



BDA Solvency Immersion Conference

Hosted by BDA Workshops

(BDA members helping BDA members ... and DA members too)

Conference Survey Results
July through December 2024
75% Survey Response Rate

This is a summary of participant surveys for a 26-session intensive cycle of recovery workshops for Debtors Anonymous and Business Debtors Anonymous members who own, operate, manage, or work for businesses, either for-profit or not-for-profit (using conference-approved literature from DA, BDA, and AA and workshop materials developed by active BDA members in 2020 and revised in 2021, 2022, 2024)

THE BDA SOLVENCY IMMERSION CONFERENCE

During this BDA Conference, we covered most of the 12s in DA and BDA — Steps, Traditions, DA and BDA Tools, and DA Promises (see our contact page at www.bdasolvency.org/contact for downloadable pdfs of each list).

For the primary program principles, tools, and promises, we offered specific applications for DA and BDA members who own, operate, manage, or work for businesses, either for-profit or not-for-profit.

Each numbered set of recovery topics (i.e., Step One, Tradition One, DA Tool One, BDA Tool One, and Promise One) was allotted two workshop sessions.

NOTES: All pictures in this survey report / presentation are stock images. We hold our workshops by zoom video conference, and no pictures are ever taken; we do record audio. Our anonymity is vital to our recovery.

The theme for this report is *“Whatever we’re doing for work, farming would be harder. Let’s be grateful.”*





OUR SURVEY INCLUDES THREE DISTINCT PARTS

- General Experiences
- Connections and Cycle Goals
- Personal Progress in DA and BDA

We asked a total of 21 questions, including 11 opportunities to give ratings of 1—5 where:

1. Poor
2. Okay
3. Good
4. Great
5. Excellent

Two questions related to service for future cycles are not included in this report.



OUR NUMERICAL SCORES FOR GENERAL EXPERIENCES

Experiences of *After Party*

(<https://www.bdasolvency.org/about-after-party>)

Rating: 4.9 of 5 98% of 100 A+

Experiences of *Fellowship Drop-In*

(<https://www.bdasolvency.org/about-fellowship-drop-in>)

Rating: 4.8 of 5 96% of 100 A+

Workshop sessions and materials

(<https://www.bdasolvency.org/workshop-overview>)

Rating: 9.8 of 10 98% of 100 A+

Overall scores for part 1: Rating: 4.9 of 5 98% of 100 A+

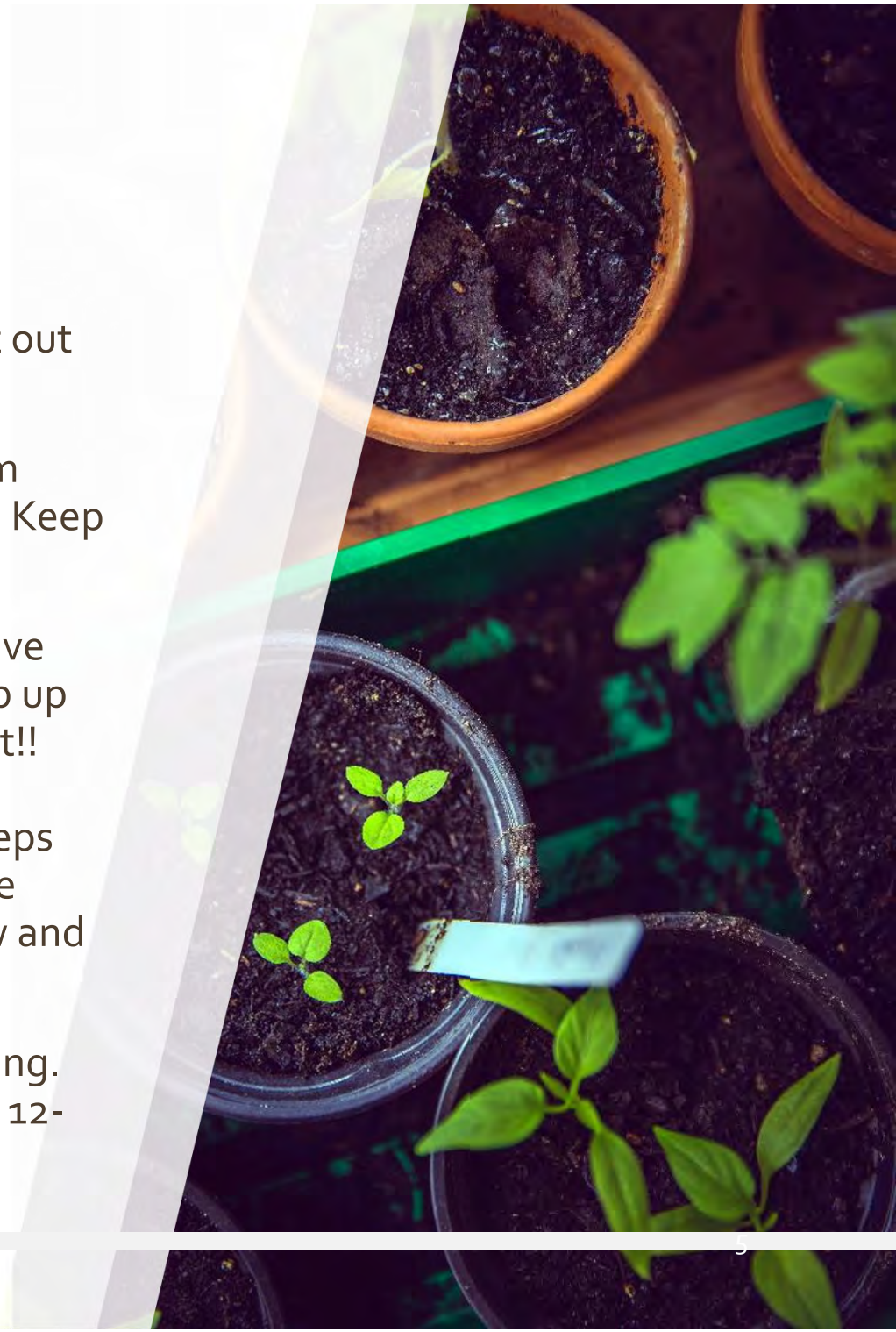
Do you have any advice to offer future BDA Conference participants?

