

# BDA Solvency Immersion Conference

Hosted by BDA Workshops (registered group # 122319)

Conference Survey Results  
January through June 2022  
56% Survey Response Rate

This 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)



# 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.bdaworkshops.org/contact](http://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, 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 "*Reflections on Recovery.*"





## 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 here.

# OUR NUMERICAL SCORES FOR GENERAL EXPERIENCES



## Experiences of *After Party*

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

Rating: 5 of 5      100% of 100      A+

## Experiences of *Fellowship Drop-In*

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

Rating: 4.17 of 5      83.4% of 100      B

## Workshop sessions and materials

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

Rating: 4.88 of 5      97.6% of 100      A

Overall scores for part 1:      Rating: 4.68 of 5      93.7% of 100      A

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

Be prepared to allocate 2-4 hours per week for reading and preparing the weekly materials in addition to the 2-3 hours on Saturdays for the [workshop] and "After Party."

Yes, trust the process. The conference is a great place to get grounded in your recovery. Keep coming back regardless of how you may feel.

Work the Steps and do your studying on Sundays.

Participation in this conference is a time investment. In addition to the two-hour conference on Saturdays and *After Party*, there is the reading and Step work, meeting with sponsor and possibly a study buddy, and *Fellowship Drop-in*.

Read the information on the website before you register. You are making a donation when you register as part of a fundraising effort created to reach the still suffering debtor via free literature and other means. These are not meetings of DA or BDA. These are weekly conference workshops starting in July and finishing in December [or January through June]. There is a distinct format necessary to be able to move through the materials while giving everyone the opportunity to participate which is highly encouraged.

Get involved and be active with your participation and do the work to the best of your ability. Trust the process and the format and enjoy the experience.

Please use this opportunity that the conference provides.

I would suggest they hang in there if they are struggling with the work.



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

For me personally, it was A LOT of material to try to assimilate and digest at one time — it could be because of competing matters in my life, but I really had to consciously not yield to the temptation to abandon the cycle midway because of a bit of burnout in the process and overwhelm. I wonder if the conference could in any way be simplified and shortened, it might achieve better retainment of more members.

What about a FAQ page on the website? There are a lot of the same questions asked all the time — this might help bring clarity prior to the start of the cycle and at the beginning. We could also assign 1 person who has gone through the cycle before who could field questions by email or whatever other means they wish at the beginning of the cycle during a designated time period.

I thought it was really good.

All is good. I think there might be some cultural differences in the communication. Having studied and worked in the US for 42 months, I realized that in general communication in the US is very direct and straightforward. There is no mincing of words. People give and receive feedback in a more open way. In India, sometimes direct negative feedback can have a push back from people who have been used to being treated in a certain way because of the way the society is structured — caste systems, gender, seniority etc.

Overall, I love the [conference] and would recommend it. I think the good parts are EXCELLENT and multi-faceted, and I stipulate that I: learned; loved; felt heard; inspired; hopeful. There are a few things I'd like to suggest. I am well aware that my comments may say more about me than about the [conference]. But I will share in case they are helpful, so please take what you like and leave the rest of course. Now that you have such a strong structure overall, I wonder if you might consider injecting more variety and highlights and "in-class" work or exercises. To mix things up a little. ... **to be continued** ...

**From four separate surveys:** No advice as of today. — No. — None. — No.

# About improving the workshop sessions in general?

I think the workshops are terrific in general, and although the structure serves to keep order and progress, a more flexible attitude in maintaining the format might allow a feeling of more ease and attraction, lightness and fun, rather than fear.

No.

No. I like the love fests.

None.

None.

None at this time.

All is good.

**Continued from previous question ...** Many people seem to share somewhat of a “I haven’t done my homework” feeling. And an overwhelm, especially in the beginning. And then the petering out, which I experienced myself. I would suggest that each meeting include a time for actual “workshopping” — some doing, activities, with others, in small groups or on our own — that we then share. When we shared liabilities and assets, for example, it was exciting. We could do more thinking in real time, short writing, planning, even 10 minutes at a time, to focus on some particular exercise, reflection, exchange. ... **to be continued ...**

No.

## About improving any specific workshop sessions or components?

Now that you ask and I am thinking about it, I wonder if in the Immersion Conference if taking all of the Steps initially would allow for better processing, and then all of the Traditions, followed by the Tools, and finishing off with the Promises would make for better comprehension and absorption – somehow mixing them together each week has left me with little mental retention, although that does not negate the experiential and transformative benefits I appreciate from the experience.

I like that we are no longer covering the Concepts in this particular conference.

All is good.

**Continued from previous question ...** To make the workshop a little more of a workshop :) like, a place where work gets done ... where a table is built ... activities happen ... rather than like a class, seminar, or study session. Sometimes it feels a little rote, that everything is too scripted and predictable. When you have reading, followed by discourse that is also partly scripted or constrained, it can feel at odds with the connection and LIVENESS I think we all seek. This is a matter of degree; I understand that there is good “modeling behavior” in this too. ... **to be continued ...**

**From five separate surveys:** No. — No. — None. — None at this time. — No.





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

I LOVE the intimacy and honesty of the *After Party* — I consider it where the juiciest and most memorable aspects of the recovery are shared.

