



**SUGGESTED METHOD
FOR WORKING
THE TWELVE STEPS
OF CO-DEPENDENTS ANONYMOUS
WITH A SPONSOR**

In CoDA, there are many suggested ways to find a Sponsor and work the Twelve Steps. We lovingly offer this as another tool to aid our Northern California CoDA Region & local CoDA communities in accomplishing our primary purpose to help the codependent who still suffers. This method suggests a simple strategy for both the Sponsor and the Sponsee to set healthy boundaries, have clarity of goals, and get their needs met for support and flexibility. As a CoDA member commits to working the program using this method, the 30 questions and Daily Journal Checklist will move them gently through the first three steps using the CoDA Blue Book as the reference. This is a work in progress and may be revised from time to time. (Last Revision: January 22, 2011)

*Keep Coming Back! It works if you work it.
So, work it, 'CAUSE YOU'RE WORTH IT!*

The Process:

- The Sponsee needs to have a copy of the CO-DEPENDENTS ANONYMOUS Blue Book (Second Edition) and a spiral notebook or three-ring binder with blank paper for writing the 30 questions & their daily journal writing.
 - The Sponsee places a call to the Sponsor, as agreed upon, at the same time each day.
 - The call is to last no more than 15 minutes.
 - The Sponsee reads the question they received from the Sponsor the day before. Then the Sponsee reads their written answer to the Sponsor.
 - After positive encouragement from the Sponsor, the Sponsee is given the next question to write down.
 - After giving the Sponsee the next question, the Sponsor asks the Sponsee to read the question back. The Sponsor will correct the Sponsee when any words are changed, added to, or dropped from the question.
 - This process is repeated for each of the next 30 questions.
 - We suggest that men sponsor men and women sponsor women, unless there is a same-sex issue, to alleviate the possibility of a romantic relationship developing with a sponsor.
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- The Sponsee also keeps track of working their CoDA program on the “My Daily CoDA Program Journal” checklist sheet. (see attached page 4). It is suggested that the Sponsee review it monthly with their Sponsor and start a new page at the first of each month.

Need A Sponsor? Need The Questions? Contact the Outreach Chairperson on Our Website or Write to Us at the Address Below.

Commitment By Both Sponsor And Sponsee:

- Make a plan for when we do the questions.
- Have a plan for working a question if Sponsor is not available.
- Agree that the Sponsee can end the 30-question process at any time.
- Agree that the Sponsor can stop being a Sponsor at any time by verbal or written notification.
- Accept that the Sponsor doesn't sponsor family members.
- Agree that anonymity and confidentiality is practiced throughout the 30-questions work by both Sponsor & Sponsee.
- Develop the "Power of Five" to network with other CoDA members in recovery.

Benefits Of The Process To Sponsee:

- Keeps Sponsee focused.
- Introduces the Sponsee to the first three steps of recovery and gets Sponsee ready for the fourth step.
- Teaches the Sponsee that recovery takes time and commitment every day, not just the one hour a week at his/her meeting.
- Teaches the Sponsee to use the tools of recovery such as the CoDA Blue Book, Twelve Steps & Traditions.
- Demonstrates using healthy interaction and continuous commitment to the process.
- Starts the process of opening up the Sponsee's ears to hearing what is said by others by being able to test: "This is what I thought I heard you say. Is this correct?"
- Gives Sponsee a format for being a Sponsor.
- Gives Sponsee thirty questions to use with his/her Sponsees.
- At the end of the thirty questions, the Sponsee is ready to help another CoDA member through the 30 questions with the understanding that if they don't give away to another person what they just got, they will lose it. *"YOU'VE GOT TO GIVE IT AWAY TO KEEP IT!"*

Yes! I want to get a sponsor & work the Twelve Steps!

What are Sponsors?

Sponsors are people within the CoDA program who help guide us through the Twelve Step recovery process. These people are recovering codependents whose personal recovery is their first 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've usually walked the road of recovery longer than we have. They're who we call for help when we're confused or overwhelmed. They can also be friends who work the program with us.

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

Sponsor's Goals:

- To share with newcomers how I work my twelve step program.
- To share what I was like then and what I am like now.
- To share as a Twelve Step Guide, not as a friend or Higher Power.
- To share in “I” statements but live in “we” actions.
- To share tools I have added to my tool box and how I use these tools today.
- To practice healthy boundaries and be respectful of the Sponsee's reality.


Sponsee's Goals:

- Accept that the Sponsor has high expectations of them as Sponsees. Some of the Sponsor's expectations are:
 - ✓ Sponsee will be open to new ideas.
 - ✓ Sponsee will share their new tools with others.
 - ✓ Sponsee will do the work.
 - ✓ Sponsee will call every day at agreed upon time.
 - ✓ Sponsee will share only for 15 minutes each day.
 - ✓ Sponsee will practice “H O W” – Honesty, Open-mindedness, & Willingness.
 - ✓ Sponsee will leave the “Well But” and “Only If” excuses behind.
 - ✓ Sponsee will be respectful of their and the Sponsor's time and space.
 - ✓ Sponsee will work no more than 30 minutes a day on the answer.
 - ✓ Sponsee will allow the healing process to go as deeply as possible in the time allowed.
 - ✓ Sponsee will trust the process knowing that if more healing work needs to be done on any particular issue, it will come up again.
- Remember: “Progress, Not Perfection”
- If we have agreement at this point, set a time for Sponsee's first call to Sponsor to receive the first question.

The Benefit Of Sponsorship For Both The Sponsor And Sponsee:

- If we continue our step work with others and keep going back to meetings for help and support, we keep finding the tools and knowledge to become the best each of us can be.
- At the same time, we learn we are not alone in our recovery journey, nor are we unusual in any way.

Remember: Progress, Not Perfection!

<i>My Daily CoDA Program Journal</i>		<i>Month of: _____</i>											
		Prayer & Meditation	Attend Meetings	Twelve Step Work	Program Calls	Read CoDA Books & Literature	Awareness of my Feelings & Needs	Journal Writing	Setting Healthy Boundaries	Self-Care: Fun, Play & Relaxation	Family of Origin Work	CoDA Service Work	Self-Talk with Gentleness & Humor
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