judgment or ridicule. Over time many of us have learned to use these tools in everyday life. The sharing guidelines are there for our mutual protection, growth and recovery.

Crosstalk

We do not crosstalk. Crosstalk is any verbal or physical response to another person's sharing. Interrupting, asking questions, and offering advice are considered to be crosstalk in CoDA. We take responsibility for ourselves by owning our statements, and not criticizing others. In CoDA we encourage the use of "I" statements as a way of focusing the speaker's attention on their own personal experience. Using the word "you" rather than "I" can be a way to avoid owning our individual reality. Also in CoDA we do not assume that we know what is true for anyone other than ourselves.

Other forms of crosstalk can include: care-taking, physical touching, referring back to a person by name, commenting on what someone has said, or replying directly to what someone has said. Offering or receiving comfort during a meeting can encourage us to remove the focus from ourselves and lower the intensity of our feelings.

CoDA Sharing Guidelines

How To Share

We try to limit excessive focus on details during our sharing; this may be part of the disease, enabling us to avoid our feelings. One helpful way to share in CoDA is to take just a few sentences to explain a situation, followed by more sharing of what you learned & what came up for you. Details can be shared with a sponsor, friends, or a professional. As this is a spiritual program & not a religious program, we also ask that you refrain from using specific religious names & simply use Higher Power or God. Discussing people, places or things that don't pertain to your recovery is not appropriate in sharing. Our recovery requires the focus to be on ourselves! We also ask that you limit your sharing to an appropriate amount of time to allow everyone the opportunity to share. If one person begins to dominate the sharing or chooses not to follow these guidelines, it is hoped that a group member will inform the person in a safe & courteous manner. It is this form of sharing that makes our groups safe, supportive, healthy & magical.

A Word to Newcomers

We encourage newcomers to begin slowly and carefully. Nothing that is shared is unimportant or stupid. If you have any questions concerning CoDA please wait until after the end of the meeting & one of the members will be glad to answer them. If you wish to give feedback to what anyone had to say, please first ask that person for their permission after the meeting.

Step One

“We admitted we were powerless over others — that our lives had become unmanageable.”

For many of us who came to Co-Dependents Anonymous, minding other people’s business had become a way of life. We might have been taught by well-meaning people that we really were responsible for the well-being of others and that our words and actions were powerful enough to change those with whom we interacted.

Having carried this teaching into adulthood, most of us have had difficulty in our relationships with a spouse, lover, child, friend, co-worker, or parent. We had made these “others” our Higher Power, defining who we were by what we imagined they thought. Determining to control, to advise, to guide others, we put off our own good—indefinitely.

In Co-Dependents Anonymous, we are opening ourselves to a new way of thinking and living, one that offers us an end to our compulsive drive to “fix the unfixable.”

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?

We took a moment to reflect on the futility of trying to feel good about ourselves by focusing on the real or imagined problems of another. And we reminded ourselves that we never had the kind of power these old thoughts suggested we apply.

“But what about the long haul?” we asked.

“Will I ever be free of these burdensome thoughts?”

Unmanageability

The second half of this Step reminded us of our past. Our lives had become unmanageable because we had chosen to solve problems in a way that did not work. We made our well-being hinge on the imagined well-being (or lack of it) of another.

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.

Our new life in Co-Dependents Anonymous began with Step One. As we became willing to say the words, “We admitted we were powerless over others—that our lives had become unmanageable,” we placed the key in the door to our recovery. We had given up making gods out of ourselves and others. We had made room for a true Higher Power, one in which we could eventually place our faith and trust.

In this moment, I do not have to control anyone, including me. And if I feel uncomfortable with what another person is doing or not doing, I can remind myself that I am powerless over this person and I am powerless over my compulsion to act in inappropriate ways.

Having surrendered thus far, we were ready to take Step Two.

CoDA Step Prayers

Step One Prayer

In this moment, I do not have to control anyone, including me. And if I feel uncomfortable with what another person is doing or not doing, I can remind myself that I am powerless over this person and I am powerless over my compulsion to act in inappropriate ways.