Do the work, especially when it's tough, and if you are like me, you will get out what you put in.

Trust the process. Be open to this experience and opportunity to learn from others, strengthen your recovery from being willing, open, and consistent. Keep showing up, even if you feel "behind" in any way.

It's helpful to look for a Step guide asap. Ask anyone or everyone. Try to have that relationship in place before the Step work begins, so it's easier to keep up with sharing the questions with someone regularly. → → → Don't drop out!! Even if lagging in Step work, it's just easier to stay and gain benefits of absorbing the tools and promises if it's not possible to keep up with the Steps and Traditions in the first round. Be aware that it might take more than one cycle to get through all the content, it's not a race into recovery, but a slow and steady restructuring of our outlook on life and financial abilities.

Concentrate on your recovery and what you would like to get from attending. Be patient, it does feel very confusing at first and uncomfortable. It's not a 12-Step [study]!





Do you have any advice to offer future BDA Conference participants? — continued

There's an incredible amount of material (conference materials and reading the DA and AA literature) to go through so setting aside dedicated time each week for it is helpful . → → → Set up outreach calls in the first weeks to understand the path ahead by interacting with [others] . → → → Stay behind after the workshops as much as you can to ask questions, so much gets cleared up during the *After Party*.

My suggestions to new participants are to come early, hungry for knowledge, open minded, and curious.

Look for a Step guide as soon as you get into the workshop.

Give yourself 6-9 months to really dig in and give this a shot — that's what I did, and it bettered my life tremendously . → → → In my experience, I have not found a better way to work a 12-Step program in such a comprehensive manner, and in such a thoughtful, efficient timeline.

NOTE: Our group's 5th Tradition message is solvency first, Steps second, everything else third or later. You will hear this message frequently.

Do you have any suggestions to offer to the steering committee about improving the conference cycle for the benefit of future participants?

Stay true to what you are doing and how you do it.

It's helpful that the first weeks [of the conference] are focused on orientation time and helping each new member to pair up with a Step guide. Or, if joining the previous cycle, start right away to reach out and ask others for their experience, strength, and hope about the program, to get those relationships happening, so that it's easier to slide into having a Step guide. Maybe an emphasis on outreach calls to other members might help this process.

I wonder if there's a US / EU-friendly time that works for Asia / Australia time zones (it's tricky, I know). Due to time zone differences, I will attend two cycles, but I won't be able to attend after that. During winter, the midnight start [time for me] is quite challenging.

Suggestion to the steering committee is keep up the great work.

I know that I am a frequent offender of not having my camera on (this is the case when I am watching my son), but I do think we all benefit when there are more people on camera. I know we have some language in the script about turning on cameras, but perhaps we try to reword that to encourage camera use more. → → → (Again, I know that I am really part of the issue here, as there's been a number of sessions where I haven't been able to have my camera on — but this is really the only thing I can think of that might be beneficial towards the fellowship).

How was your experience of *After Party*

(<https://www.bdasolvency.org/about-after-party>)?

Always benefitted from staying and participating, whether it was for a pressing issue or question I had, or in just sharing and hearing topics brought by other members which inevitably were timely topics for me as well.

