

Bill and Bob Do BDA

Well, not *THAT* Bill and Bob ... Bill J and Bob A ...

Cycle One Survey Results
January through June 2020
50% Survey Response Rate



This a summary of participant surveys for a 26-session intensive cycle of recovery workshops for Debtors Anonymous members and BDA 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 materials developed by active BDA members in 2020)

THE "BILL AND BOB DO BDA" WORKSHOP CYCLE

During this workshop cycle, we covered most of the 12s in DA and BDA — Steps, DA Tools, Traditions, BDA Tools, Concepts, and DA Promises (see our contact page at www.bdaworkshops.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, etc) was allotted two workshop sessions.

NOTE: All pictures in this survey report / presentation are stock images. We hold our workshops by conference calls; no pictures are ever taken. Our anonymity is vital to our recovery.





OUR SURVEY INCLUDED THREE DISTINCT PARTS

- General Experiences
- Connections and Cycle Goals
- Progress in the DA and BDA Program

We asked a total of 25 questions, including 19 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 here.

OUR NUMERICAL SCORES FOR GENERAL EXPERIENCES



**Communication from Bill and Bob
before and during the cycle**

Rating: 4.86 of 5 97.27% of 100 A

**Workshop materials
from Bill and Bob**

Rating: 4.82 of 5 96.36% of 100 A

Workshop sessions

Rating: 4.59 of 5 91.82% of 100 A-

Overall scores for part 1: Rating: 4.76 of 5 95.15% of 100 A

Do you have any advice to offer future Bill and Bob workshop participants?

Stick with it.

Try not to miss any sessions, sometimes it's unavoidable, but if you can try to make it.

Phone numbers of participants should be available to all participants. Some may feel left out in the cold, unable to reach out to one another. Study Buddies at the outset is Best. In Step Eight, it is a must, especially phone numbers if participants are absent.

NOTE: We will have an optional participant phone and email list for cycle two.

Do the homework.

I believe this workshop is ideal for those new and/or returning to DA/BDA. I'm returning to BDA, and it's served as a great "re-entry" platform. I very much appreciate the format, giving equal emphasis (at least that's how it seemed to me) to the principles and tools as to the steps.

Be sure to join every week and read the material; participation is the key.

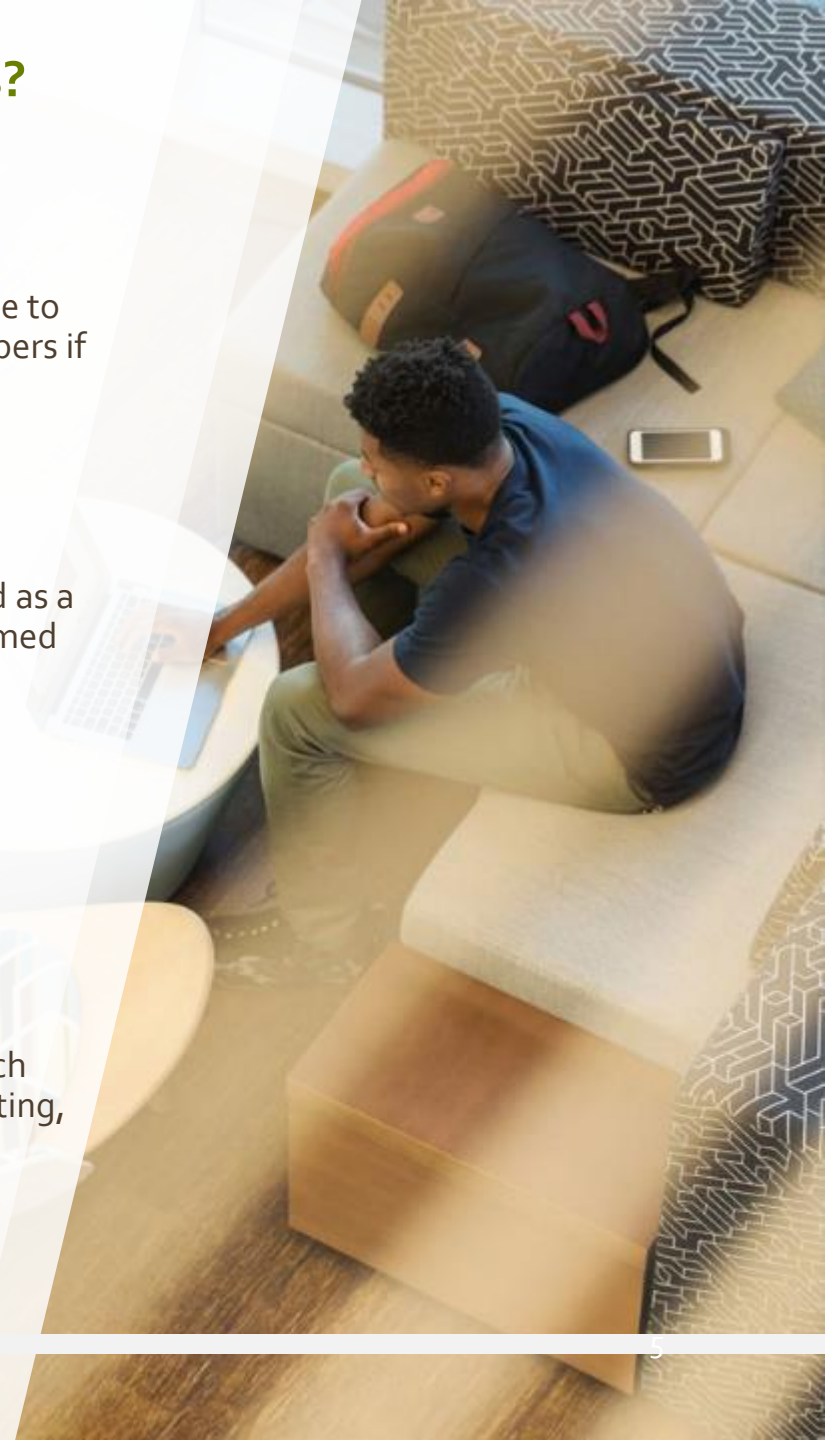
I found printing, reading, and highlighting materials ahead of the workshop session to be very helpful. I hole punched in a binder.