I have learned and grown so much in the *After Party*. I love it!

Good.

N/A — Did not participate.

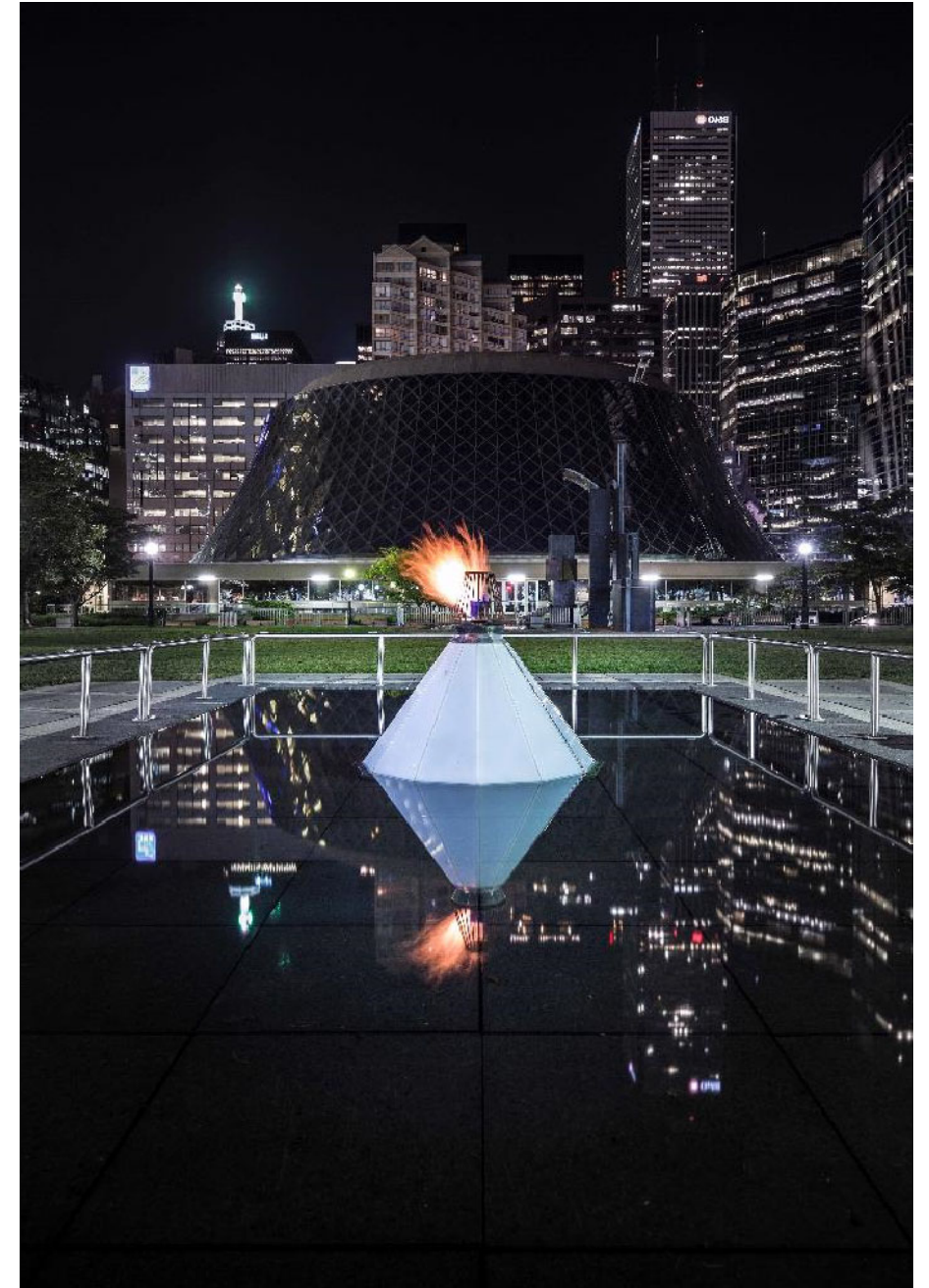
N/A

I like the round robin discussion format and the opportunity to talk about different topics or take things deeper.

I love this format. It's interactive and very supportive. I really like this fellowshipping.

Very good.

I think it is very generous of Bob [and Marc] to offer his [their] time for the *After Party*. It is so helpful to the registrants.





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

N/A — Unfortunately, my commitment to an ongoing, online class prevented me from dropping in, but I bet it is terrific.

Excellent when I have been able to attend.

Varied.

N/A — Did not participate.

3 — Only rated low due to lack of attendance and engagement from the conference participants.

Super awesome.

Very good.

I am not a fan of the drop in.