It's a great way to connect with other members and builds up connections. Very helpful to be able to talk about what's going on and be supported by other members. The round robin shares are generous and inclusive. → → → The drop off rate around Step nine was noticeable, and I look forward to the new cycle and support members to stay throughout.

Although it is often difficult to attend having already done the 1.5-hour [workshop].





How was your experience of *After Party* (<https://www.bdasolvency.org/about-after-party>)? — continued

Excellent! I've really enjoyed this space to step forward with additional questions and receive everyone's input and the opportunity to reflect back on the answers and what's come up from a collective.

I found it very helpful for answering targeted questions.

I like that we can ask a question to the group and get feedback. Sometimes it has been hard to know what topics are ok.

Did not attend any *After Party* sessions this cycle.

I always enjoy *After Party*. It's good to be able to hear experience, strength, and hope from other members on various situations, a good way to do service, and a good way to get to know people better.

How was your experience of *Fellowship Drop-in* (<https://www.bdasolvency.org/about-fellowship-drop-in>)?

Enjoyed these mid-week [drop-ins], opportunities to reinforce and reconnect with what we are learning or covering in the conference. Sometimes difficult to attend due to work / life schedule, but never disappointed when I am lucky enough to be able to attend and participate.

Really helpful to have time to ask questions and great to be able to review the Step work. All participants having time to reflect together helps to break down any barriers of being a newcomer . → → → There is such a lot of content in the program to cover and the mid-week is a great place to connect and review, and to “make it real” as situations occur by the nature of practicing the Steps, which (in my case) were new and sometimes baffling. Having the group available for support was extremely helpful . → → → As was listening to others’ challenges and being able to contribute any experience that may be supportive for their recovery. The cyclone in Florida seemed to impact the numbers of members able to join us due to electricity and Wi-Fi outages.

I think it has been a bit hard because it’s so structured. But maybe I’m just not used to that.





How were the conference materials?

Very thorough and instrumental in laying out a comprehensive approach to working the Steps and tools of recovery in DA / BDA.

Fabulous, easy to read, a lot of excellent content. Love how the Traditions and promises are included, it's very positive. I really appreciate how quickly there was any response to emails, texts, or questions behind the scenes. It felt like this program has a living core, rather than just a book study group. It's also fabulous that the steering committee meet annually to review the materials. → → → Also fabulous that it doesn't matter to the group if everyone isn't able to work at the same pace on the materials. Getting through Steps 4 and 5 which (in my case) were long and arduous as I've many decades of business ... while trying to also catch up on Steps 2 and 3 due to a late start with the Step guide, meant that I'm finishing the cycle on Steps 8 and 9 rather than at Step 12. My Step guide is happy to continue, despite the timing, which I'm very grateful for. → → → I loved the Steps 6 and 7 prayers, it's been an eye opener after Steps 4 and 5 to be able to turn away from the liabilities towards a positive list of assets. I love how these are so unique to each person, and this is the first time I've been aware of what my particular assets are and how special it is to have these. → → → I'm looking forward to practicing the other Steps and finding that more will be revealed.



How were the conference materials? — continued

Great. I can see how much work has gone into this and it's an incredible amount of resources and context. I'm a long copy gal myself so I get the need to write out everything as a matter of direction and self-study. Knowing how our ability to grasp material and information these days has changed, a shorter and to-the-point layout of the information could be helpful.

They're a great resource.

Although I have struggled with the website and finding materials.

NOTE: The best resource for navigating our website is our site map — <https://www.bdasolvency.org/site-map>.

Very good and thorough.

Core part of this fellowship for me, great materials — no suggested improvements.

Excellent. The materials are so clear and help us to work through the Steps in a really structured and thorough manner. I love these materials.

How were the workshop sessions?

Always insightful, inspiring, and supportive. Great opportunity to glean from others' experience, strength, and hope from a wide range of work and life backgrounds.

Excellent! BDA Immersion conference, the people, and the time together in a guided and structured way have been the bright spot of my week. Even though the time of the day has been a bit challenging, I have only missed one [workshop] due to a personal commitment — it's been that important to me!

Very informative and good to see how other participants were developing by applying the tools over the cycle time.

It has been hard to know how much service that's expected and since I'm an ADHDer I would love to be able to use the Zoom integrated timer for time keeping.

Well structured, set to a strong pace, a lot of content is covered in a very short time.

This cycle was free from any conflict, which I think was a huge win. I enjoyed all of the sessions I was a part of, and I only have good things to report here.

I think it's a great format. We hear a share on the topics for the week and then everyone gets to share their thoughts too. And it's all well structured so that we can keep to the topic.

