



BDA Solvency Immersion Conference

Hosted by BDA Workshops (registered group # 122319)

Conference Survey Results
July through December 2022
68% 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 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 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 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 *“Happy Smiling People.”*





OUR SURVEY INCLUDES THREE DISTINCT PARTS

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

We asked a total of 22 questions, including 12 opportunities to give ratings of 1—5 where:

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

Three 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: 4.7 of 5 94% of 100 A

Experiences of *Fellowship Drop-In*

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

Rating: 4.4 of 5 88% of 100 B+

Workshop sessions and materials

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

Rating: 9.7 of 10 97% of 100 A

Overall scores for part 1: Rating: 4.7 of 5 94% of 100 A

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

The more prepared I was with the readings, reflection, and writing, the more I understood the ESH [experience, strength, and hope] others offered and the more personal insights I gained.

If possible, choose a sponsor to work with prior to starting the conference. Be prepared to set aside a few hours per week to complete the questions.

I have enjoyed the conference so far and don't have anything to add at this time.

None that I can think of — I felt really well supported by both the host group, and the participants that I met along the way.

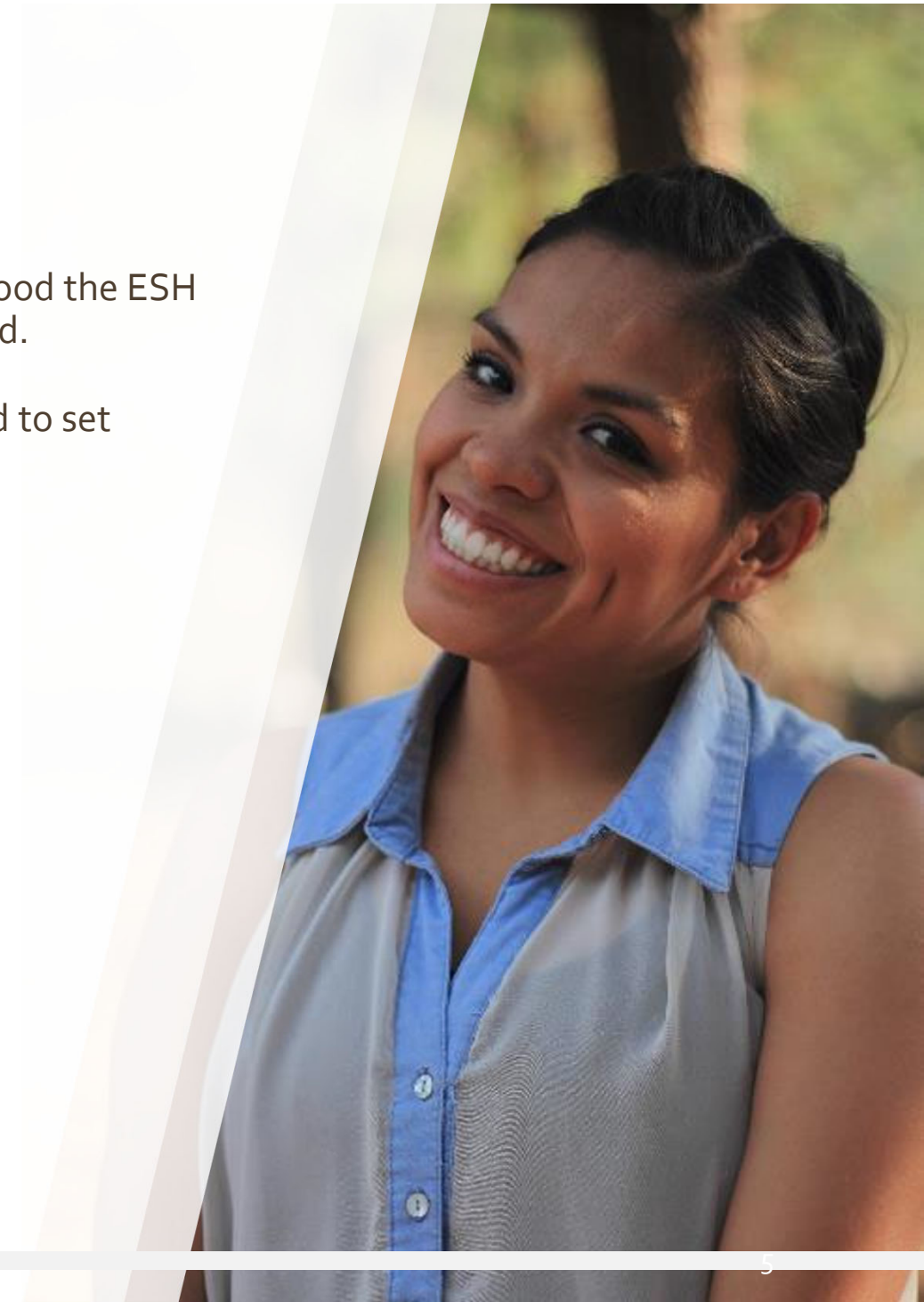
Stick it out. Don't give up before the miracle happens! Attend all 12 [pairs of workshops]. Be open and willing.

