



# BDA Solvency Immersion Conference

Hosted by BDA Workshops

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

Conference Survey Results  
January through June 2024  
60% 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 and 2022)

# 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](http://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 “*Open a new window; open a new door.*” — from *Mame* the musical





## 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.

## Before we get started on our scores and survey responses from our participants, we need to share about some unpleasant conflict experiences over past years.

Let us first say that we don't think conflict is a problem, even when it happens in our recovery workshops and experiences. Our experience is that the change created within us by our solvency, Step work, and the rest of the DA and BDA program causes us growing pains. Our growing pains cause friction and sparks. Those sparks sometimes ignite into interpersonal conflict.

We believe the problem is our reactions to conflict, especially as recovering debtors. We are addicts according to our literature, and addicts are famous for seeking quick fixes and going to great lengths to avoid discomfort. Avoidance and running away from conflict is an unhealthy reaction. Personalizing conflict that is between other people and not our business, is an unhealthy reaction. Using other people's conflict to activate or pursue an agenda — such as gender or other personality-based affiliations — is an unhealthy reaction.

The behaviors below and in the column to the right have consistently caused conflict in our recovery workshops and conferences. We beg our participants to do our Step work to overcome these barriers to our successful recovery, unity, and service:

- Refusal to practice honesty, open-mindedness, and willingness
- Demanding special attention and special treatment

- Resistance to our leaders and leadership, beginning with our orientation document and continuing throughout the conference (see <https://www.bdasolvency.org/about-our-service-structure>)
- Refusal to follow our leaders' — specifically our steering committee members' — guidance on the Traditions, perhaps especially the first three Traditions: maintaining our unity and common welfare (Tradition 1), following our group conscience decisions as an expression of our Higher Power's will for us (Tradition 2), and protecting our singleness of purpose (Tradition 3)
- Making drama in workshops, by email, by gossip, in chat, etc.
- Unwillingness or inability to stay out of other people's interactions and relationships, including but not only when there's conflict
- Refusal to experience the conference we've planned, have guided for more than four years so far, and are guiding now
- Forgetting the "trusted" part of "trusted servants"
- Bringing in outside issues, including our personality-based, non-recovery-related affiliations and preferences (gender, etc.)
- Unwillingness to separate DA and BDA recovery and participation from other 12-Step programs and fellowships
- Forgetting why we're here — solvency first, Steps second, everything else third or later



# OUR NUMERICAL SCORES FOR GENERAL EXPERIENCES

## Experiences of *After Party*

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

Rating: 5 of 5      100% of 100      A+

## Experiences of *Fellowship Drop-In*

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

Rating: 5 of 5      100% of 100      A+

## Workshop sessions and materials

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

Rating: 9.6 of 10      96% 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?

To attend *After Party* and mid-week *Fellowship Drop-In*.

If you are thinking about joining the Immersion Conference, just do it! There is nothing else available like this.

Stick with it, trust the process, not your past, and some good things will happen.

No.

Keep coming back. I can only speak for myself but active participation in my recovery through the BDA Solvency Immersion Conference has yielded positive spiritual results in my life that I am very grateful to have experienced. I'm now 3 cycles in and planning to continue forward — I see that the work I put into my recovery is met with outsized (and unexpected) results.

Don't panic if it seems like a lot to do to begin with. Take it one day at a time and keep coming to the workshops. Get connected as much as you can with a Step guide, Step buddy, and outreach calls. Come to the *After Party* and mid-week *Fellowship Drop-Ins*.



## Do you have any advice to offer about improving the BDA Conference?

None that I can think of — overall very satisfied.

Not really.

No suggestions.

No.

I outline this in my “3 Wishes” later in the survey — but I would just like to pose the question of whether it might be possible that more people would show up and stay committed to coming to the conference regularly if it represented a slight reduction in time commitment each week. I know for myself it puts strain on my family to take 2 hours out of our morning, and I wonder if others experience this similarly. I see the need for the conference to be longer than 1 hour, certainly. I have been part of 90-minute meetings that have felt like a “sweet spot” in terms of time.

**(NOTE:** These aren’t meetings, but we completely understand the point and may make this change for the next and future conference cycles.)

## How was your experience of *After Party*

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

Nice to have a less formal optional get-together to complement the formal workshop, to ask questions, etc.

Fun and informative and cool to make better connections.

Such a great way to stay connected and get questions answered. I liked that it was more freeform.

(**NOTE:** The duplication of this response on this and the next question was intentional by the member who responded.)

I love the style of the *After Party*, where we can get to know each other better, bring questions about the Step work or tools, ask for ESH about our own situations, and be a part of sharing ESH with others too.