Were there any sessions that stood out as your “favorites” or most productive for you?

I got something out of all of them.

The section where we discussed and ultimately developed our ideals was one of the most productive and enlightening for me. It was a process that I hadn't fully embraced or understood, but really has laid a framework for everything I now am moving towards in each key area of my life. Really pushed us to “dig deeper,” another core concept in the workshop as well.

NOTE: We include guidance for developing our sane and sound ideals as part of Step 4.

Maybe the drop-ins, when a member was able to ask for support and feedback around life changing decisions, which happened with a few members. The level of empathy and support was memorable. So was the gratitude feedback [**LOVE FESTS!**] after someone led with their experience on Steps, tools, and Traditions and the enthusiasm for group members regarding one another's birthdays and recovery.





Were there any sessions that stood out as your “favorites” or most productive for you? — continued

I enjoyed them all — sadly missed a few but I did have an opportunity to listen to [the recordings].

I really enjoyed those PRG workshops and the interactive, hands-on practice sessions. I’d love to see other parts of the Steps put into action together for immediate action and practice.

“Favorite” workshops or simply most memorable for me were Analilia [**the 7s, parts one and two**] and Nick [**the 4s, parts one and two; the 5s, part two; and the 11s, part one**] as speakers.

No, they have all been good in different areas of my recovery.

I enjoyed them all.

OUR NUMERICAL SCORES FOR CONNECTIONS AND CYCLE GOALS

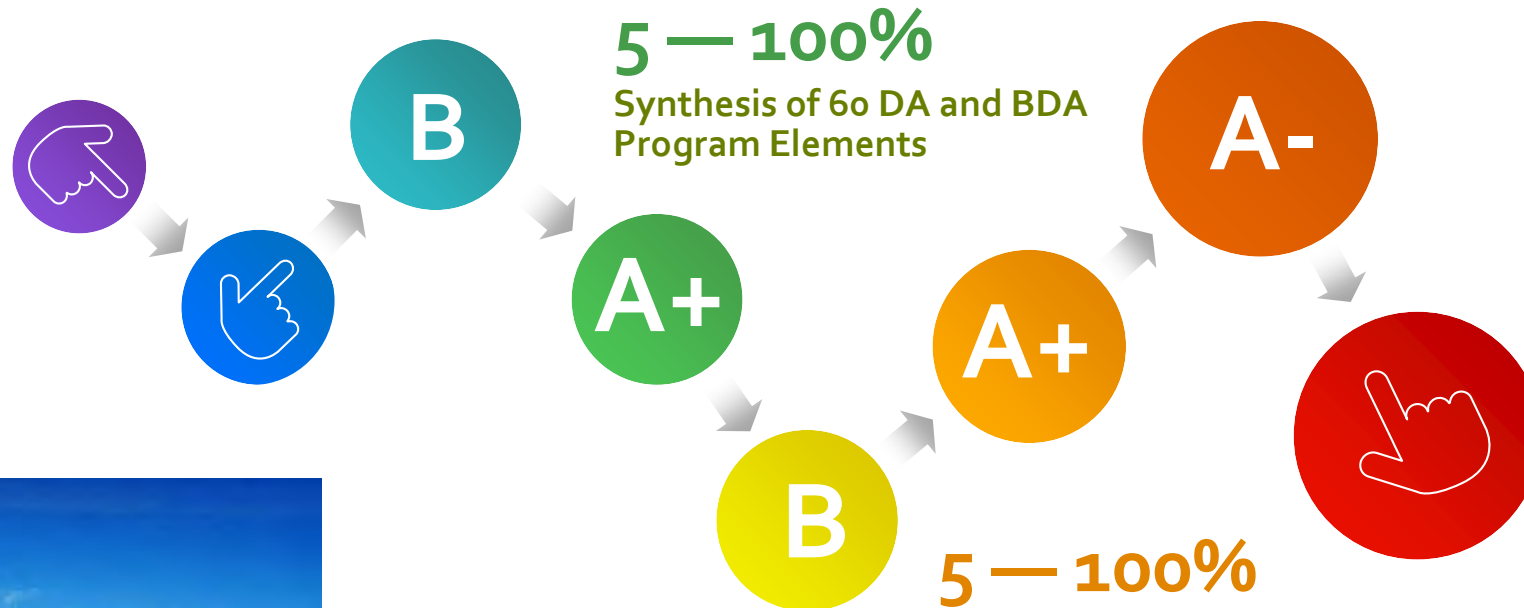
4.2 — 84%
Connections with Fellow
Participants

4.6 — 92%
Overall Scores for Part 2

5 — 100%
Synthesis of 60 DA and BDA
Program Elements

4.3 — 86%
Strengthen BDA Fellowship

5 — 100%
Participant
contributions to free
literature and
public information



WHAT WE'RE OFFERING:

Our emphases for the BDA Conference are helping recovering debtors to immerse ourselves in the abundance of resources available to us in the DA and BDA program, all the resources, while also supporting each other in taking the 12 Steps, one Step every other week for six months. Solvency first, Steps second, everything else third or later ...