No.

You get out of it what you put in, so speak up and volunteer and get involved!

No — I think this was a good cycle.

This is a great experience and the learning and growth and relationships are more than worth it.





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

Set aside: Expectations and what you think you know and be open. This isn't a meeting, it's a weekly focused workshop. I would make sure to have at least 1 DA / BDA meeting that you attend where you can share. As you go through the weekly questions, and workshop sessions, things will probably come up and you may feel the need to share / talk about it. ***** This may change in future workshops, but my experience was that there aren't enough Step guides to take everyone through the Steps. Don't let that stop you. Team up with another fellow in the workshop as a sharing partner to go through the topic material questions at a weekly agreed upon time. ***** Don't expect to come in and complete your 6 months and go happily on your way as I thought I was going to do. I quickly realized I'm going to be here for a while and most likely going through multiple sessions. Recovery is a process not an event.

NOTE: There was at least one Step guide, a host group member, available to EVERYONE who registered. He said "yes" to everyone who asked. So, this may have been less about availability than about personality preferences.

No.

Maybe, my business model seemed inconsistent from where others are coming from. Have any other family therapists been a part of this immersion process? Don't want to be guilty of terminal uniqueness though.

NOTE: We encourage all recovering debtors and business owners, regardless of industry or business structure, to look for the similarities rather than the differences. The differences, however, might be a great discussion for a future *After Party*. Join us and let's find out.

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

No.

No suggestions.

None — consistency is the key! And we've got that!

No.

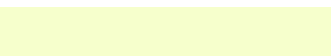
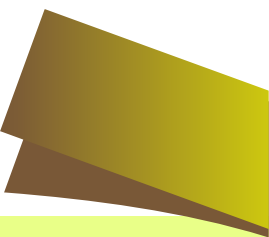
No.

No, I think everything went really well — our best yet.

One thing that I would like is if there were a structured amount of time at the beginning of the workshop cycle for people to share a little bit about their businesses. +++++ I received so much from this workshop and from every host group member. I'm grateful for the time commitment, service, and ESH [experience, strength, and hope] that the host group individuals provided to us all. I received what I had hoped for and then some. I feel I moved my financial recovery forward in a big way. I was scared that I might be one of the unfortunates who was never going to get it.

Seems just about right.

No.



How was your experience of *After Party*

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

I only participated a few times in *After Party*. I think it's a good place to go if you have questions or are struggling with something. There is tremendous support there.

I loved the *After Party*!

I have had great experiences every time I go to *After Party*.

I only attended one *After Party* due to work commitments. I really like the idea of it though.

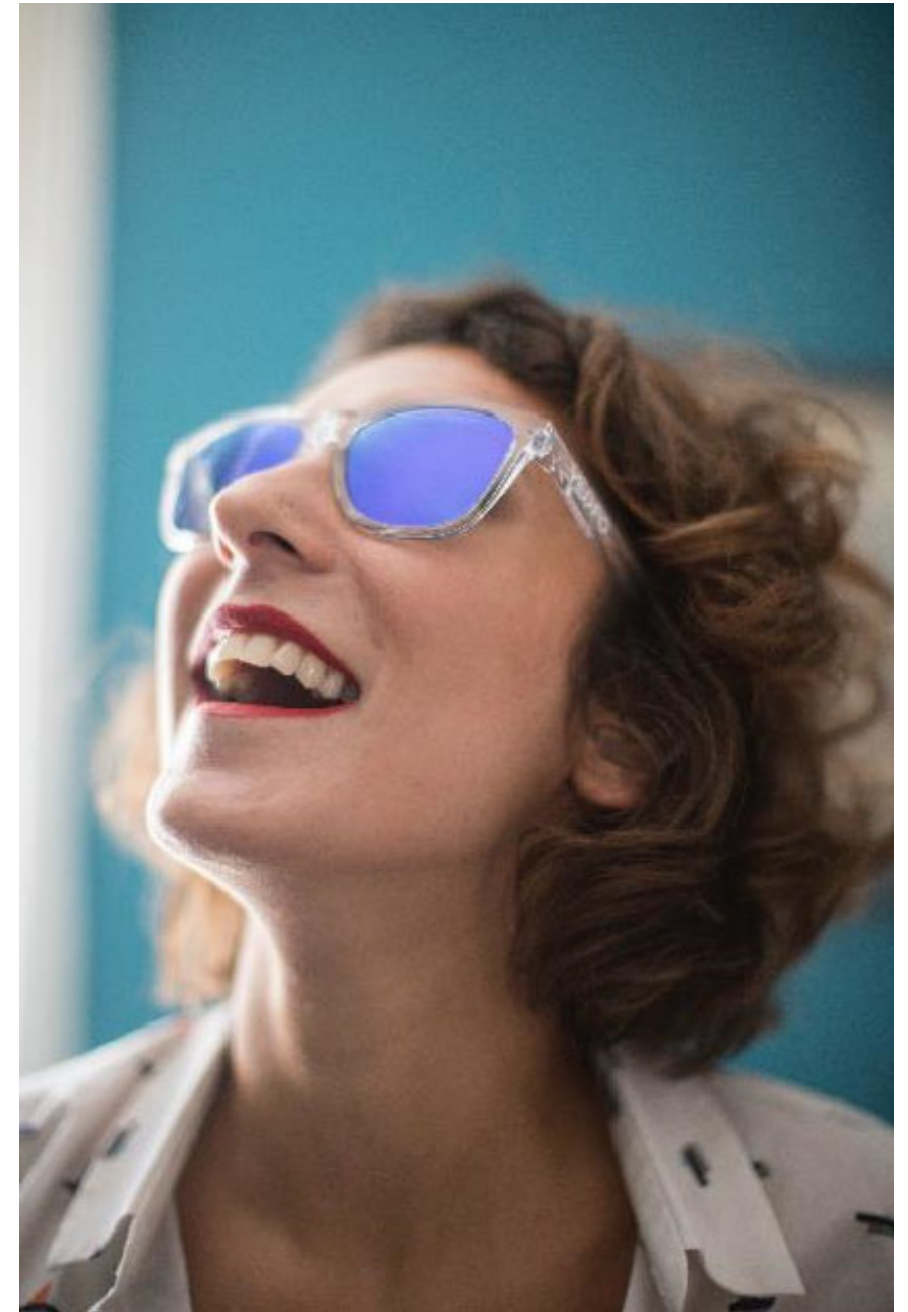
I couldn't always stay for the *After Party* but when I did, I always enjoyed it and found it so helpful. It's great to be able to have that space to bring up any questions.