(**NOTE:** ESH = experience, strength, and hope.)







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

Same as above and loved the fellowship, loved that it was mid-week in between the formal workshops.

I heard good things but could not attend too often.

Such a great way to stay connected and get questions answered. I liked that it was more freeform.

**(NOTE:** The duplication of this response on this and the previous question was intentional by the member who responded.)

Similar to *After Party* — so glad for these opportunities to connect more with the group. I would love to attend these more but unfortunately, I've not been able to make it to very many.



## How were the conference materials?

I really enjoyed the conference materials and can tell that a lot of effort was put into them. I only have one suggestion — on the first page of each set, put the Step number and make it kind of big (and maybe also in blue) so it's easier to locate the one we are looking for.

(**NOTE:** This response included a sample that will be adopted for the next rewrite.)

Great details and organization.

Thorough and based in the program principles and literature.

Only reason I am giving a 4 this cycle is because that as I am Step guiding a member through the materials this time around, there is some confusion on their part about what the instructions are (on somewhat rare occasions) throughout the workshop materials.

I love the materials. So well structured. I learn so much every time I go through them.

# How were the workshop sessions?

Very useful, thought-provoking, insightful, supportive.

Always well-structured and organized.

Gave me a great understanding of the Steps, solvency, and what I'm receiving from.

(**NOTE:** We believe this last comment is a reference to DA's promise 12: "We will recognize a Power Greater than ourselves as the source of our abundance. We will ask for help and guidance and have faith that it will come.")

The workshops are amazing. I love hearing the speakers and then the shares. Taking us through all the Steps, Traditions, tools, and promises. I always learn so much.

I know this is a product of our recent attendance but would really like to see a broader variety of speakers. I am very grateful to Bob and Marc for continuing to take the brunt of the work and their heart of consistent service. This is not a gripe at all, I actually get a lot out of the consistent shares — just would be nice to have more engaged attendees who are also willing to share.

(**NOTE:** We would love more variety in our speakers too. However, speaking in the workshops is a volunteer opportunity, and we can only work with the volunteers we have. When there is no volunteer or our speaker cancels, the steering committee members must step in; that's part of our leadership role.)

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

It would be helpful if it was mentioned at the beginning of the conference that this particular question would be asked at the end so we could keep that in mind during the workshops, but I thought they were all very helpful.

All of them are very impactful, I can see the effect on how I look at my life. Maybe the 10s.

No, it's like each week and topics are right on time for me.

Steps 6 and 7.



# OUR NUMERICAL SCORES FOR CONNECTIONS AND CYCLE GOALS

**4.7 — 94%**  
Connections with Fellow  
Participants

**4.9 — 98%**  
Overall Scores for Part 2

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

**5 — 100%**  
Strengthen BDA Fellowship

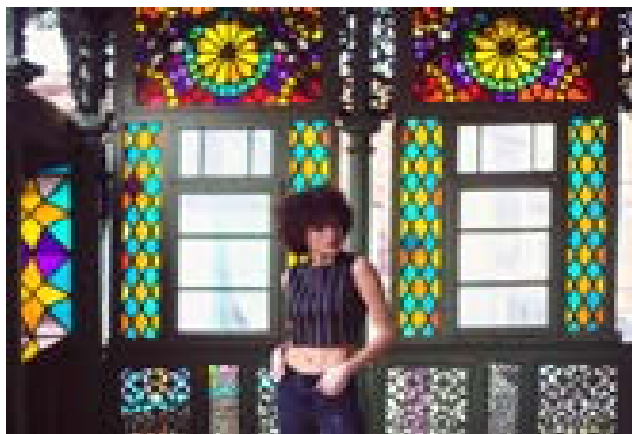
**5 — 100%**  
Fundraising for GSB and  
BDA Workshops  
(free literature and  
public information)

## 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?

I loved having a Step guide especially Marie-Louise. Unfortunately, I had trouble finding a Study buddy at first then once I did, we had trouble finding times when we were both available to talk, but I understand life happens.

That is available for everyone that wants to use it.

I had all the chances to connect I could want.

Everyone was great and generous with their time and sharing experience, strength, and hope.

Only 4 since there's just less people in the conference and less opportunity to connect as such.

It was good to connect and get to know people. I found people very willing to help.



Based on availability of steering committee members and Step guides, we returned to having a single host for all 26 workshops. We see both pros and cons to this consistency in leadership. Please let us know your thoughts.

Might be nice to alternate if possible.

I can see the need to be flexible and conduct the Immersion Conference as needed.

I think there are pros and cons both ways, and that this was fantastic in this format.