Plan on doing the steps at the same time you are doing this workshop. Even if you have already done them.

Nothing to add.

Suggest participants plan to put in 4-10 hours a week: 2 on class, at least 2 on practicing numbers, 2 on outreach calls, 2 on reading literature and answering questions, and 2 on business practices, e.g. business plans, accounting, invoicing. **NOTE: These are great suggestions from someone who has taken the workshop series. About half are beyond the scope of the workshops being hosted. Please take what you like and leave the rest.**

This is a workshop and will require WORK between sessions. This is how you will get the most out of the workshop. It will be best to have a study buddy, so do what is possible to find one early on.



Do you have any advice to offer Bill and Bob about improving the workshop cycle?

It's great.

Maybe clarify why 2 sets of notes? Confusing. **NOTE: The workshop materials include quotes from and references to conference-approved literature from DA, BDA, and AA; approximately 100 pages of original content written by Bill and Bob to share their own personal experience, strength, and hope; and literally hundreds of questions provided for prayer, meditation, and optional writing. We provide complete sets of materials in pdf, in workshop pairs, plus an editable document containing only the questions so participants can avoid retyping or writing them out, if they prefer, before answering them.**

If the Q & A periods were structured to encourage reference to and examples from the participants' own businesses.

Nope. It's apparent that lots of time, thought, and energy was put into the workshop concepts and materials. The pacing, the 2-hour format, everything worked to serve the intended purpose (for me).

Provide more set up of what the group is / is not (not a meeting, except when it is, etc.) so there is clarity on what it is (not a panel; yes, a fundraiser, etc.) **NOTE: Slightly edited response to avoid additional confusion. These workshops were designed for a variety of experiences across countless DA and BDA member personalities, commitment levels, and time availabilities. The survey responses included here reveal that a plethora of realities were occurring simultaneously. Each participating member chose their own reality.**

No.

More emphasis on action/accountability partners or groups to get the work done. I lost control of the workshop email readings and questions once I helped someone with Step 4 and 5 but did not have someone do those two Steps for me. I seem to need personal, one-on-one care, not just class time.

About improving the workshop sessions in general?

Excellent.

Unity, is important. Not so much “cross-talking” from those who have been in program for years. [Newcomers] already feel less than, or ashamed, or fearful. No judgements about speaking up and sharing/or not. Observe.

Identify business owners who might be willing to share their experience strength and hope as guests. You have done this and doing it even more would be appreciated.

No general improvements come to mind. I plan to participate in the second round for this workshop and lean in much more than I did this time, so as far as I’m concerned, it’s good as is.

I think it is awesome as is ...

I know that you say that these are not meetings, but there is some structure to the meetings that could work well here, such as having a different person besides Bill and Bob act as the moderator, or host, or secretary, or whatever you want to call them. Then Bill and Bob would function as the speakers, and probably be the ones to lead the Q&A sessions.

No.

Yes, could use Zoom breakout rooms after the 2 hours of class, to do work on numbers.

It was fantastic having all parts of BDA / DA included in the workshop because there are definitely things to be learned no matter level of experience a member has. ——— I would suggest having a moderator who holds the structure of the meeting and have Bob and Bill do their parts as the “experts” **[nope!]** on the topics. Maybe each month has a new moderator. Too much Bob — week to week — too much Bob. He’s a nice and bright person, but after a while just wanted to hear other voices. ——— [Some weeks] during Q & A other people offered suggestions and their ESH on [questions] from [participants], which I found very interesting and useful. If there were a way to have more voices heard as far as teaching / learning it would be very interesting and helpful.