N/A — Couldn't manage to be on Zoom for 3 hours in a row, nor away from family obligations that long.

N/A — I wasn't able to stay for the *After Party*.

This was my favourite part because it was more individualized towards problem solving and more in line with my expectation of support.

It's always very helpful. Great topics get discussed in detail.



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



I like the idea of getting to know each other and spending time together outside of the Saturday meeting and I think the service provided is exceptional. It's not my preferred way of getting to know one another outside of the main meeting. I think one on one conversations, study buddies have been more beneficial to me, but I appreciate the service provided to make it happen.

The *Fellowship Drop-ins* were extremely helpful and full of support.

I've had a great experience anytime I have gone to *Fellowship Drop-in*.

I enjoyed the ones I attended, especially getting to know members a bit better because of the smaller group that attended.

NOTE: These conferences are generally small groups. We start each cycle with 40-50 registrations and end with 20-25 committed participants, 10-12 who have taken all 12 Steps.

I did attend a couple of these and found them to be helpful.

I wasn't able to make it to the main *Fellowship Drop-in* as it doesn't work for my time zone. I enjoyed the international fellowship group, but it was only on a few times as there weren't enough of us.

[Excellent] But I wasn't able to attend often.

Fellowship Drop-in was a really great experience. I didn't know what to expect, I thought it would be fellowship outside of the conference time. It's really to check in either to get support for a financial pressure you might be experiencing and to be there to be of support to others. I wasn't able to attend a lot of them, but I did attend several at the beginning. It was very worthwhile.

I am part of the international *Fellowship Drop-in*, and it didn't happen this cycle.

NOTE: We LOVE international (non-North American) recovering debtors. Please join us!



How were the conference materials?

Excellent. So much effort has gone into them, and I rely on them as my first pass in understanding the Steps. Love the Q [questions-only] Word doc as well as the PDF.

The materials are amazing. They are thorough and helpful.

5 — 5 — 5!!! AMAZING!

I really found the materials to be a huge benefit. I learned so much between what I read and then the questions. Very beneficial.

Wonderful. They are so thorough and really, really useful. There is so much info there to go through that I haven't managed to read everything yet. I know I'll pick up even more when I read through them again.

Fantastic.

They keep getting better.

A lot of work to pull together, thank you.

They're excellent.

How were the conference sessions?

The workshop sessions grow in value the more we are together, the deeper into the Steps we go. I love the combination and depth of experience in the room, the pace, knowing what to expect, and then being surprised at something. It's a real gift I give to myself.

I have gained so much from attending the workshop sessions. It is so helpful to listen to other people's experience and ask questions.

5 — 5 — 5!!! AMAZING!

I loved hearing the different speakers and their views on all the topics.

Excellent. Really well structured. I learnt so much.

Wonderful. 2 hours on Zoom is long for me without a break, but otherwise stellar.

After every workshop I attended I walked away with knowledge and a willingness to want to go deeper into tools and Steps.

The updated formats create more engagement which is great.

I always enjoy the workshops. The speakers, the Q&A, the love fests ...