## How were the workshop materials?

The workshop materials are organized and clear, illustrative, and thorough!

Excellent.

They were great and super helpful in deepening my understanding and creating a common framework for the conference.

It ties in well with the flow of the conference. Sometimes there can be too much to read and write and do ... especially in the initial stages but I think that's required in the initial stages — the intensity was important for me. It kept me out of my head.

Very good.

## How were the workshop sessions?

The workshop sessions became easier as the format and protocols were understood and accepted and adjusted to - but a bit fraught with tension.

**From two separate surveys:** EXCELLENT! — Excellent.

Enjoyed the pace and structure — I liked the removal of the Concepts and what it did to the flow of the conference.

**Continued from earlier questions ...** Very good. Perhaps incorporate more in-session Step work, PRG matching or practicing, bookending, action partnering? Devote some sessions to actively doing a 4th and 5th Step? Using session time that is to work on it. I really appreciated the matching in the PRG workshops. Would love to do more matching between us — I may have missed this as I joined one or two sessions late. Would love to be assigned / or offered a kind of interim sponsor or Step partner to work the Steps with as we go through the workshop. ... **The End.**

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

They were each and all rich and rather remarkable considering people from all over the country and world participate — and for me it is some of the personalities that have become my “favorites.”

I really liked learning more about our primary purpose, and why we stick to it, I enjoyed the 11's.

Carol as sharer. Always well prepared.

None, they were all good.

No.

I enjoyed them all.

I think the sessions on Steps 8 and 9 where it dawned on me that my business is a tool of my higher power to do service ... that it's about how not to just survive but to make things better ... to contribute in a good way ... that was quite powerful for me.

I always love the work on Steps 1, 3, 6, 9 and 11.



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

Not so far.

No. Thank you for having me. I am forever grateful the group allowed me to come in a bit late. That was such a blessing to me. Your work by the host group is much appreciated, I hope to join the host group in the future.

Cannot think of any.

None.

No.

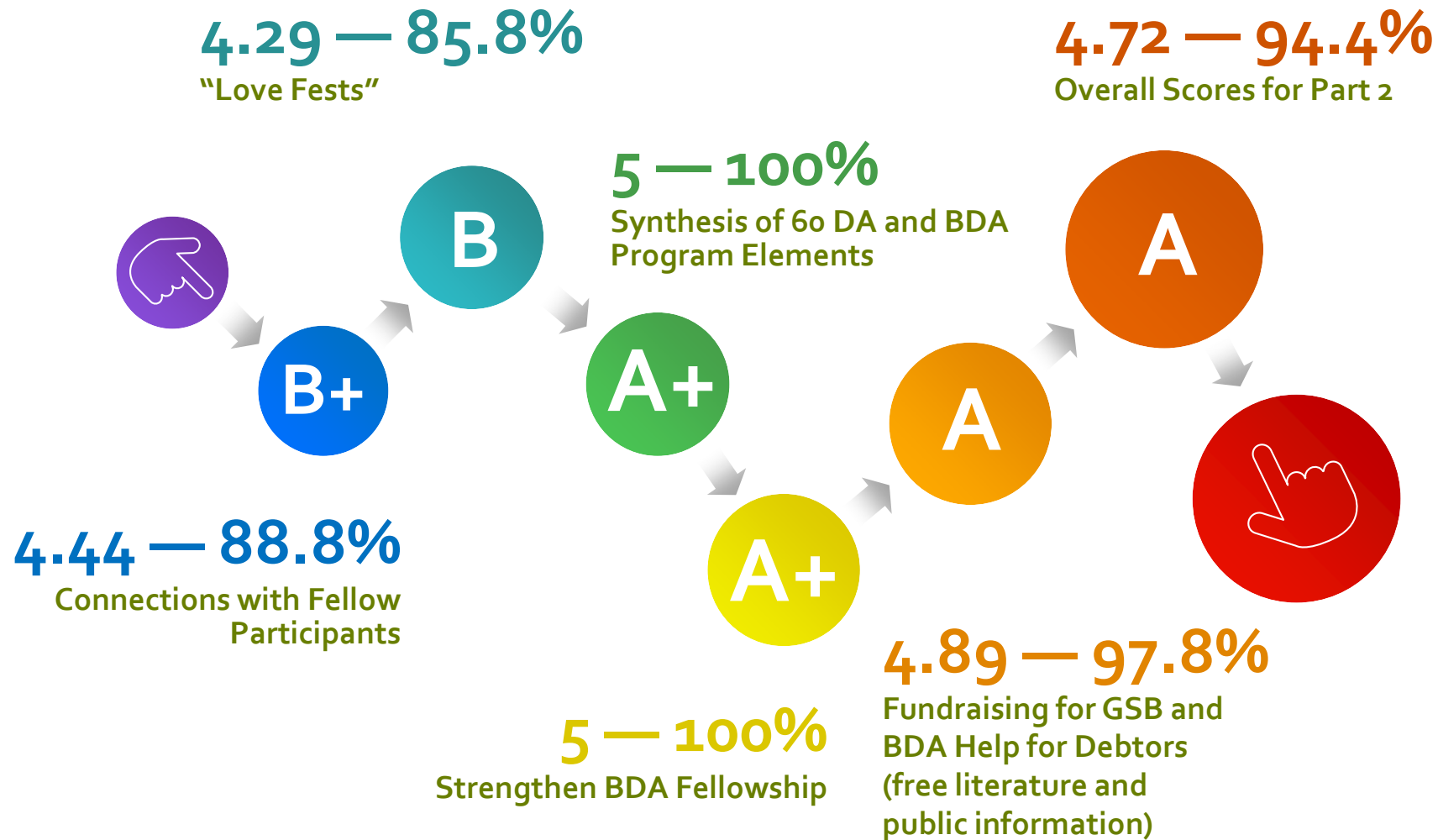
No.