NOTE: We’re aware: Bob’s a lot to deal with.

About improving any specific workshop sessions or components?



No.

More emphasis about 12-step, the How's and Why's of why it works. (Not just about the numbers). Reminders to use and better understand the tools, principles, and practices.

In the Threes, the part that did not work for me was the use of a nonprofit organization as the example for the Balance Sheet, Profit and Loss, and Income statements. I suggest using an example of a small for-profit organization to better illustrate how these tools work together to provide a snapshot of the financial health of an organization. Most of us in B/DA are working toward solvency for ourselves and our businesses, so the for-profit model would be easier to relate to and use.

NOTE: We share simple financials in the Threes to show that balance sheets and income statements are basically the same across industries and business models, in both for-profits and not-for-profits. Most business income statements are overly complicated by their owners, too complicated for the Threes. A complete and complex for-profit income statement, but not an additional balance sheet, is provided in the workshop materials for the Sixes.

LOTS of material here; a lot to absorb. Let folks know this is one “bite at the apple” — they can continue study of areas later on, by talking with Bill or Bob or their sponsor, to find the right resources.

No.

I am not sure if re-arranging the [DA] Tools to match other components totally makes sense to me.

How was communication from Bill and Bob before and during the cycle?

Very accessible. Good listening skills.

They were both very clear about the purpose of the workshop, the origin of the workshop materials, instructions for the Q&A, and the sharing portions of each session.

Email: 5/5. Phone 2.

Excellent.

You two seem to communicate very well, and the workshop definitely benefits from that intention.

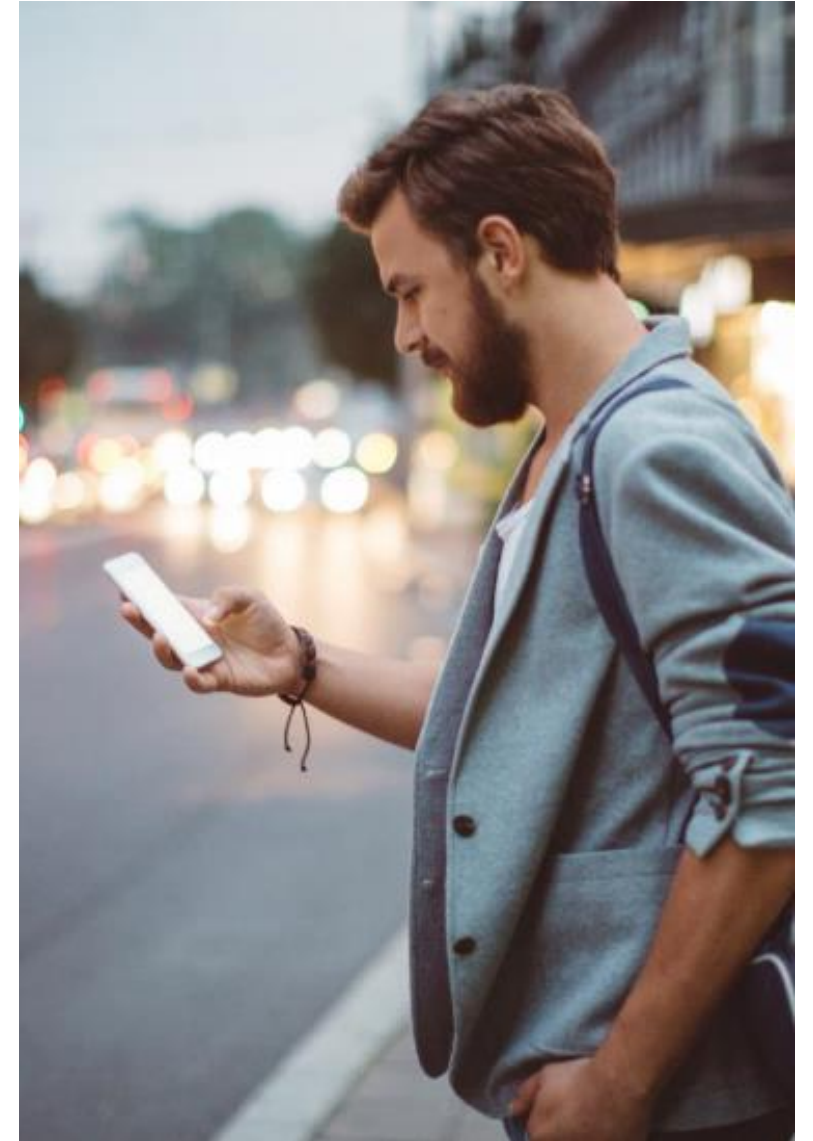
Excellent.