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

I particularly liked the beginning of this session [conference cycle]. It was very comforting with the host group all there supporting us as we embarked on this journey together. I really love when the host group members contribute their ESH [experience, strength, and hope] as I feel it uncovers deeper layers in understanding.

All of them were wonderful.

I have gotten so much from every session.

Great question, yet no — loved them all.

I believe 4, 5, and 6. These were transformative for me.

No, but I love to hear many different voices as well as hearing Bob and Nancy anchor the sessions.

Each one was unique and helpful in my opinion.

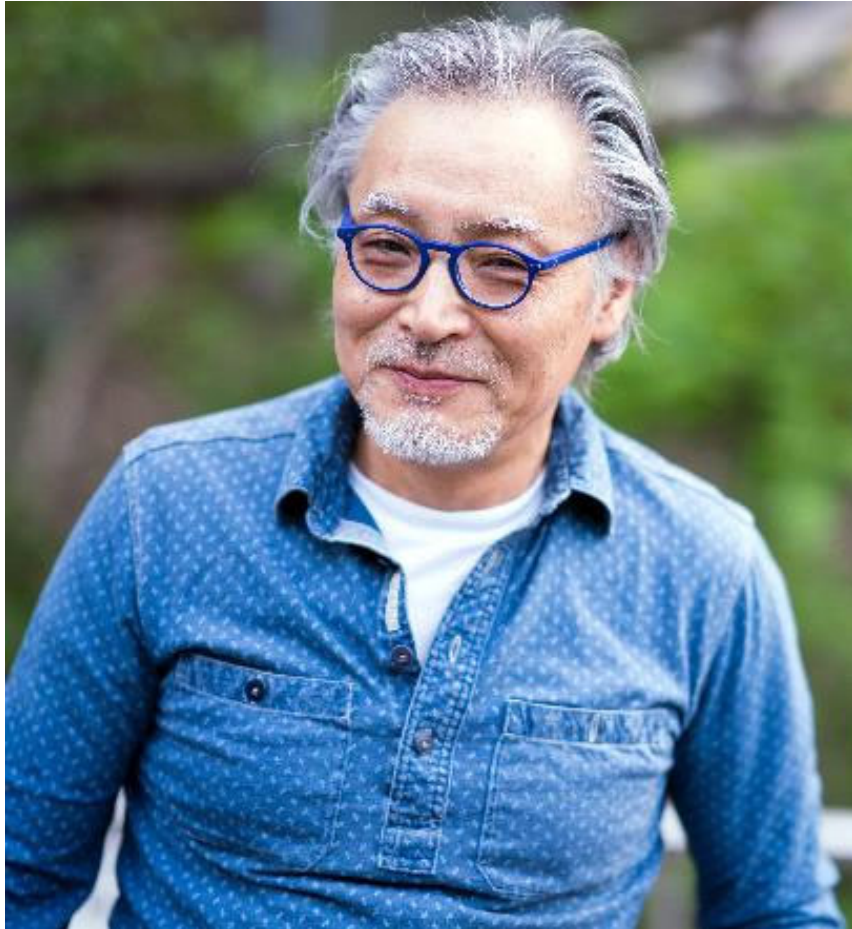
All the sessions had so much to offer I can't think of a favorite. They were all equally powerful.

Productive from a Step work point of view.

I got something out of all of them.

All of it was excellent.





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

No. It is a bit uncomfortable when people get “corrected.” I appreciate the structure and I think most people do as well, so if the nudge is done in good humor and with a smile, most people will follow along.

NOTE: From our orientation document: “... please experience your discomfort, do your work, and grow — spiritually, emotionally, and quite possibly materially.”

All sessions have been great.

No, I am so grateful for all of them.

