



BDA Solvency Immersion Conference

Hosted by BDA Workshops

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

Conference Survey Results

July through December 2025

92% Survey Response Rate

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

THE BDA SOLVENCY IMMERSION CONFERENCE

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

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

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

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



The theme for this report is “*Happy, Joyous, and Free (with a little pinch of fun)*”



OUR SURVEY INCLUDES THREE DISTINCT PARTS

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

We asked a total of 18 questions, including 9 opportunities to give ratings of 1—5 where:

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



OUR NUMERICAL SCORES FOR GENERAL EXPERIENCES

Experiences of *After Party*

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

Rating: 4.8 of 5 96% of 100 A

Experiences of *Fellowship Drop-In*

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

Rating: 5 of 5 100% of 100 A+

Helpfulness of resources for connecting with fellow conference participants

Rating: 5 of 5 100% of 100 A+

Overall scores for part 1: Rating: 14.8 of 15 98.7% of 100 A+

Do you have any suggestions to offer to future conference registrants based on your experience, strength, and hope?

Top four suggestions [from one participant]:

(1) GET ORGANIZED

I wish I had been MORE ORGANIZED at the beginning of the conference ... consider dedicating a notebook or folder for the workshop materials.

(2) This is what helped me stay on track:

I printed hard copies of BOTH the complete PDFs and the “questions only” documents so I could make notes in the margins and hand-write my answers to the questions.

I felt the most grounded, at peace, and “in the flow” when I read the entire packet all the way through right away, because there are often weekly assignments contained in the materials — you need to know this in advance, so you are doing the work all along (instead of just finding out about the assignment at the last minute).

(3) Work with a Step guide

I value the relationship with my Step guide; it is a place to be vulnerable and go deeper.

(4) Attend the mid-week drop-in sessions, get to know and love your cohort.



Do you have any suggestions to offer to future conference registrants? — continued



Stay to recover! Do your best to attend a few sessions before deciding if it's right for you. Try not to get too overwhelmed by the amount of information, we don't have to absorb it all at once. So even though the conference is immersive, you really can take it at your own pace with the help of those in the group and benefit regardless.

Focus on the Steps first, then Traditions, and be ready to keep learning as each cycle comes around.

I felt so overwhelmed in the beginning because working a program was so new to me and I just did not know what to expect. I later realized that I am not being graded, I don't have to know everything, and I don't have to be ashamed of not knowing. I feel that the conference meets you where you are and you don't have to meet anyone else's expectations.

My life is markedly fuller and better than when I first entered the conference. Many things take time to resolve, but they do resolve, and the results have been remarkable. For anyone on the fence, I would encourage giving this process an earnest and open-hearted try. You may be surprised by how far it can carry you.

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

Do you have any suggestions to offer to future conference registrants? — continued

For future conference registrants, I would humbly suggest starting to work the Steps as soon as they join the conference. Recovery happens when we work the Steps with the help of a guide or sponsor. **[NOTE: The steering committee discourages starting the Steps, except for Steps 1 through 3, once the conference cycle reaches Step 4 in week 8. Taking the Steps off cycle removes one whole layer of support as others have moved on. There is plenty more to do in pursuit of solvency and recovery in the conference and, at least for the next few years, there will always be another conference cycle.]**

I joined as soon as possible, and I plan on coming back. The knowledge I have received far outweighs the price of donation. I have had an opportunity to name an organization, group, or individual who has received a donation from the conference of DA's books as a form of 12-Step outreach. I am still taking in new information and attending the conference leaves me feeling cheerful and guided. This resource helps me feel I can handle situations which arise in my business and personal life.

If you feel like there is no hope and you are completely at your wit's end as a result of your compulsive debting and specifically compulsive business debting, then please join the conference and commit. It changed my life, and it is amazing. If you are willing to dedicate 10 to 15 hours per week, it will be a complete transformation. If you do not have that kind of time, you can do it at a slower pace, and it will still change your whole world as long as you get a Step guide and work through the Steps at whatever pace you can.



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

I find this program to be concise, and very well set up to support participants.

The conference was highly organized. I can't really think of any improvements or any kinks that could be worked out.

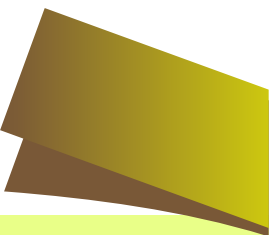
No suggestions. Keep up the great work.

Not at this time or that I can think of.

I do not have any direct suggestions to offer for this cycle. My experience was positive, and nothing stood out as needing adjustment.