I valued and benefited from the [scheduled Q&A] time after Bill and after Bob presented each week.

Excellent preparatory information, and throughout, very thorough.

Email: 5

5 — Sometimes too much info, but better too much than not enough.





How were the workshop materials from Bill and Bob?

Very good, thorough, really appreciated it.

They were very, very good especially starting with the 4's. I have been in AA for many years and have worked the steps many times, I gained so much insight using these materials and working with Bob that I am using them in AA sponsorship.

Immense! 4 (for volume) 5 (quality)

Excellent.

Again, the thought and care that you have put into creating the workshop content is apparent and very cohesive. Re-organizing the material might serve to minimize the redundancy of the information that is repeated in each weekly module by creating a reference section that precedes the workshop modules. Based on how the modular content is actually delivered (parsed) to the participants, it works well.

Very thorough and useful I will keep them for the rest of my life.

4 — Almost too much — could be thinned out but very well thought out.

5 — Excellent, amazingly thorough and thoughtful, beyond the call of duty.

5 — Thorough and interesting. And useful for workshops and into the future.

How were the workshop sessions?

Especially good look at the concepts, they brought them to life.

The sessions were very good. Some participants were not mindful about sharing more than once. They jumped in when there was silence. It's been my experience that some people are intimidated to share and given a few seconds they might choose to do so. If someone jumps in they lose that chance. I know this has happened to me. I couldn't unmute myself fast enough and a participant who had already shared, jumped in.

Too lengthy. Perhaps less is more (at one session). Either condense or add time lengths (month).

Great.

Each session was informative, insightful, and easy to listen to and participate in. Bob, I think you, in particular, did a super job of being inclusive and inviting everyone to participate. **NOTE: Thank you for noticing. Questions, comments, shares were brilliant throughout the workshops.**

Love each week anticipating the format every week.

Something I was taught when putting together a teaching which has worked, and which I appreciate when others use it is to have a structure as follows: 1) Begin by telling me what you are going to be telling me, what the lesson is, what you are going to say; 2) Then tell me; 3) Then tell me what you just told me in a concise form to wrap up the talk; 4) A lot of material, and I sometimes come out of it wondering, "What was the essence of the last two hours? What was it that they wanted me to get?" Sometimes I'm not sure.

4 — I attended most of them, all were useful. I could have used more serenity. Bob was a bit impatient and at times unsettling in his communication style. He always apologized for what he thought he could have done better, but I think that did not work so well over time, the apologies. He takes getting used to, he's a bit edgy, dominant, great on his boundaries, but could use some softening up, more calm maybe, more receptive?

NOTE: Bob is committed to practicing the 10th Step and to promptly admitting when he's wrong — along with practicing the other 35 DA and BDA principles, 24 tools, and 12 promises — to the best of his ability and understanding as a recovering debtor and business owner. Beyond that, Bob cannot and will not promise to change his personality, nor does he necessarily wish to ... Please be warned: Bob has a deep spiritual connection AND is sometimes considered an ahole. We believe he's all of the above and somehow makes it work.**

4 — Would like to hear more voices answering questions during Q & A or different people sharing on the topics.

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

I thought the sevens [were] very good, I really studied each piece of those two sessions, a lot of insights.

It's hard to choose. 4—7 were especially good.

Sessions 6, 7 and 8. The practical stuff builds confidence in ability to thrive, and work with money. Steps 5 and 11 and 12. Feel should be mentioned more often throughout the workshop — especially working with the God of our understanding).

No.

I appreciate going in-depth on the Traditions and the Concepts. I've been in 12-step programs a long time and while I can always learn something new about the Steps, I really appreciate the discussions about the Traditions and Concepts because they are seldom discussed at the meeting level. As a result, many in the fellowship don't understand the importance and value of these principles. Those who have participated in higher-level service such as GSR, ISR, GSB, etc. get to learn first-hand how important those principles are (IMHO) to the organization itself and, in turn, why that's important to each of us in recovery.

Sessions 4 and 9. **NOTE: This would have been the Twos, part 1, and the Fours, part 2.**

Steps 4 and 5. Steps 8 and 9. In conjunction with doing these one-on-one with Bob were very helpful to me!

No.

No favorites, some were easier for me to understand and apply than others, some harder to comprehend than others, but all useful.

No.



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

Eight I really had to work at. Really wanted to “master.” It was outside my ability to drop denial risk naming however after the effort some shameful things I was able to admit to myself. Admit I’m human and have made mistakes. I was lightened a bit by the effort.

No.

Step 5 — This needs to be a connection with others, in order to do the work. If we are unable, or some are not willing? Tradition 5 needs more emphasis for newcomers.

Times when the group went off topic.

None.

No — I value the continuity of the entire workshop.