The ones I missed ;-P

No.



# 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 don't 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?

Not so much because of my own Ludite-like tendency to not want to rely on seeking out everything like an email list of participants on the website.

Others were available.

Excellent.

I didn't take advantage of all the opportunities to connect via Zoom due to my availability. I did connect a little via email.

I would have enjoyed more of a chance to connect at the drop in.

I think it's fantastic to have the option of the *Fellowship Drop-in*.

Excellent.





We opened registration for the next cycle earlier this time than usual. Did having new registrants joining us beginning with the Sevens (weeks 14 and 15) add or subtract from your conference experience? Do you think our usual practice of inviting new registrants to join us when we reach the Elevens (weeks 22 and 23) is better? Other thoughts on this?

I think if you are going to let new participants in after the conference starts, they should be able to join in at any time.

Added [to my experience].

I think it was good. I always appreciate the newcomers.

I feel that having new registrants join anytime mid-conference interrupts the flow a bit. Coming in at the middle or end of the Steps would be confusing for me personally, and I would find it difficult to connect with the group. That said, adding new participants did not affect my overall conference experience.

In my opinion it is a bad idea to have them join the conference at all. It creates confusion in my opinion and also disrupts the dynamic that has been established with current conference participants. The new people don't know what is going on and if they do not have the benefit of starting at the beginning, we may lose them.

I prefer them coming in later myself, but it was not a huge deal.

It was good to have new people join us. Made me feel like I had made progress in my life and hence felt good about my participation in the workshop as I could feel that I could offer something to others.

I am not so sure it is helpful to the newcomer to join in later in the session.

**NOTE: Beginning with our January through June 2023 conference, we will invite early registrants to join us immediately for *Fellowship Drop-in*, so that we may offer immediate support, especially to newcomers, and make ourselves available to take them through the Steps. Yet we will not invite them to join the workshops until the new cycle's orientation. Registration for each conference cycle will remain open through the 3s, as usual, then close through the 12s.**



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?

As my emotional display demonstrated last Saturday, the Love Fest was a very surprising and healing experience for me. I hope they are for others, as well.

I think it creates a sense of judgement that I personally felt uncomfortable with. However, appreciating others is always good.