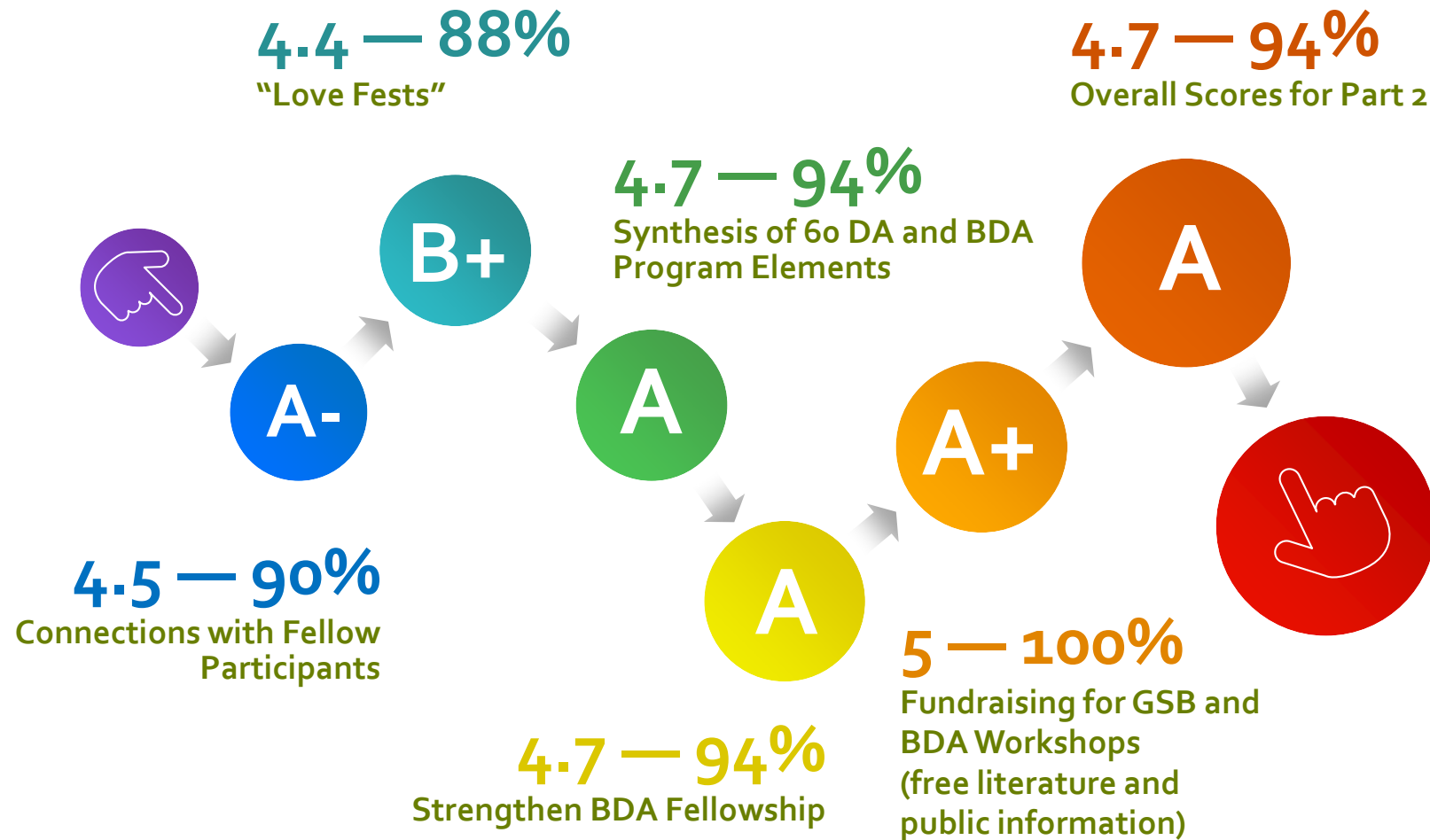
I can’t think of any sessions that were less than or least productive. As I said above, each session had something of benefit.

Personally, I find [profanity] offensive, especially offensive to women, sometimes it reflects a paucity of vocabulary but that doesn’t seem to be the case with this group. On the other hand, the longer people are in recovery the less we seem to rely on it. True in my case, for sure.

NOTE: Please read our orientation document. You’ve been warned.

From seven more separate surveys: No. — NO. — No. — No. — No. — No. — Not really.

OUR NUMERICAL SCORES FOR CONNECTIONS AND CYCLE GOALS



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 sponsors, 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 thought it was good. Those I reached out to were very receptive for the most part. The scramble for a Step guide was a bit awkward, but I guess that's how that goes seeing that it's a big commitment.

Everyone was very friendly and open to communicating outside of the workshop.

Super available.

I never had a problem.

As much as I desired.

I don't know how to give this a numerical rating. I feel neutral about this so maybe 3, in the middle. There was a contact list made available. If a registrant wanted additional connection, they needed to seek it out.

It was good, I got out what I was willing to put in.

Hampered a bit by East coast time zone issues. Do registrants indicate best times to call?





On the weeks when we didn't have questions for our guest speakers, we participated in "Love Fests," not only thanking our guest speakers for their sharing on that day, but also sharing our appreciation for their participation in the conference. Were these "Love Fests" a productive experience for you?

Yes, I think it's an honorable gesture. I would also be interested in picking a random number of people each time for the Love Fest instead of everyone being required to speak. Not that I don't think it's important, but it seems a little forced sometimes and not because I don't have genuine fellowship with the person, but sometimes I don't have the words and it feels a little like coming up with something for confession.

The Love Fests are productive for me. I like to hear what is useful to other participants and showing love to those who share with us.

HELL YES.

I loved doing them and appreciating everyone. I also was on the receiving end and loved it!

Yes. The positivity is great.

I'm neutral on this question.

Yes, they were great, especially when I put aside my personal discomfort from being on the receiving end.

A bit repetitive of earlier comments.

NOTE: Ha ha. There shouldn't have been earlier comments. Our format is very, very clear. There are speakers, there are questions and answers, and sometimes there are "Love Fests." Please join us in clarity and a boundaried, somewhat formal, structure for our weekly workshops.

I love them!

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?