No.

The ones where Bill was not present. He illuminated business for me in ways that were highly educational. He shared his business acumen in ways that were inspirational and gave me the idea that I might be able to DO business guided by the BDA and DA Tools, Steps, Traditions, Concepts, and Promises. His experience of applying the Concepts to his large business and number of employees truly blew me away. It was so powerful to hear how to bring the totally abstract ideas found in the Traditions and Concepts down to the daily functioning of business, that my enthusiasm for this Workshop convinced at least two others to be on the next round.

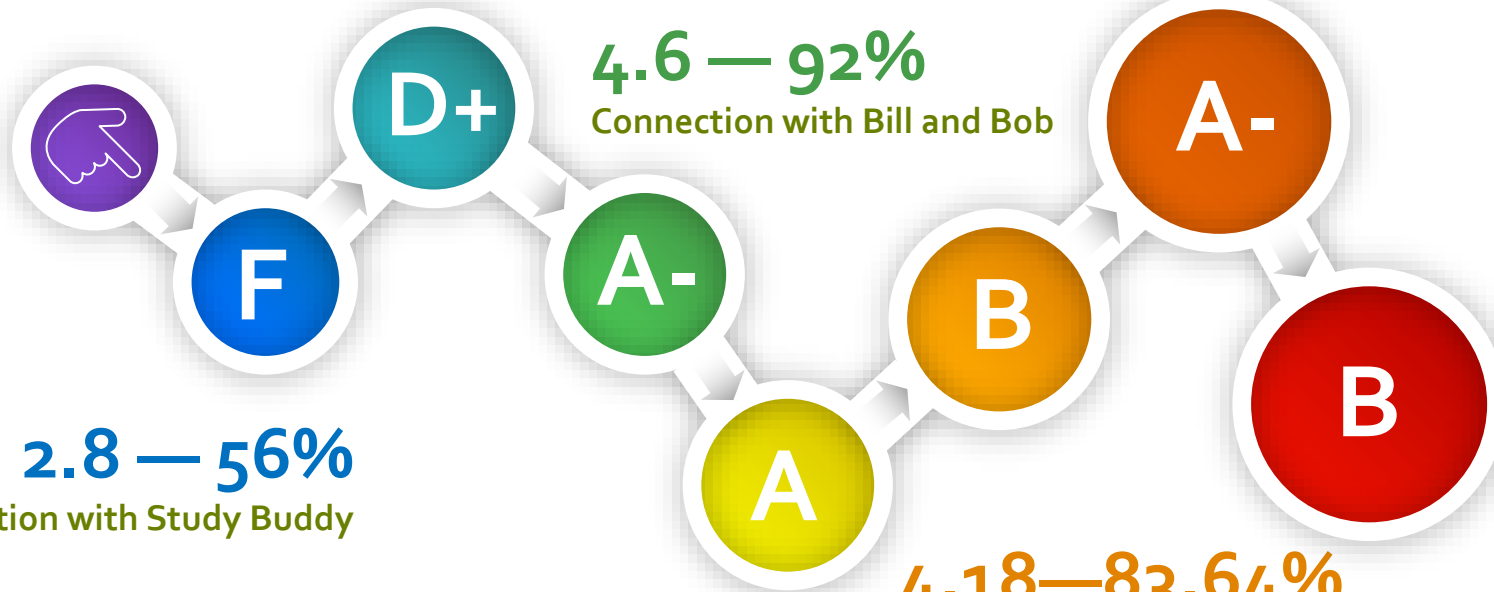
NOTE: Thank you for noticing. There are obvious reasons why Bill’s the sponsor and Bob’s the sponsee.

No.

OUR NUMERICAL SCORES FOR CONNECTIONS AND CYCLE GOALS

3.44 — 68.89%
Connection with Fellow Participants

4.64 — 92.73%
Fundraising for GSB



4.6 — 92%
Connection with Bill and Bob

2.8 — 56%
Connection with Study Buddy

4.33 — 86.65%
Overall Scores for Part 2

4.18 — 83.64%
Strengthen BDA Fellowship

4.8 — 96%
Synthesis of 72 DA and BDA Program Elements

How was the availability of and connection with your study buddy, if you had one?

I tried early on. My difficulty of reaching out got in the way. Next time I'll call sort of early in week and set date.

N/A — But my connection with Bob — who heard my 5th step and took me through (not done) subsequent steps was amazing!

Did not show up to do the work, initially. Reprimanded me for showing up 2 mins. Late (from work with Sponsor, who was doing the speaking). **NOTE: These comments are related to a study buddy; there were no reprimands made during the workshops.**

It was helpful to be “matched” with someone as I'm always open to meeting others in the fellowship. I started out with a study buddy, but it quickly became apparent that we were not well-suited for each other so the relationship did not continue past a few phone calls, and I did not seek out someone else. I really just “audited” this session, with the intention of easing back into BDA. I will do more reaching out during the next round.