While encouraging and supporting our fellows in putting the program to work in our lives, we purposely DO NOT do any of "the work" for our participants or do anything to hold them accountable.

We believe accountability — to the Steps, to the homework, to preparation for workshops — is between each of us and our Higher Powers, and it's our Higher Powers that will connect us with Step guides, study buddies, and so on, if we're honest, open-minded, willing to listen, and praying for that guidance.



How was the availability and connection with fellow conference registrants?

Most of the engaged participants were great with outreach and communication, making themselves available to be a support to anyone seeking guidance during or within the workshop.

Most of the time great, just with one participant who was suggested initially as a Step guide, the connection times were not happening and as the weeks flew by, a feeling of panic started to occur.

I have managed to hold a couple of relationships going, other than that nothing. Not much interaction from members even having emailed them.

Good. It would be great to have a section at the [workshops] where everyone puts down their contact details (if open to outreach, Step work, sponsorship) and their preferred means of communication, i.e. email, WhatsApp. I know there's a database of contact names on the website but as with everything, always good to be where the users are at and remind them about this helpful recovery tool.

With the workshop itself, additional days to connect, and WhatsApp group it is easy to reach people.

Had more out-of-session interactions with fellows this time around. Thanks to some very helpful service from fellows during PRGs and felt like I had more opportunity to grow in honesty with people around me.

I was able to connect with other conference registrants whenever I wanted to. I could have made more use of this, but the opportunity was there.



For the first time, during this conference cycle, we integrated our “Help with PRGs” workshops into *After Party* on the weeks when we covered the 4s, part two, and the 5s, part two. If you participated, please let us know your thoughts. .

I thought it worked great, better than I anticipated, but I wish everyone honored their commitments and took it seriously.

Very helpful as I had not yet done or participated in a PRG. This gave me an opportunity to better understand how they work and how they can benefit a person’s recovery, as well as another way of being of service to others.

I was very grateful for the [practice] PRGs and would have liked that to continue. Unfortunately, this time, the participants seemed to drop off, so the continuity wasn’t possible.

NOTE: The steering committee hosted two PRG workshops during *After Parties* and connected two sets of practice PRGs, three people for each. Any continuation would have been created by and between participants.

I loved those sessions and the direction and support given to organize those PRGs, to put the theory into practice right away. There’s just so much information, so much to learn, so many new ways to live that type of guidance is truly appreciated to help us make sense of it all and do it all together.

It was fun supporting fellows newer to the fellowship. Their zeal for program inspired me.

It was helpful to have those PRGs to learn the structure and also for getting someone else’s eyes on my things.

I think this was a great way to do ‘help with PRGs workshop’ as it made it accessible to everyone. I think it was very helpful, and people are always looking to find PRGs as they work through the Steps at the conference, so I think this is a really good thing to offer.

For the first time, during this conference cycle, we offered everyone currently participating when we reached the 90s the opportunity to select a helping professional or organization to receive DA's conference-approved books as outreach and public information. We consider this to be practice of the 11th Tradition, funded by our treasury, which includes your registration contributions. Thank you! If you participated, please let us know your thoughts.

This was great and it was cool to see all the organizations supported and outreach happening in real time.

NOTE: Via this 11th Tradition project, we sent DA's conference-approved literature to 12 helping organizations and professionals in five countries. We thank our conference peeps for participating in this outreach activity.

I think this is a fantastic idea and way of carrying the message. Looking forward to gauging feedback later or responses from those organizations we sent literature to, and hopefully finding more organizations that would benefit and be receptive to such offerings.

I was very appreciative of the time and effort put into this activity. Thanks so much, Marc and Bob, for the diligence!

I thought that was an amazing move, such a kind gesture. Really supportive of the 11th Tradition.

This is such a beautiful initiative. Please keep it going if that's possible.

Love that our community pays it forward by sending out books to organizations.

A very good idea, and much appreciated by the people that will get the books.

Participated, but not as originally prescribed. I am grateful that we were able to find a creative way to provide literature to an organization I care deeply about. I think I would have been able to participate more proactively if I [had known earlier that I would be] able to maintain my anonymity during the outreach process. This is how things ended up working out, but I'm sharing because I think I would have been more proactive with slightly different suggestions on the requirements.