Step Two Prayer

In this moment, I can believe that I am never alone; I can experience the sense of freedom that having a Higher Power offers me. I can remind myself that believing is also an action, and if I am willing to practice it, one moment at a time, I will develop faith.

Step Three Prayer

In this moment, I can choose my own Higher Power. I can set aside all the old beliefs about who I am not and be who I am—a child of God. I can remind myself that a faith in a Higher Power becomes a faith in me, and that my recovery lies in being true to myself and to my Higher Power

Step Four Prayer

In this moment, I am willing to see myself as I truly am:
a growing, unfolding spiritual being resting in the hands of a loving God.
I can separate who I am from what I've done knowing that the real me is emerging—loving, joyful, and whole.

Step Five Prayer

In this moment, I will acknowledge myself for doing what was most difficult for me. I will rest in the accepting presence of my Higher Power. I know I have deepened my commitment to the journey of recovery by opening my self and my heart to a fellow human being.

Step Six Prayer

In this moment, I am entirely ready to be freed of all my shortcomings.
In this moment, I am ready to surrender these defects of character to God, knowing that the power of willingness to heal is great.
Each new Step I take in my recovery, no matter how small it may appear, is an affirmation of my wholeness.

CoDA Step Prayers (page 2)

Step Seven Prayer

In this moment, I ask my Higher Power to, remove all of my shortcomings, relieving me of the burden of my past.

In this moment, I place my hand in God's, trusting that the void I experience is being filled with my Higher Power's unconditional love for me and those in my life.

Step Eight Prayer

In this moment, I see the impossible become not only possible, but real.

As I forgive myself for my shortcomings, I am able to forgive others, opening the way for a true and lasting change in my behavior.

Thank you, God.

Step Nine Prayer

In this moment, I trust my Higher Power to guide me in making sincere and honest amends. In this moment,

I experience my gratitude for Co-Dependents Anonymous and the Twelve Steps of recovery, knowing that as I am willing to live this program, share the fellowship, and walk with God, I am free.

Step Ten Prayer

In this moment, I live my life in a new way.

As I continue to open my heart and mind, little by little,
one day at a time,
I reveal my true self,
mend my relationships,
and touch God

Step Eleven Prayer

In this moment, I quiet my thoughts and open my mind and heart to God's guidance for me. In this moment, I feel the gentle peace that conscious contact with God allows. If I am troubled and in doubt or joyful and serene, I turn to God. I know my path will be revealed and the way to my highest good will be made known.

Step Twelve Prayer

In this moment, I thank God for my spiritual awakening. In this moment, I choose to live all the principles of this simple program. I know the wisdom working through me will touch all I meet with God's love and understanding.

I am at peace.

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CoDA Sponsorship

What is sponsorship?

Sponsors are people within the CoDA program who help guide us through the Twelve Step recovery process. These CoDA members are recovering codependents whose personal recovery is a priority. They continue to learn how to live happy and fulfilling lives and are willing to share their experience, strength and hope with us. They have usually been in recovery longer than we have. They're often who we call for help when we are confused or overwhelmed.

Sponsors are able to remain objective and detached from feeling responsible for our happiness and recovery. They also refrain from behaving abusive, critical, or controlling ways that can result in fixing, rescuing, and acting as a therapist, sexual manipulation, or personal gain. Sponsors are role models for recovery, sources of loving support, and respectful of anonymity and individual pace of recovery.

Some suggested characteristics of sponsors:

- Have a sponsor themselves
- Actively work on the steps, ideally having worked through all Twelve Steps
- Have some years (1 or more) in CoDA
- Ideally have sponsored before
- Place recovery first
- Exhibit a recovery program we want for ourselves
- Are people with whom we identify
- Are the same gender as we are -or- if we are not heterosexual, are not sexually attractive to us
- Share their own thoughts and feelings with us
- Respect our right to confidentiality
- Listen with compassion and understanding without rescuing or giving advice
- Help us identify codependent behavior in a supportive, non-shaming manner
- Accept that we might be working more than one program
- Respect and accept our pace
- Provide loving support for us and encourage us to reach out to others
- Communicate clearly and directly
- Ask us questions for clarity, not to control, judge, or manipulate us
- Use sponsorship relationship to grow spiritually, mentally, and emotionally
- Know how to play
- Have a Higher Power in their recovery
- Have a recovery program that we admire

How do I get a sponsor?