I did not use this feature.

I was, in January, healing from lung infection and did not get a study buddy. I did call and connect with participants.

3 — I had two buddies and they both did not stick with the commitment. Our process fell apart, it was hard to manage the time zones, manage the scheduling. There was benefit from some of the work that we did together.

Didn't have one because she dropped out.





How was the availability and connection with fellow workshop participants?

Good, I liked the input of the participants.

This may be on me, but I would have liked to have better connections, not sure how we could facilitate that.

N/A, though am working the Steps with one and that is going well.

More than adequate.

I made new connections and am grateful.

Responses from emailing to get participant phone numbers for connections was poor.

3 — I spoke with several people over the 6 months. It was not easy for me to call people from the contact list or to reach out via email.

Never successfully connected with others. Still not sure the best way to do that. Was it just through email? I tried once to send someone email, but never heard back from them. Oh well. **NOTE: We will have an optional participant phone and email list for cycle two.**

How was the availability and connection with Bill and Bob?

Appreciated staying after for questions and open discussion.

Yay, Bob!

5: email, Phone 1.

Bob was always prompt to answer my queries. Bill n/a.

I did not feel the need to reach out to Bill or Bob regarding the workshop but certainly felt that I was welcome to do so and would not have hesitated should I have felt the need.

Email connection is amazing; also appreciate availability after the meeting ended.

Very available and constructive, especially my step work done with Bob.

I did not take full advantage of their availability, which is on me.

4 — Good with Bob, 2 — Not with Bill. Bill was not well, and I didn't want to intrude. I really wanted to contact him about my business.

5 — Bob. Never tried to contact Bill.

NOTE: Bill experienced several hospitalizations during cycle one. God willing, he will be more available during cycle two.



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.

Really good to connect them all together like that. Much appreciated to cover all the material so thoroughly and leave room for discussion, questions, and shares.

There's a need for more inclusion of spiritual principles. Less cross-talking.

Excellent. A very thorough review of the program.

I believe you absolutely achieved your intentions!

I feel launched into another level of recovery in each area. I will be reviewing this material for years.

I never did have much grounding in DA, so I'm not able to comment on this synthesis.

NA — Not a business owner.

5 — I thought it was extraordinary! Great work to weave together into a cohesive package the entirety of the [DA and BDA] program. It made sense to me.

5 — Interesting and relevant.





How did we do on ... strengthening our BDA fellowship through coaching, mentoring, and connection of national and international members through a focused, committed recovery and sharing environment.

Much appreciated to cover all the material so thoroughly and leave room for discussion, questions, and shares.

It's great that people everywhere can participate and enhance their recovery.

Would be good if people could speak specifically to aspects of their business — this is possible, and I would encourage donating 30 minutes of each 2-hour block to actual business ownership issues.

I hope you achieved this outcome. It certainly worked for me!

Definitely brought us together.

5 — On strengthening our BDA membership. I promoted it to my BDA groups from beginning to end, into the next round. Word is getting out that you two are doing something exceptional for the BDA fellowship. 2 — Mentoring? Not so much. 2 — Coaching? Didn't get that. 4 — Sharing environment? Pretty good on the meeting. Maybe having a community vibe somewhere else might help, like I have online courses that use Mighty Networks, where people share and comment.

3 — I'm already committed to BDA. Not sure I experienced coaching, mentoring, connection. It was focused and committed. Sharing was "controlled" by Bob, so seemed limited. **NOTE: Sharing was "controlled" by our workshop call scripts. Bob simply followed the script with the assistance of the timekeeper.**

How did we do on ... supporting the GSB in the growth and development of our DA and BDA outreach and support services (through fundraising, vision was \$3,000 to \$4,000 in six months). NOTE: Visit www.bdaworkshops.org/fundraising-for-bda for treasury reports.

Very much appreciated supporting the GSB.

Excellent.

I really appreciate the accountability that's been demonstrated by the financial reporting throughout the workshop term. The one thing I would add to the content (and perhaps it was there and I missed it) is more emphasis on the 7th Tradition as an offering that demonstrates gratitude for our recovery and for value received. I believe these contributions increase our sense of well-being and the flow of prosperity. We are all asked to contribute according to what each of us can afford and to provide service at all levels of the fellowship. However, I believe it's also a symptom of our disease that some in the fellowship do not wish to pay for services that are thought to be "free," specifically when that is accompanied by a sense of entitlement. To me that represents dis-ease. It's always nice to get something for free, but it's a big part of our recovery to become self-supporting and to acknowledge others' contributions. **NOTE: Thank you for supporting our grassroots fundraising efforts for DA and BDA!**

6 — Just because I am confused. **NOTE: We're possibly less confused; we counted this as a 5.**

I gave. Hope others did, and that we reached the goal. **NOTE: We did! Thank you to all workshop participants for your incredible generosity!**

5 — Outstanding. I made donations to help the DA GSB, it made me feel good to do so.