I thought this was a great idea. It's nice to feel involved in this process. I think it helped me to see the kinds of things that the conference leaders are doing, as it's not something I think about much. I like that everyone was encouraged to take part. I was a bit unsure and was given support in doing this, which was much appreciated.

How did we do on ... connecting the various elements of the DA program with the practical aspects of our BDA approach to doing business, developing a more complete recovery experience using the spiritual Principles, Promises, and Tools available to us?

Excellent in achieving and incorporating all of those things in such a structured, informative, and engaging way.

I love how robust the program is, in terms of content and covering all the Steps, Traditions, tools, and promises.

Great. I'm at the beginning of my own business journey so I have to be at DA [meetings] as well [as the conference workshops] to look at the personal spending and compulsive behaviors at the same time as the business aspects. Looking at the business side of the spiritual malady just wouldn't have been enough; didn't connect to it as much at first.

I believe we do a great job here. Very focused and did not stray from this mission.

I love how all these things seem to be integrated seamlessly. We need the whole lot together and that's what this conference provides.



How did we do on ... strengthening our BDA fellowship through the Steps, one-on-one support, and connection of national and international members through a focused, committed recovery and sharing environment?

Amazed (and thankful) with how fortunate I have been in finding such caring and committed recovery sisters and brothers all over the country and world through this process.

Australia is at a disadvantage due to time zones for the workshops. My attendance was at 1 or 2am, and I could not remain awake during that time. What has been very helpful has been all the recordings available to listen to almost immediately after!! The speed of [conference] admin is always excellent and reflects a lot of caring and genuine support for participants.

Although I have a superb Step guide and study buddy.

Excellent. What a beautiful place for us to all meet and recover together.

I might have missed this, but a suggestion is to tell us to make at least one outreach call to one of the other conference participants [each] week.

In my experience my fellowship towards other BDA members (through one-on-one, PRGs) has been strengthened this cycle.

I really feel a part of the group. It's great to have members from all over the world. I love the way everyone supports each other as we work towards our shared goal of recovery.

Through registrations for this event, we raised \$2,138 for outreach to debtors and provision of free conference-approved literature to anyone who asks. How did it feel to contribute to these DA and BDA service efforts? Or how did it feel to receive a scholarship? — ***Thank you all for your incredible generosity!***

NOTE: Visit <https://www.bdaworkshops.org/treasury-reports> for treasury reports.

It's an honor.

Feels great to give back as this program has blessed my life and recovery greatly. Happy to help in this way and was thankful to have received the free literature coming as a newcomer to DA and BDA.

This generosity of spirit to help others struggling with debting, and to let organizations know that there is a solution, attracted me to the [conference] immediately. I've not seen this level of outreach except in AA, and that spirit of Step 12 work is a great example to us all.

I am a recipient of a scholarship, and I don't even have the words to describe how grateful I am. Above everything else, it was my first moment of asking for help in this area of my life.

I've never been gifted literature before. It felt very loving.

It feels great to contribute to sending books out to communities it can benefit.

I have received both books and a scholarship and am very grateful.

It's always good to know there is a contribution happening beyond the walls of our fellowship, and that we are serving debtors through our participation in conference [contributions].

It's great to be able to contribute so that others can receive the same help that we did on our way to recovery.

OUR NUMERICAL SCORES FOR PERSONAL PROGRESS IN DA AND BDA

Did you make progress on the Steps?
Did you complete the Steps?

Rating: 4.5 90% A-

Did we help prepare you to be a
more confident sponsor or
trusted servant?

Rating: 4.9 98% A+

Did we help prepare you to be
a business owner or a more
confident business owner?

Rating: 4.9 98% A+

Overall scores for part 3

Rating: 4.8 96% A



Did you make progress on the Steps during this conference cycle? Did you complete the Steps?

I learned more but did not do the Steps this cycle.

Made lots of progress in and on the Steps this cycle. We are towards the end of the conference cycle and I have made it to Step 9 / 10, but plan to complete them by the end of the year / end of the cycle.

Just not quick enough to get a Step guide, however the conference group attendance helped to get the momentum going so that I could redo Steps 1-3 in a short time, once I got a Step guide. I appreciated that the Steps continued even when I was lagging behind, and that kept up its own momentum during the conference which helped me to continue to grow through the Step work, in confidence and getting the family business working again.

I have almost finished the Steps although I could do some of them again more thoughtfully, especially the tools, I think.





Did you make progress on the Steps during this conference cycle? Did you complete the Steps? — continued

Good. I started out strong by following the Step work and working through Steps 1-3 with a Step guide, but I got overwhelmed, stuck, and couldn't keep up. Mainly because I needed to focus on setting up a spending plan and income generation first.

I made progress on applying the steps I've worked — yes.

I made progress spiritually but not in writing. I will work the Steps next cycle.