I think I'd prefer a mix of different people in leadership so one person doesn't come across as an authority.

I 100% understand the need for this based on our current state of attendance. Ideally would have a different host from time to time but I am grateful for all of Bob's service here.

I enjoyed the consistency of having Bob host each week. So grateful for his willingness to serve in this way every week.

Based on availability of speakers, we often had different speakers for parts one and two of each pair of workshops. We see both pros and cons to this lack of connectivity between pairs of workshops. Please let us know your thoughts.

I would have liked it a little better to have the same person for parts one and parts two but still enjoyed the speakers very much.

This is a decision made on the basis of resources, not an issue.

I liked hearing everything on each pair of workshops from one speaker, but this way was also good. When the speakers want to serve the group and Higher Power, I think the who is less important.

I liked it so as to have a variety of shares.

As a speaker, I am able to serve more than I otherwise would be able to by being able to speak for half of a pair. As an attendee, I actually don't mind hearing different speakers for an individual part of the pair.

Ideally, I think it's nice to have the same speaker for the two parts. But it's important to be flexible too. Splitting them meant that more people were available to serve, and we got to hear a bigger variety of speakers and the work was shared out more. Personally, I find it hard to commit to both parts because I need to be with my kids on alternate weekends. I enjoyed hearing all the different speakers and I didn't feel that we missed out on the weeks where parts one and two were shared by different speakers.



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?

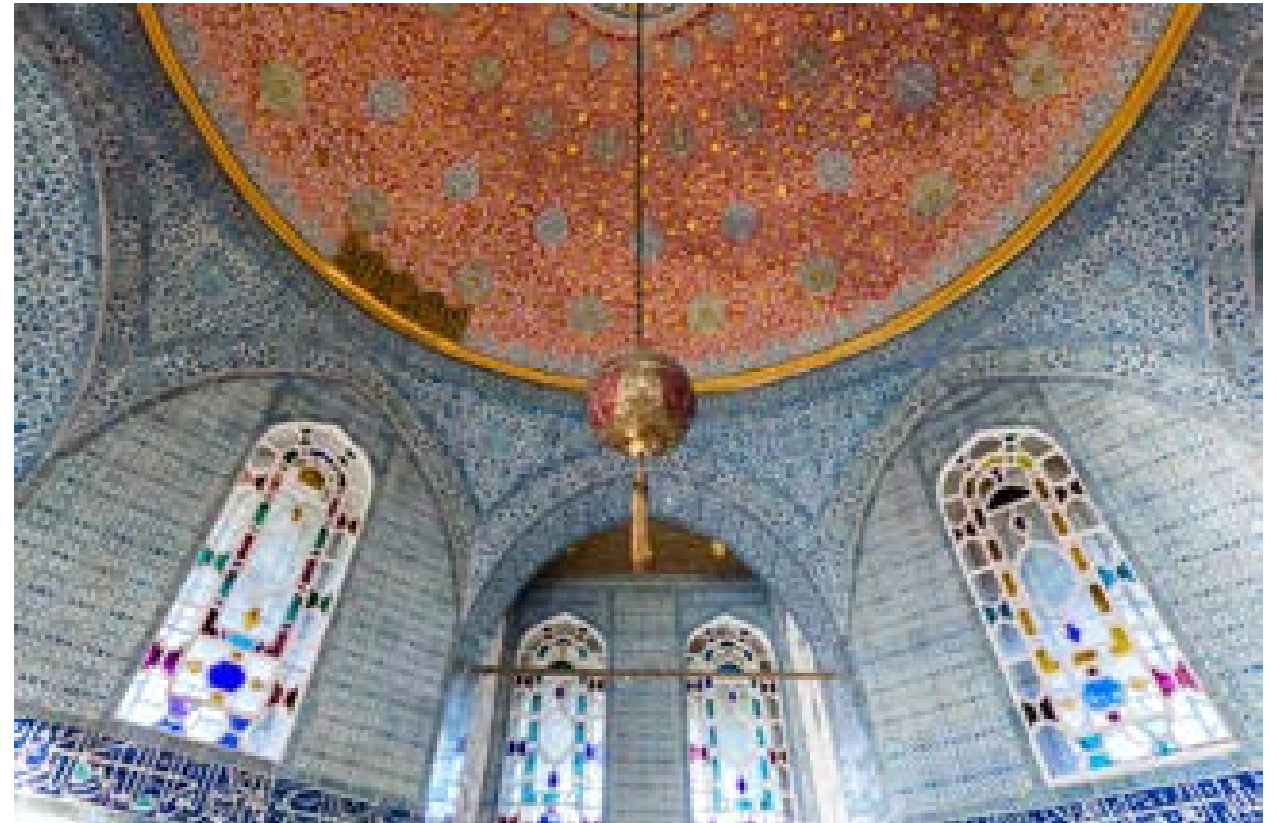
I think they tied together very well.