It was thorough, insightful, and really, really supportive of each and every one of us. I liked that there was something for whatever I needed that day. I went heavier on the spiritual guidance this round, but I appreciated the practical and will likely bring more of that to my work during the next session. I never felt left out in the cold with nothing to grab onto.

5 — 5 — 5 — AWESOME.

Outcomes were achieved!

I've not gotten all this incredible material together before and I love it.

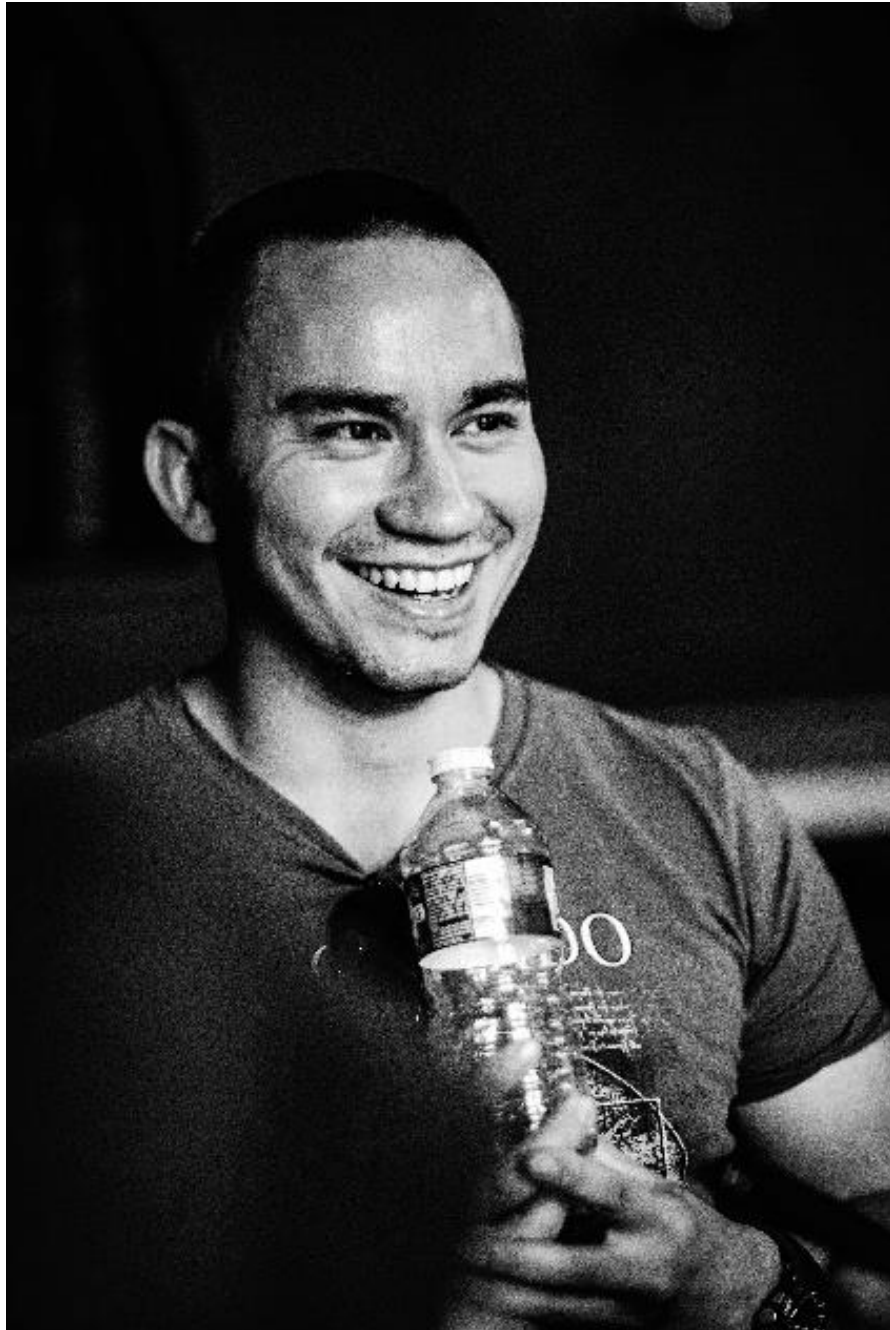
This seems possible only from the second cycle, first I [would be] required to complete Steps.

NOTE: Huh?! We have no idea what this means.

The presentation of practical and experience-based examples combined with the participant sharing is very powerful.

The Solvency Immersion does a great job of exposing me to all the tools in DA / BDA.





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?

Fabulous one-on-one support that was flexible with my needs and always reminded me that I'm not alone, not to isolate, and not to be too hard on myself.

5 — 5 — 5 — Again, AMAZING.

Absolutely achieved this outcome. I am so much more aware. I understand a bit more about worldwide DA and BDA. I am also so grateful to have completed the Steps. Very in-depth and powerful process.

I love this community and the style of these sessions.

I had access to a Step buddy but not to a guide or sponsor or PRG until I had completed the Steps.