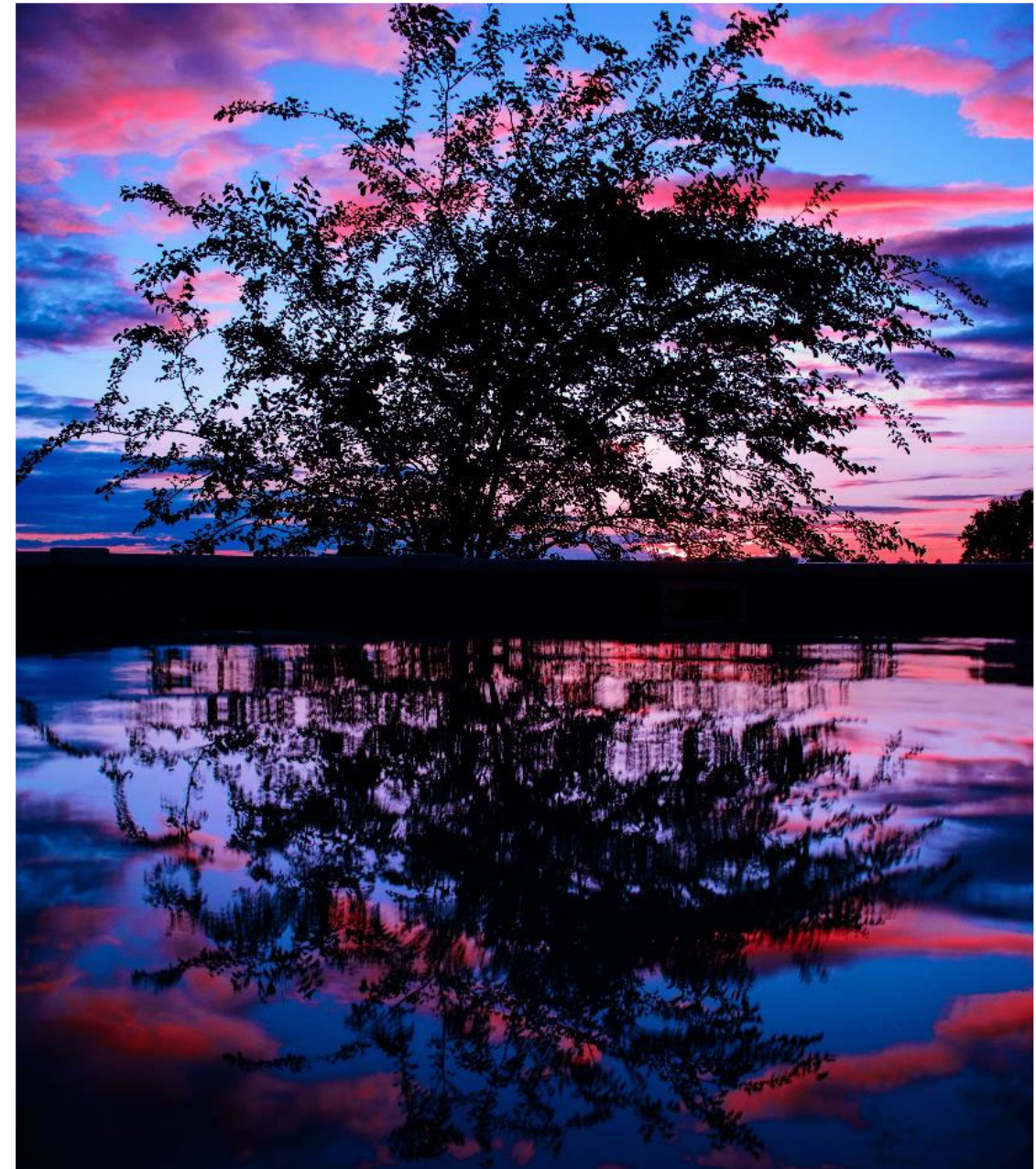
Love the love fests.

I enjoy sharing appreciation with the speakers if I choose to do so. One thing I would like to see is that if someone has a question during the allotted Q&A time, then they should be able to ask it, even if the Love Fest already started. Sometimes it takes time to formulate a question!

I thought they were great and meaningful for the people that got to receive them and a great chance for the participants to show gratitude and appreciation for people with no expectation of anything in return.

Yes, they are always amazing. Must do!

I love the love fests. It is important for me to see something positive I have done; not enough people talk about what they do right.



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?

The opportunities, responsibilities, and different spiritual and service-oriented facets of being a business owner have definitely been expanded through this workshop.

Excellent.

Yes, it works well.

Great integration and explanation of everything and how to use it in our program and our businesses.

With so much to cover, there's only so much that can be done in the immersion conference. At least now one is aware of what tools are available.

Excellent.





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

This workshop is paving the way for this type of global recovery and being based in 12-Steps bodes well for it opening up other recovery opportunities dearly needed in regions throughout the world.

Excellent.

Yes, this is working well.

I am not sure that my "BDA Membership" has been strengthened as much as my recovery as a result of the Steps. The fellowship I have found in this community is great, but honestly have not ventured outside to other BDA Groups.

There is a clear plan for the work and help available to do it, and lots of sharing of experience, strength, and hope with a good amount of fellowship building.

I wish I could give more points here. This component was fantastic. Loved it.

Excellent.

Through registrations for this event, we received \$4,940 in donations, pre-expense, 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 <http://www.bdaworkshops.org/fundraising> for treasury reports.

If I felt I had slightly deeper pockets, I would have liked to have contributed much more.

It feels so great to be part of the solution and to help other debtors.

I think it may be confusing to some when it is referred to as 7th Tradition — as many look at this as throwing a dollar or \$2 in the basket at a meeting. I might be wrong, but I think when we have conferences in AA it's not called 7th Tradition but rather Registration and then the 7th Tradition basket is passed during the meetings at the conference.

This is awesome. The chance to help spread the message and resources to others is great.

Wow I didn't know that. That's quite awesome. Thank you for sharing.

**From three separate surveys:** Excellent. — Nice! — Excellent.



# OUR NUMERICAL SCORES FOR PERSONAL PROGRESS IN DA AND BDA

Did you make progress on the Steps?

Rating: 5 100% A+

Did we help prepare you to be a sponsor ?

Rating: 4.83 96.6% A

Did you complete the Steps?

Rating: 5 100% A+

Did we help prepare you to be a business owner ?

Rating: 4.71 94.2% A

Overall scores for part 3

Rating: 4.89 97.8% A

## Did you make progress on the Steps during this BDA Conference?

The Step work I am doing with my co-sponsor simultaneous to this conference has been very deep and I am assuming will have a transformative effect in my life.

Excellent.

Yes, I made progress on the steps and my recovery.