Completed the Steps last cycle but was strengthened in my experience of living out my recovery this cycle.

I didn't do the Steps this time but going through all the topics again reminds me of all the Steps and tools and helps to keep me focused. I learn new things each time we work through the materials.

NOTE: Please visit www.bdasolvency.org/taking-the-steps. If you want to take the Steps, please ask us to help. We will.

Did this conference help prepare you to be a sponsor or a more confident sponsor? A more confident trusted servant?

Yes, to both.

Yes, in working with my Step guide, I got to see modeled what is or will be expected of me; how to be a source of support, encouragement, and accountability in working the Steps.

My self-confidence was very low when I entered this program, it has much improved, and my Step guide set a great example of patience and care.

I'm much more aware and can make suggestions for sure. Maybe I will be a good. Sponsor. I will definitely try my very best.

Great. Definitely!

Yes, all the knowledge will help when that time comes.





Did this conference help prepare you to be a sponsor or a more confident sponsor? A more confident trusted servant? — continued

The conference helps me to be a more confident sponsor because I've stayed in communication with my own sponsor. Trusted servant I can't work on more as I wasn't able to be present as much this cycle.

NOTE: For future reference, we don't necessarily mean service to the conference. We mean a sense of growing confidence in all of our service activities, especially with the intentional integration of the Traditions into our recovery.

Yes, I think I grew a lot in this regard during this cycle. I worked a lot with my sponsor on how to be a better Step guide and how to manage various issues that came up through that service.

Yes, the materials are laid out really well so it's easy to use them to be a Step guide and take someone else through them. And having a sponsor in the program helps me to be a better sponsor.

NOTE: Please visit www.bdasolvency.org/taking-the-steps. If you want to take the Steps, please ask us to help. We will.

Did this conference cycle help prepare you to be a business owner or a more confident business owner?

Yes, always gain new insights.

Yes, my confidence and clarity has grown throughout this process. I have taken more decisive actions and steps towards a better managed and more productive business thanks to all that I have learned in this workshop.

More confident — able to face business challenges with more courage and less avoidance.

Yes, it did, and I'm working on it.

Great! Wow, I have so much peace and even excitement about getting started with my business and learning about the related finances as I learn to get clear about my personal finances first.

Yes, the conference equips me to be a more confident business owner by helping practically tend to business.

Yes.

Yes, absolutely. More confident and free in my approach. Not feeling as much pressure internally — I know things will work out.

Yes, thinking through the Steps and tools on a regular basis definitely helps me to be a more confident business owner. Each cycle helps me to make more progress on using the BDA tools. It's an ongoing process and I am definitely gaining more confidence each time.



If you could wave a magic wand and make three changes to the conference cycle, what would they be?

- ✓ One hour later start time for the Wednesday drop-ins
- ✓ [Fewer] yes and no questions in the homework / materials
- ✓ Can't think of anything else!

No changes to suggest.

1. Timing of the conference [workshops].
2. I'd love to see part of the spiritual sales and marketing workshop elements somehow embedded into the conference, maybe another bite-size workshop during the After Party to help us get clear about how we are the servants of God's business.

If I had a magic wand, I would make all the time zones across the world match up, so no one is sleeping at the time of conference.

- ✓ Maybe rotate the [host] position (see note on next page)
- ✓ Suggest some [DA and / or BDA] meetings that might support the newcomer
- ✓ Really cannot think of any more

If I could wave a magic wand, I wouldn't change anything about the conference. I would have liked to have been more present.

If you could wave a magic wand and make three changes to the conference cycle, what would they be? — continued

I don't think there is anything I would want to change at the minute.

1. I would love to have more participants in the conference.
2. Maybe have us read all 12 Steps during each workshop — just the Steps. Or even reading the promises in their entirety — I love that we deep dive during individual weeks, but I think it's important to be reminded of the fullness of the Steps / promises as well. I think it's fine without it — but it'd be a welcome addition.
3. Have [the workshops] either be earlier on Saturday or later in the evening during the week.

- ✓ Ability to use the Zoom integrated timer.
- ✓ Publish the different trusted servants' roles in a Google Sheets and the ability to sign up there.
- ✓ Use Google Forms (or similar) for the survey.

NOTE: We would love to take the suggestion about rotation of service ([on the previous page](#)) as soon as we have a steering committee member and / or Step guide who is qualified for the host role and WANTS to do it. The conference is not a meeting, and leadership is much more than reading a script. We are not interested in the chaos or disorder that often happens at DA and BDA meetings. We believe structure and discipline are our friends and friends of our recovery. We did try to rotate the host role in 2023 which led to politics, personalities over principles, and conflict. We're not interested in repeating that experience.