NOTE: There was at least one Step guide, a host group member, available to EVERYONE who registered. He said "yes" to everyone who asked. So, this may have been less about availability than about personality preferences.

The growth and reach are fantastic.

Wasn't able to access one-on-one support as much as I would have liked. Probably my hesitation. Was looking to be sponsored and that didn't seem to be possible?

[Please see the note above.]

As someone who is involved in setting up one of the first meetings in another country, I love the support I get.

Through registrations for this event, we raised \$4,685 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?

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

I feel blessed to be able to contribute after having been the beneficiary of these gifts. Thank you!

It's a great feeling to know I was able to help spread the message through my donations. It also feels good to be able to contribute instead of simply "taking" like I did before I was solvent.

So fabulous.

It's a positive feeling.

It's an honor to be a part of those efforts.

It's just amazing!

From three more separate surveys: WONDERFUL! — Wonderful. — Wonderful.



OUR NUMERICAL SCORES FOR PERSONAL PROGRESS IN DA AND BDA

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

Rating: 4.8 96% A

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

Rating: 4.3 86% B

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

Rating: 4.6 92% A-

Overall scores for part 3

Rating: 4.6 92% A-

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

Yes, I am working through Step 9 and moving onto 10 this week.

Yes, I made it to Step 4 which I'm still on. I made more progress in the Steps this cycle than any previous cycle.

I made progress on Steps 1-3 and plan to work through the Steps in the next conference.

I made progress for sure!!

Yes. Absolutely loved working the Steps. Not always fun however well worth it!

Yes, I made a lot of progress. I'm not finished yet but will hopefully keep working with my Step Guide for a few more weeks to get to the end of the Steps.

Made great progress. I'm grateful.

I did not complete the Steps.



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



I took 3 people thru the work — we are almost finished.

Yes, I made progress on the DA / BDA Steps. I wasn't able to get a Step guide, so I reached out for a sharing partner. I've had past recovery experience working with a sharing partner and it's still a powerful experience to answer the questions and share your answers with someone else as opposed to doing nothing or trying to do the questions on my own.

NOTE: There was at least one Step guide, a host group member, available to EVERYONE who registered. He said "yes" to everyone who asked. So, this may have been less about availability than about personality preferences.

Very thorough Step process.

Yes.

I was on my 10, 11, 12.

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?

I think I'm definitely more confident and able to serve. I took my time with the Steps and I'm not yet at a point where I feel I can guide someone else.

I haven't worked through the Steps yet, but the conference is preparing me for when that time comes.

It was hard for my Step sponsor and me to meet — yet I feel prepared to take someone through the Steps.

Yes! I learned so much from this journey. I do believe it will help me in sponsorship.

I got some great modeling in this area.

Yes.

Since I didn't have a Step guide, I can't answer this question.
[See previous notes on the availability of Step guides.]

No, maybe it prepared me to be a Step guide.

Yes.

Absolutely yes.





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

I learned key spiritual principles that I want to bring into my business and live by and I'll be starting a spending plan for the first time in January after I complete the Steps.

Absolutely!

I am making decisions with more clarity because of this conference.

Yes, for sure — and I'm excited to learn more next cycle.

Oh yes.

One day at a time.

Yes.

Most definitely. I'm walking out of this BDA Solvency conference with the tools and fellowship resources to be a much better and more prepared business owner.

No, I got these tools and skills from other meeting groups.

Absolutely — great learning this round.

Definitely yes.

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

90 minutes instead of 2 hours; I'd love to be introduced to BDA or DA or AA literature — short inspirational readings — as part of the workshop.

Cut down on some of the readings at the beginning of the workshop; make the service positions (share shepherd, timer, etc.) a bit simpler and more streamlined.

We'd all live in closer proximity; we'd be equipped to meet via virtual reality tech so it would "feel" like we're in the same room; there'd be more snacks. ***** As you can tell there's nothing to add — the conference is GREAT.

Just one very small thing. Would love a 3 min break in the middle to grab a cup of coffee etc. without worrying about missing something or getting called on when not there. Like in the business planning conference.