Yes — though I did not actively work all the steps this round, I still deepened my understanding and grew my program.

I would not have worked the steps in a consistent and time bound manner if it was not for the conference.

Some.

Yes.



## Did you complete the Steps during this BDA Conference?

I am concurrent with the group in terms of the suggested readings and answering the provided questions, but the personal, one-on-one Step work I am doing with my “co-sponsor” is going slower due to her style and pacing which I accept and can appreciate for the other aspects of our communication and process. We are celebrating our completing Step 5 together this Thursday by meeting in-person for lunch.

No, however I did not intend to this cycle.

No, I did not do them.

I am on Steps 10 and 11 right now and on track to be at Step 12 by the end of June.

I have not completed all of the conference work with a sponsor in the conference but I did the 12 steps with a BDA sponsor not affiliated with the conference.

**From three separate surveys:** No. — Yes. — No.

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





Did this BDA Conference help prepare you to be a sponsor or a more confident sponsor?

Because my own business is in such questionable condition right now, it is questionable as to how great my sponsoring can be, but I certainly have fabulous materials to refer to and feel more confident in knowing what a real business owner needs to "float their boat."

Yes, it sure is helping me be willing to sponsor.

Yes.

Yes, it helped me have a better understanding and to better explain the materials and my experience.

Yes, I think so.

No.

Yes.



## Did this BDA Conference help prepare you to be a business owner or a more confident business owner?

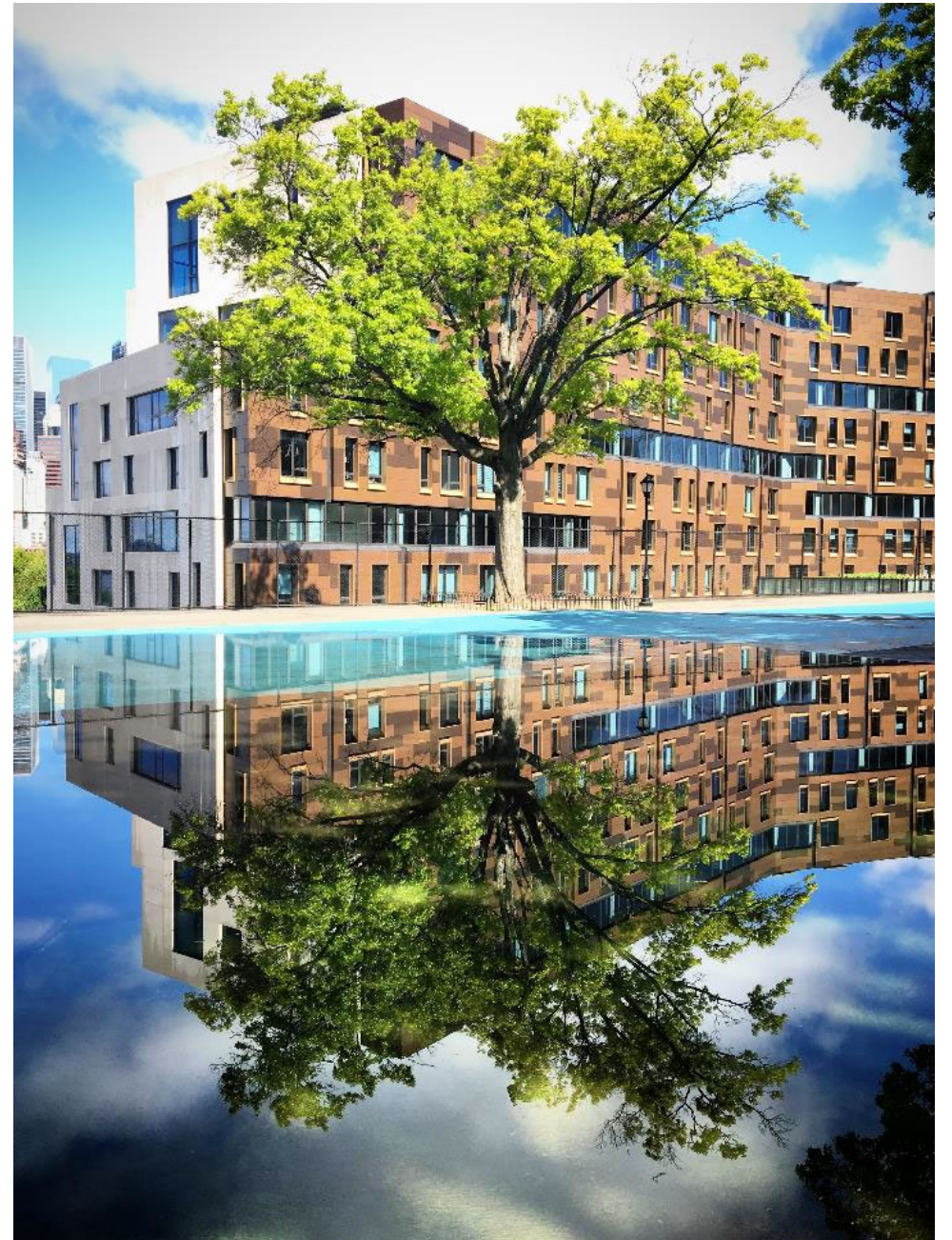
Yes, the reinforcement that we offer a service through our business and that marketing and promotion is as important as delivering our service were important messages to have hammered home.