My personal experience is that the contents are very well structured, there is a flow and allows people to benefit at any depth we want to apply.

Really great.

5 on all elements above.

I think we're doing a great job with this, no other place to get this depth of BDA recovery (at least as far as I can tell).





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?

I felt supported and connected.

The focus on Steps, Step guiding, and the connection of the members is great.

All of this was accomplished for me.

I think we do a great job with this as well.

Through registrations for this event, we raised \$2,955 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 is rewarding to be able to help provide literature and scholarships to others. I also appreciated receiving a scholarship in a prior conference. It was nice to feel that people cared enough to provide that for me.

To be on the receiving end is great, to be on the giving end is wonderful. Thank you.

Very grateful to be able to help with this.

It was wonderful!

It's good to know that the money that is contributed goes directly to service efforts. I am very grateful for this.

# OUR NUMERICAL SCORES FOR PERSONAL PROGRESS IN DA AND BDA

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

Rating: 5    100%    A+

Overall scores for part 3

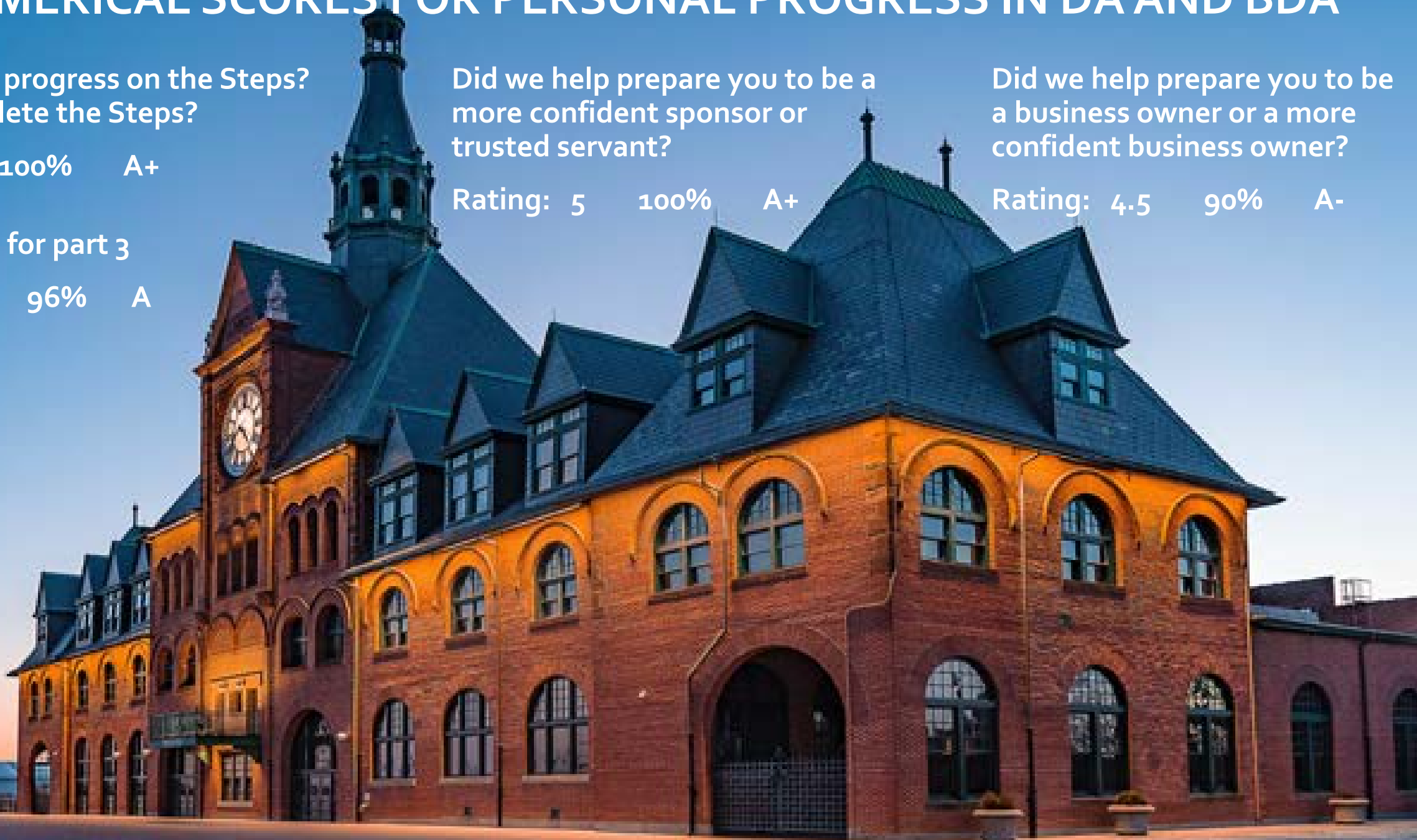
Rating: 4.8    96%    A

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

Rating: 5    100%    A+

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

Rating: 4.5    90%    A-



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

Yes, I think I made a lot of progress and look forward to building on that in the next conference. I'm on track to complete the Steps. I'm just getting ready to start Step 12.

Yes.

Yes, lots of progress, did not finish.

I did make great progress and am on Step 10.

Yes, I have officially completed the Steps. (I have to go through the Promise and Tools of the 12s but I'll be doing that with Marc in the next week or so.)

I didn't work the Steps this cycle. However, I still feel like I made a lot of progress. I learn so much each time I attend the conference, even if I'm not working the Steps myself.





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

Yes.

A willing Step guide.

Yes, it did.

I think a trusted servant but probably still a long way away from sponsoring.

Absolutely, I am much more confident in being a sponsor not only here but in my other program as well as a result of the guidance I receive here.

Yes, I have learnt a lot from Step guiding and being a sponsor this time around. I'm learning how to serve in those ways. And I've received a lot of support when I've had questions about how to Step guide etc. We're not just left to do it alone. And the process of Step guiding has helped me so much in my own recovery. I'm definitely feeling a lot more confident and I'm very grateful to have had the opportunity to be a Step guide and sponsor.

**NOTE: Please visit [www.bdasolvency.org/taking-the-steps](http://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.

Yes.

Absolutely, much more equipped.

I think it gave a lot of great info, but I feel just as lacking in confidence as when I started. It's an inside job and there's a lot of emotional stuff there which is outside this conference.