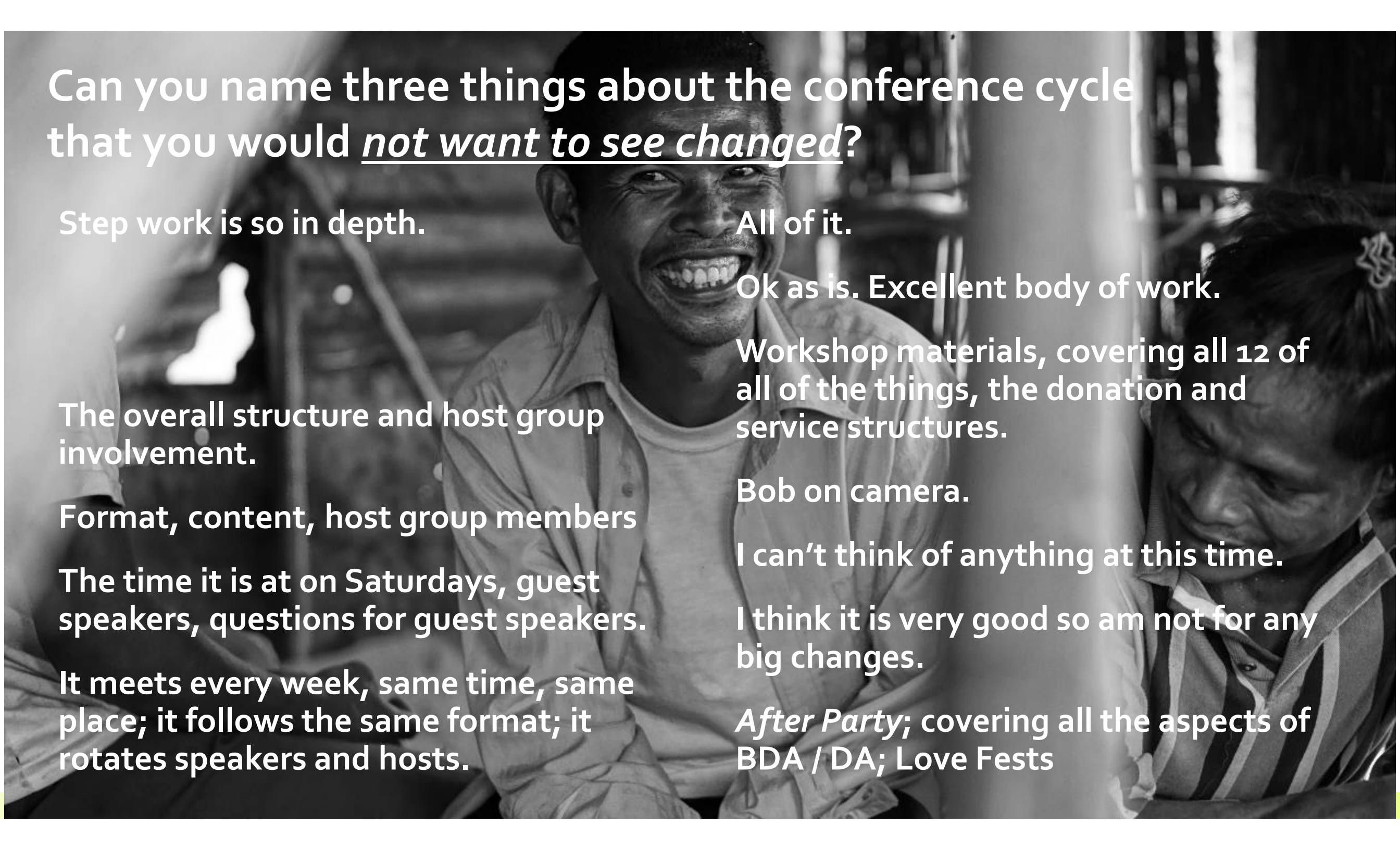
90-minute sessions, cameras on is the norm, audio record the whole thing, and make the recordings private to conference members.

That people would finish the cycle; people would come back and be of service.

Time — 2 hours is long [for this person].

The only thing would be more people completing the work and staying to recover and share the message.

We are all in the same time zone! ;-P



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

Step work is so in depth.

The overall structure and host group involvement.

Format, content, host group members

The time it is at on Saturdays, guest speakers, questions for guest speakers.

It meets every week, same time, same place; it follows the same format; it rotates speakers and hosts.

All of it.

Ok as is. Excellent body of work.

Workshop materials, covering all 12 of all of the things, the donation and service structures.

Bob on camera.

I can't think of anything at this time.

I think it is very good so am not for any big changes.

After Party; covering all the aspects of BDA / DA; Love Fests

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

Yes.

YES!

Yes.

Yes.

Yes.

Yes.

Yes.

Yes.

Yes.

Yes.

Yes.



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



NOTE: In addition to the eleven one-word responses on the previous page, we did receive one 555-word response — the fifth word of which was “yes.” The next five words were “It was a fabulous experience,” then the feedback went in a very different direction. That response has been shared with all seven members of the conference host group but is not included here, mostly due to length, partly due to the expression of opinions as if they were facts.

Though there was sympathy expressed for personal individual plights, but no real support for what turned out to be lack of know how.

NOTE: We have no idea what the comment above means. This conference is not a substitute for DA and BDA meetings, fellowship, tools, and actions. We are focused very specifically on solvency first, Steps second, everything else third or later. And we are just one BDA group; other groups focus on other aspects of the DA and BDA program. Our conference materials make this and much more exceedingly clear to anyone who reads them.

The business planning conference (<https://www.hopefordebtors.org/business-planning-for-2024>) was something offered by this group and that feels like a game changer.

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/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 2023
Visit bdasolvency.org
for all the details.**