Can you name three things about the conference cycle that you would not want to see changed?

1. The structure — introductions, time keeping, clarity of each Step / Tradition / tool / promise to be discussed.
2. The recordings are so very helpful when I miss a [workshop].
3. The mid-week fellowship. I've loved this time to catch up with other members and learn more about how to apply the program.

The format and structure and schedule.

Can you name three things about the conference cycle that you would not want to see changed? — continued

- ✓ The structure and round robin formats
- ✓ The multifaceted focus covering all areas of DA / BDA Steps, tools, Traditions, and even Concepts
- ✓ Love the *After Party* and drop-ins

I would not change *Fellowship Drop-in*, the WhatsApp group, or the conference materials.



Can you name three things about the conference cycle that you would *not want to see changed*? — continued

1. The structure of the literature, weeks corresponding to the literature, and the questions reflecting this
2. Having time for all participants to share during the questions period of the [workshops]
3. Having people with long-standing solvency be part of our workshops — great to have this encouragement!



A scenic view of a vineyard with rows of grapevines in the foreground and rolling hills in the background. The hills are covered in trees with some autumn-colored foliage. The sky is hazy.

Can you name three things about the conference cycle that you would not want to see changed? — continued

1. The format per week is great with the speaker share and open floor sharing and I love that the participants are called to participate so nobody can hide away from sharing.
2. The same faces that appear week after week. It's so beautiful to be part of the old-timers' recovery wisdom and to witness the newcomers come alive and hopeful after arriving in deep despair.
3. The enthusiasm the steering committee brings to every single session.

Can you name three things about the conference cycle that you would not want to see changed? — continued

✓ *After Party*

✓ Structure of the workshops

✓ Materials

✓ [Step guide] element

✓ *After Party*

✓ [Drop-ins] on Wednesdays

✓ The structure

✓ The consistency

✓ *After Party*



Did we focus enough on DA and BDA recovery in business and at work for your needs and wants? Enough on the spiritual aspects of recovery, which we sometimes refer to as “turning our work and business into a spiritual activity”?

Yes, it was a great balance.

Yes, everything was covered and woven together in a way that incorporated all aspects.

Yes, it's helped immensely.

I think I would have liked more, a lot of changes happened to me as a person. Relationships changed as I learned how to ask for what I needed and started to recognize my worth. Also, the clarity I found in [creating] a spending plan, etc, supported a less stressful existence.

Yes.

Yes, absolutely.

I'd love to attend the spiritual Sales and Marketing [workshop series] to support me in getting clear about who I aspire to be as a business owner, what's God's will for me, who am I meant to serve.

The conference definitely focuses on the spiritual. I would personally like more hands-on [guidance] for developing and building up a business, but I also wasn't present enough this cycle to know what was discussed.

Yes.



During a previous BDA Conference, we wrote BDA promises together.

Short form of our BDA Promises, submitted to WSCs 2020 and 2021 for consideration by the BDA Committee:

1. We are committed to our recovery from compulsive debting.
2. We are growing spiritually and are unafraid of letting others know about our recovery.
3. We properly fund our personal lives and live within our businesses' means.
4. We are rapidly becoming free of shame.
5. We focus on learning from our experiences and grow to appreciate both positive and negative feedback.
6. We have positive self-esteem.
7. We can identify and define the contributions we make.
8. We see ourselves as equals with everyone we meet through our jobs or businesses.
9. We charge appropriately for our time and services.
10. We are clear about our limits; we set boundaries.
11. We are engaged in work that is fulfilling and rewarding.
12. We know that we are enough.

We have found that it is only through working the Twelve Steps of Debtors Anonymous that lasting solvency, recovery, and serenity may be obtained for our businesses and ourselves. Until we take all Twelve Steps, these promises for business owners and the other promises of DA will likely remain out of our reach. Please take the Steps and join us in the new life and experience described here.

BDA Solvency Immersion Conference

bdasolvency.org

www.bdasolvency.org/sitemap

www.bdasolvency.org/workshop-overview

www.bdasolvency.org/about-after-party

<https://www.solvency.org/about-fellowship-drop-in>

<https://www.bdasolvency.org/about-our-service-structure>

<https://www.bdasolvency.org/all-da-members-are-welcome-here>

<https://www.bdasolvency.org/lets-leave-outside-issues-out>

www.bdasolvency.org/taking-the-steps

<https://www.bdasolvency.org/tool-tips-for-da-and-bda>

www.bdasolvency.org/contact

Many more pages and resources are available in the registrants-only, password-protected area of our website. Please register and join us!

BDA Solvency Immersion Conference

— Next Cycle
Starting Soon —
Saturdays, January through
June 2025
Visit bdasolvency.org for all
the details.