Yes, it is an incredible process.

Yes — I learned a lot from going back through and from the other participants.

In my view the conference has put me on a platform through which I have gotten introduced to the all the tools like the visions and business plans. However, I have stayed focused on doing the Steps, so I feel confident and assured as a person. I am sure this will result into something on the business front as well.

**From three separate surveys:** Yes. — Yes. — Yes.



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

Cut it in half time-wise (meaning 3 months vs 6 months), schedule it not on a weekend (you did say magic), and shorten and simplify the materials (they over-deliver, God bless you).

1) Show appreciation to others without there being a character judgement behind it. For example, saying "you're such a wonderful person" leaves me feeling uneasy, vs saying "I think what you share is helpful or insightful to me." It takes away the drive for performance.

2) Have a solvency requirement for service positions (there may already be I'm not aware of).

I cannot think of any.

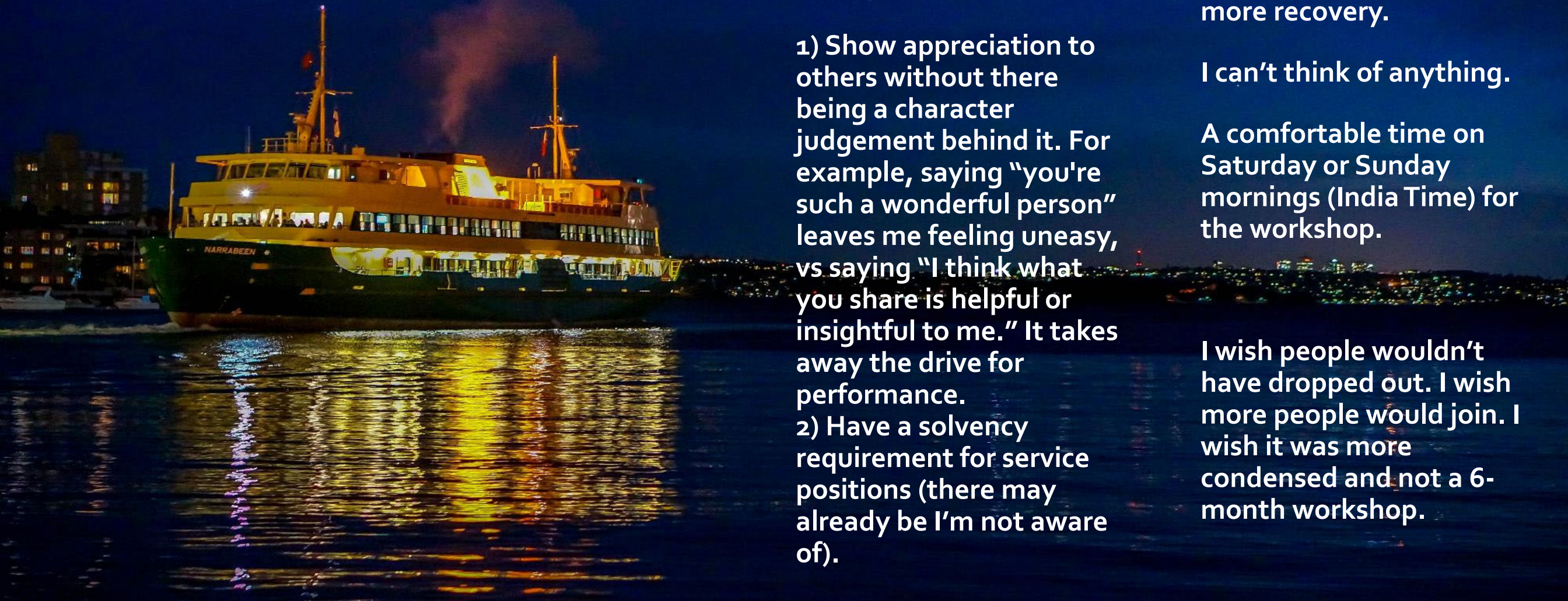
Nothing I can think of right now.

Less conflict from participants; Less attrition; Speakers with more recovery.

I can't think of anything.

A comfortable time on Saturday or Sunday mornings (India Time) for the workshop.

I wish people wouldn't have dropped out. I wish more people would join. I wish it was more condensed and not a 6-month workshop.





Can you name three things about the BDA Conference that you would not want to see changed?

The example of commitment the facilitator embodies, the loyalty [the host group] demonstrates, the welcome offered [to] the international participants.