2 — I think it is a good and noble goal to support the GSB. I am totally unclear how much money was raised. The first month or so a lot of funds were taken out for costs of literature that was sent out [to workshop participants who requested it]. I don't remember any treasury reports or numbers. If posted somewhere that was never made clear. I realize that this was a "workshop" not a "meeting" but in meetings there is a monthly, very clear treasury report — amount received and what was paid out. That would be helpful. **NOTE: A current review of the treasury was given on the workshop calls on the next to last Monday of every month, January through June 2020. Treasury reports were emailed to all active participants in pdf after each month ended and each contribution was made to the GSB. The amount contributed each month, along with the YTD contribution amount, was reported at the workshops on first Mondays. Once the bdaworkshops.org website was created, treasury reports were also posted there. Please visit the website for treasury reports and more details: www.bdaworkshops.org/fundraising-for-bda.**

OUR NUMERICAL SCORES FOR PROGRESS IN THE DA AND BDA PROGRAM

Did you make progress on the Steps?

Rating: 4.5 90% A-

Did you complete the Steps?

Rating: 3.67 73.33% C

Did we help prepare you to be a sponsor?

Rating: 3 60% D-

Did we help prepare you to be a trusted servant beyond your group?

Rating: 4.33 86.67% B

Did we help prepare you to be a business owner?

Rating: 4.67 93.33% A

Overall scores for part 3

Rating: 4.03 80.67% B-

Did you make progress on the Steps during this workshop cycle?

Yes, I experienced a lot of growth as a result of the workshop — it isn't about the debt or the alcohol, those are symptoms ... it's about the spiritual awakening as the result of these steps that allows me to live in the world humbly, honestly, with honor and integrity.

Good, although I didn't grasp soon enough that this was a Step writing workshop. I wish BDA Step writing Workshop were right in the title. I missed an opportunity.

NOTE: This is not a BDA Step writing workshop. These workshops have been developed to support the spiritual and practical growth of our fellows in DA and BDA by supporting each other in studying, exploring, and understanding the relationships between our principles, tools, and promises. That may include taking the Steps with us; it may include much more or less. Each workshop participant gets to choose.

I chose to not work the steps during this cycle.

A review of them, already done twice.

Yes. I gained many new insights of my past and how I want to show up differently now and going forward.

Better understand the steps.

Yes, deeper understanding with stories / shares and input from others. Only advanced my own progress a little but with understanding and more work I will advance.

Yes, definitely made progress. Need to make more.

Not this time around.



Did you complete the Steps during this workshop cycle?

Not really as I did not have sponsor consistently working with me.

Not quite, I need to circle back to step 8.

Spiritual, not so much practical.

No.

I chose to not work the steps during this cycle.

A review of them, already done twice.

Yes.

No.

No.

No, did not plan to, did not have anyone to tell them to, had no one to share Step writing with.

No.

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



Did this workshop cycle help prepare you to be a sponsor or a more confident sponsor?

Closer, I feel I have a lot to learn and very basic issues [to complete], such as regular PRG and spending plan.

Not in BDA.

Yes.

Definitely. PRGs and the tools are great, but without the steps I don't have a chance of staying solvent.

Yes, I am starting to sponsor in DA, and this was an excellent opportunity to get grounded again in the program.

More confident sponsor.

I appreciated the different charting carried through from 4 and 5 to 8 and 9 on the Steps.

Yes.

No. Not ready, not enough experience or progress.

Yes, eventually, I may become a sponsor, with confidence in business that I do not have now.

No, because it is too serious to take on a sponsee.

More info about program makes me a better / more confident sponsor. This was an additional benefit that I hadn't considered. Thanks for asking.



Did this workshop cycle help prepare you to serve beyond your group or to be a more confident trusted servant?

Yes.

Yes.

Already prepared to serve groups, just not content in knowledge of this program.

Yes.

That was not the purpose of my participation. I've served DA on numerous levels in the past. I participated because I wanted to connect with other business owners and re-establish myself in the B/DA programs after having focused on another program for the last few years. It definitely inspired me and strengthened my commitment to be self-supporting, accountable, and get with the program!

Prep for larger leadership position.

It gave me a "formal Concepts training." I already had lots of "Traditions and Service" training.

I think so. Time will tell.

Yes.

Yes, especially by understanding the Traditions and Concepts more fully.

Yes it did. Hadn't thought of that. Thanks for asking.



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

Yes.

Yes.

Confident that I can be disciplined to keep doing the numbers — God's success more than mine.

Yes.