Yes, certainly. Less in the way I thought I would initially when I joined the program, but more on a deep spiritual level to show up as I ought to show up.

Yes, learning about the DA and BDA tools gives me strategies and the confidence to build my business.



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

Nothing I can think of.

1. More people.
2. More active volunteers and sharing.
3. More people on camera and present in the workshops.

Maybe invite a guest speaker once in a while? Maybe mention the tools game, I don't have experience with it, but it seems to involve people and complement the conference.

It's probably not possible but if there were some way to add more breaks between topics because the pace is a lot to keep up with.

Can't really think of any.

1. Cutting the weekly workshop time down to 1.5 hours. *If I could have one wish and only one this would be it!*

2. This might be interesting — but potentially having a men's group and a women's group as separate groups.

(**NOTE:** As you can see in our orientation document, our steering committee believes that gender is a matter of ego and personality, misaligned with the spiritual principles of unity and inclusivity, which we're seeking to practice. But thank you for the suggestion. It is much appreciated.)

3. Potentially having the conference scheduled on a weekday (ideally late afternoon or during lunch time).



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

Not sure, I like what I see.


1. Having the mid-week *Fellowship Drop-In*
2. Having the *After Party*

3. Format of asking for 3 topics then having everyone share on them

(NOTE: This is related to *Fellowship Drop-In*.)

4. Step guides (yes, I know you only asked for 3 but think of it as a bonus. 😊)





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

Materials and format. Conference being longer than six months per cycle.

1. I like hearing all of the participants' experience, strength, and hope.
2. I wouldn't change the *After Party* or *Fellowship Drop-In*.
3. The materials are fantastic.

*After Party*, materials, structure of the workshops.

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



1. Consistent focus on recovery through the Steps of DA/BDA
2. Commitment of the members to showing up and sticking through (meaning for those that do show up consistently)
3. The heart and willingness towards service that many fellows bring to the conference

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

Yes.

Yes.

Yes.

Yes, definitely, and this led to a lot of new awareness for me.

100% — I think that this is the primary focus, and we don't stray from this much, if at all.

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](http://bdasolvency.org)

[www.bdasolvency.org/sitemap](http://www.bdasolvency.org/sitemap)

[www.bdasolvency.org/workshop-overview](http://www.bdasolvency.org/workshop-overview)

[www.bdasolvency.org/about-after-party](http://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](http://www.bdasolvency.org/taking-the-steps)

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

[www.bdasolvency.org/contact](http://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, July through  
December 2024  
Visit [bdasolvency.org](https://bdasolvency.org) for all  
the details.