Traditional Sponsorship

The place to begin the search for a sponsor is often in your home group or local meetings. Over a period of time we listen to people when they share, perhaps spending some time with them after the meetings. It may take time to get to know someone well enough to consider them for a sponsor. It is important to remember that no sponsor is “perfect”, as our program teaches us that all people are “perfectly imperfect” human beings.

Co-sponsoring

Co-sponsoring occurs when two CoDA members sponsor each other. Co-sponsors meet or call regularly to share what they are learning about the Twelve Steps and Twelve Traditions. They share experience, strength, and hope equally, growing in their own way and at their own pace.

As in all sponsor relationships, the recovery goal in CoDA co-sponsorship is to have a mutually beneficial relationship. Working the Steps, changing our behavior, and growing spiritually frees us from advising, controlling, and rescuing.

Co-sponsors may choose to have another CoDA member guide them, especially through difficult situations or when they get stuck. Sometimes co-sponsorship is a good model for sponsorship when utilized in conjunction with a Step-Study Group.

Step Study Groups

Step Study groups are groups of codependents working through the Twelve Steps (and often the Twelve Traditions) in a structured format, usually outside of a regular meeting. Step Study groups often have the same objectives as co-sponsors, but with more people, and members often make contact outside the group.

Temporary Sponsor

One way to become comfortable with a sponsor is to investigate temporary sponsorship. Often the time period for such an arrangement is left open-ended. We might want to commit to being sponsors for a couple of months and then re-evaluate the relationship.

CoDA Resources

CoDA website: <http://coda.org>

Helpful resources and info on meeting locations, etc.

Literature usually available for purchase at the meeting:

CoDA Book: In-depth readings on recovery Steps and Traditions, our Fellowship, common questions, and personal stories from codependents. \$15

CoDA Book Pocket Edition: In-depth readings on recovery Steps and Traditions, our Fellowship, and common questions without the personal stories. \$10.50

In This Moment Daily Meditation Book: Has a meditation for each day of the year, written by codependents for codependents. \$12.50

Twelve Steps & Twelve Traditions Workbook: Takes the reader through the Steps & Traditions with a brief explanation followed by a series of questions. For individual or group study. \$15

Twelve Steps Handbook pamphlet: A detailed look at each of the Twelve Steps and how they apply to daily life. \$3

This and other literature are also available at: www.corepublications.org and amazon.com.

Melody Beattie's books on codependence are also available on Amazon and at the Library.

CoDA Meetings in the Madison Area

Monona Serenity: 4933 Prairie Dock Dr. Madison 53718
Monday (Step) and Fridays (Topic) at noon.

Fitchburg Serenity, 6048 Mckee Rd, Fitchburg. Thursday 5:30 PM in-person.

CoDA on Zoom: Monday and Friday meetings at noon.

zoom Id for all Zoom meetings 109668738 passcode 574351

zoom link with embedded passcode:

[https://us02web.zoom.us/j/109668738?](https://us02web.zoom.us/j/109668738?pwd=SE5ocXRmSTdVY1cycHdkbWRLQW5UUT09)

[pwd=SE5ocXRmSTdVY1cycHdkbWRLQW5UUT09](https://us02web.zoom.us/j/109668738?pwd=SE5ocXRmSTdVY1cycHdkbWRLQW5UUT09)

In a 'Step' meeting, we read the text of the step we are on from the CoDA Twelve Steps Handbook (we rotate through the steps one per week) and each person comments on what they got out of the reading or you can pass. In a Topic meeting, someone brings up a topic related to codependence and shares on this topic. Then everyone gets a chance to share their take on the topic or pass. We always share going around the room in order.