Definitely yes! My participation reinforced my commitment to the B/DA program and confirmed for me that I can be a business owner who operates with sanity, clarity, and integrity.

Helped me to surrender each aspect of my business to God.

Mostly through my Step work done with Bob in conjunction with the workshops.

NOTE: Bob is prepared to take up to 12 workshop participants through the Steps in cycle two, in addition to his sponsees. Ask Bill for his Steps availability in July. Some workshop participants will make themselves available, too. Please ask.

Yes.

It would have but I am not a business owner and don't intend to be one. Perhaps the program would have helped me in the 6 years I (sort of) was a business owner.

Yes, in a terribly humbling way. It has helped me think and feel more deeply about resting my worries into the hands of a power far greater than my little self who keeps bungling along in business. It has made me think that perhaps it is best to step back from business until I am more grounded in what makes business work out successfully and spiritually.

Not sure.



If you could wave a magic wand and make three changes to the workshop cycle, what would they be? — Part 1

Devote more time on my side to it. Have someone hold me accountable re: the regular PRG and create and use spending plan. Having a time plan I can now see would be great.

To hear from other long-term BDA members as guest speakers during the term of the workshop. This might look like hearing from Bill, Bob, and one guest speaker each session. To maintain the quality of the content, the guest speaker would want to prepare their comments in advance to ensure they did not wander off-topic.

Have more communication via phone between participants. Questions about how we did the study sessions, or rather "how was it?"

I went in thinking it was about experience, strength, and hope running a business. If I had realized it was more a group opportunity to write on the steps (earlier) I would have gotten more out of it. Less of a Q&A format and more of a "sharing" format. NOTE: Please see previous notes ...

Workshop was perfect as is —

If you could wave a magic wand and make three changes to the workshop cycle, what would they be? — Part 2

That they would never end — continuous repeated cycles (led by others, more servant leaders holding Bill and Bob's positions).

More connection with other participants.

Maybe a challenge, or suggestion of a task or goal for each week. This might have helped me better understand the focus of each week. At times I got a bit lost in what the intention of each week was, beyond just sharing the steps and traditions, etc.

Time of day (Bingo — next cycle is Sat. AM!)
Maybe it was only an issue because I am not a business owner/less control over my time?

Not sure of other changes ... 2 hours is long for sessions that occur every week, but it would be hard to do what you do in a shorter period. This is an ambitious program but it seems to work for most people. One more — an occasional guest speaker for the 15-minute share portions.

More voices in the room. Rotate the "moderator" role. Explain, somehow, that this is a workshop and not a meeting and what that means because it is an uncomfortable format if you are used to DA meetings. Since Bill and Bob are well over half of the meeting allotment.

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

Bill and Bob. Encouragement to get a study buddy, and ability to set-up a time to talk with Bill or Bob.

Material / topics. Written material. Phone call good (do not go to Zoom format!)

The core materials are good.

Bill sharing; Bob sharing; Participant sharing time.

The inclusion of all — Steps, Tools, Traditions, Concepts, and Promises. Time to ask questions after presentations.

Timing weekly, materials, sharing time.

Bill and Bob, or Bob and Bill.

For the second session, I would not want to see much, if anything, changed except perhaps for the addition of guest speakers. Again, I think the content and delivery is excellent, and if no changes were made at all, I would be a happy camper!

2 sessions for each of the levels (1 – 12) so more time for each. Organization in general. Participant shares.

The basic format of each leader speaking on three topics per week is good, very orderly, makes sense. Questions and Answers section was a good use of the time. Shares on topics helped keep the shares focused on the matters at hand, topics of the week.

Did we focus enough on DA recovery in business and at work for your needs and wants?



Not sure.

Yes.

Yes.

It was too theoretical and abstract for me, at times, and not enough grounded in business experience, I thought.

Yes.

Yes.

Not sure. I have an insatiable need / want to have more DA recovery.

Yes.

Yes.

No, not really. I did not come away with enough sense of connection with Higher Power as my main resource, which is recovery, nor a much bigger sense of safety or peace about being in business as a spiritual person. I am not much stronger as a businessperson in practices, but I am stronger in that I know it can be done. Bill is the role model that it can be done.

Yes, but again, I'm returning to the program, so I appreciated what was offered and the way it was offered. It was perfect for me and probably very helpful / informative for beginners or those new to BDA. Those who have been in BDA a long time may have more to offer in response to this question.

During this cycle of workshops, we wrote BDA promises together.

Short form of our BDA Promises, submitted to WSC 2020 as an Issue and Concern:

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.

Visit our website to find out all the details about cycle 2.

bdaworkshops.org

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More pages to follow as additional needs are uncovered.



**“Bill and Bob Do BDA” — 2nd Cycle Starting Soon
Saturdays, July through December 2020
Visit bdaworkshops.org to subscribe for more details.**