1. Everyone is included all of the time!
2. Having a host group because for me it's a place to work toward wanting to be a part of because it is solution based.
3. The fact that it is a conference and not a meeting.

No.

I like having 2 weeks on each step. I like how each workshop session stays on schedule.

Bob as the leader; the materials.

The format.

I think it's been designed very well. The *Fellowship Drop-in*; The opportunity to work the steps with someone; The *After Party* and the direct feedback.

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

Oh God, yes.

Yes, perfect. I learned so much so far.

Yes.

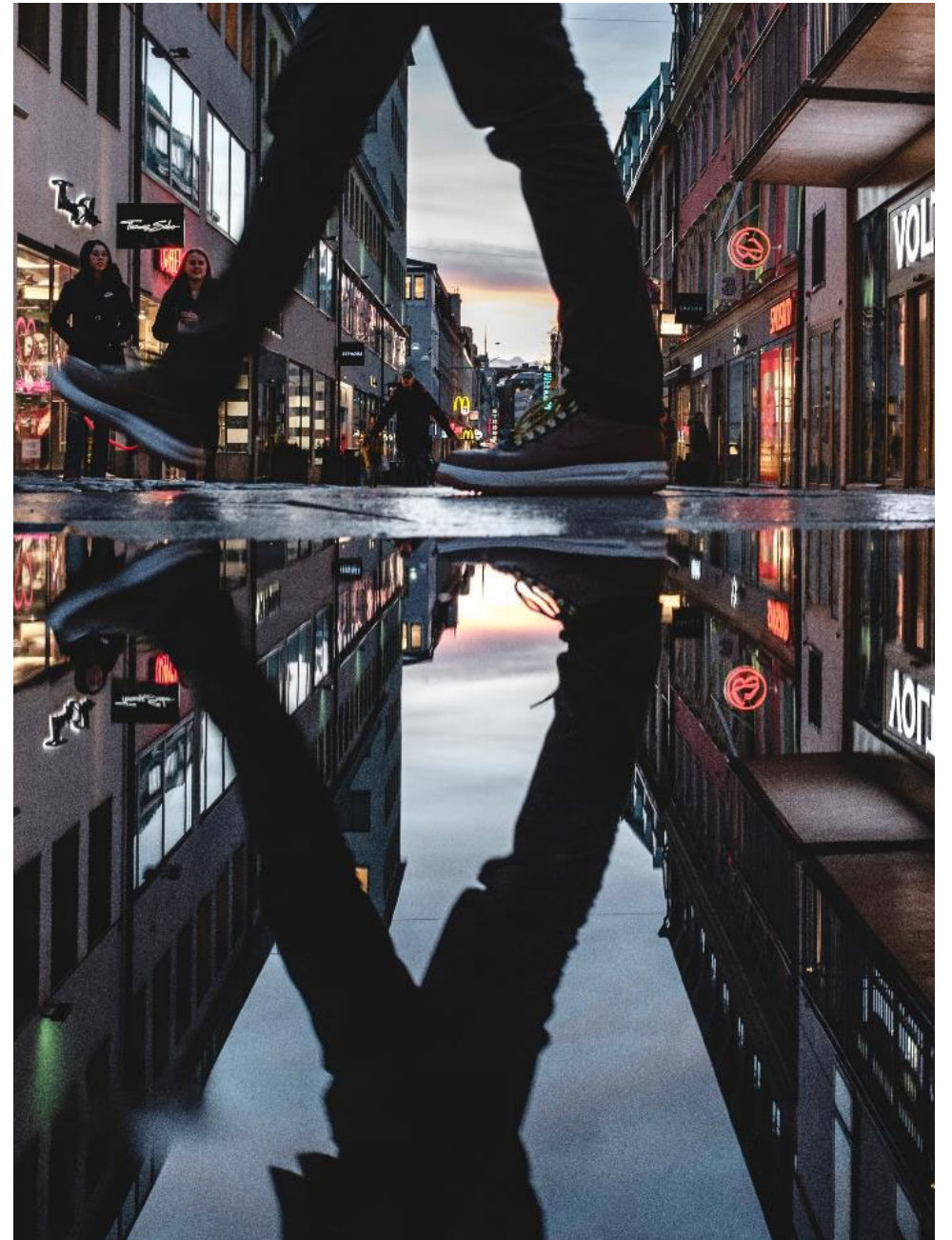
Absolutely yes.

Yes.

Yes.

Yes, I think so.

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

[bdaworkshops.org](http://bdaworkshops.org)

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

[www.bdaworkshops.org/about-after-party](http://www.bdaworkshops.org/about-after-party)

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

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

[www.bdaworkshops.org/fundraising](http://www.bdaworkshops.org/fundraising)

[www.bdaworkshops.org/taking-the-steps](http://www.bdaworkshops.org/taking-the-steps)

[www.bdaworkshops.org/contact](http://www.bdaworkshops.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 2022  
Visit [bdaworkshops.org](https://bdaworkshops.org) for all the details.**