It is a whole lot of programming to put on top of or into an already busy life. I think someone was asked to help me acclimate to the conference, but I brushed them off saying "I think I'm catching on." Perhaps new people could be offered, prior to asking for a Step guide, a conference guide, who would suggest things like add timers to your cell phone, put the zoom links in your calendars, etc. Perhaps the *After Party* could be called a "catch your breath in a safe, slower-paced party". Perhaps the need is greater the later in the conference one joins.

Not at this time. I think it has been a fantastic cycle.



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

Enjoyed the experience of getting to tackle various topics and gain insight from others' experiences from both the conference as well as their DA / BDA recovery.

I love this opportunity to dig deeper and to get to know the other participants.

I felt encouraged and comfortable with bringing topics that I needed additional clarity from the Saturday workshop or something that I was personally struggling with.

I love that I can bring my own topics to the *After Party* and hear the experiences, strengths, and hopes of the other BDA members who are present.

It has opened up some great conversations I think and allowed topics to be discussed more deeply and for the introduction of new things like service for Step guides.

I only attended one *After Party* briefly, so I do not have extensive experience to draw from, but I enjoyed the chance to pop in. It was meaningful to see everyone face to face and share some experience, strength, and hope.

Originally, I was not very much drawn to the *After Party*. I think at first, I pictured people lying down on their couch or drinking and partying. I didn't know what was going to happen, and I wasn't very attracted to it. When you said optional, I said "Bye." → → → It would be more accurate if it was called "going to the diner after the workshop," "getting a coffee together after class," "how to use round-robin sharing to solve a conundrum / cause God to reveal itself amongst yourselves," "realize you actually know what to do," "restating a specific, individual problem as a universal problem, and knowing the truth about what needs to be done." **[NOTE: We're going to keep calling our after-workshop time together *After Party*, at least for now, but we love the creative feedback.]**

Sometimes I'm kind of zoned out after all the screen time. But when I do show up and allow it to be a part of my weekend, it is an incredible experience.





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

Love the mid-week drop-in time to keep recovery top of mind, to connect and grow with other drop-in participants, and to have a forum for bringing any topic / pressures I might have during the week.

Thanks so much for having this at a time where Australia could also attend. Really appreciated this in this round.

This was essential to keep momentum going throughout the week.

I had an outstanding experience, the day and time worked perfectly and it was very helpful to have that mid-week interaction. I missed one drop-in due to a work commitment, so I was really encouraged to attend and looked forward to attending.

I did not make it to any *Fellowship Drop-Ins* this time. There is nothing specific I would suggest to increase my attendance. My working hours simply did not align with the scheduled times.

Fellowship Drop-In is my favorite, and I think of it as a review but letting your hair hang down. I like it because my attention span is short, and an hour is more manageable for me. After the DA or BDA tool for the week is discussed, where much learning happens, we individuals get to raise topics. It is always interesting to realize we all have much the same issues in our lives. I like the 4-5 pm ET time slot, because it allows my Step guide and others from Australia to join more easily. I am more often there, because my weekdays belong to me, my weekends belong to my family and friends.

Didn't do it much, but it was great when I did.

Were the resources we provided to connect with fellow conference participants — contact list, practice PRGs, *After Party*, and *Fellowship Drop-in* — helpful to you during this six-month conference cycle?

Very much! From the fellowship, it's been possible to create an ongoing PRG, and the regular weekly connection with two other members has been positive and nurturing to business development.

I loved the PRGs offered by the immersion conference this cycle. I felt heard and understood, and the pressure I felt around some BDA topics and problems has been alleviated. I am very grateful to Bob, Marc, and other BDA members who participated in the practice PRG sessions!

The primary resources I used were my Step-guiding relationship and my interactions with my sponsor. Even so, I appreciated knowing where all the resources were and that I could use them whenever needed. It was reassuring to know they were available.

The contact list, practice PRGs, *After Party*, and *Fellowship Drop-In* are all valuable assets to the conference. For me, the round-robin approach in the practice PRGs is the most life-changing. All of the service positions in my home group require two PRGs. During my first official PRG (outside of the conference), the heartbeat in my head was so loud I couldn't hear anything else. These practice round-robin PRGs helped me to see that whether we are in debt \$45 or \$45,000, it's all the same thing, surrendering to our HP. Asking HP to guide our hands, feet, and checkbook to better do HP's will for us.

Absolutely, I took advantage of all of the resources and felt they were very helpful during this conference cycle.

I had everything I needed to connect or get connected with by others.

Three brief responses: Yes, very helpful. — Super helpful. — Resources were very helpful.



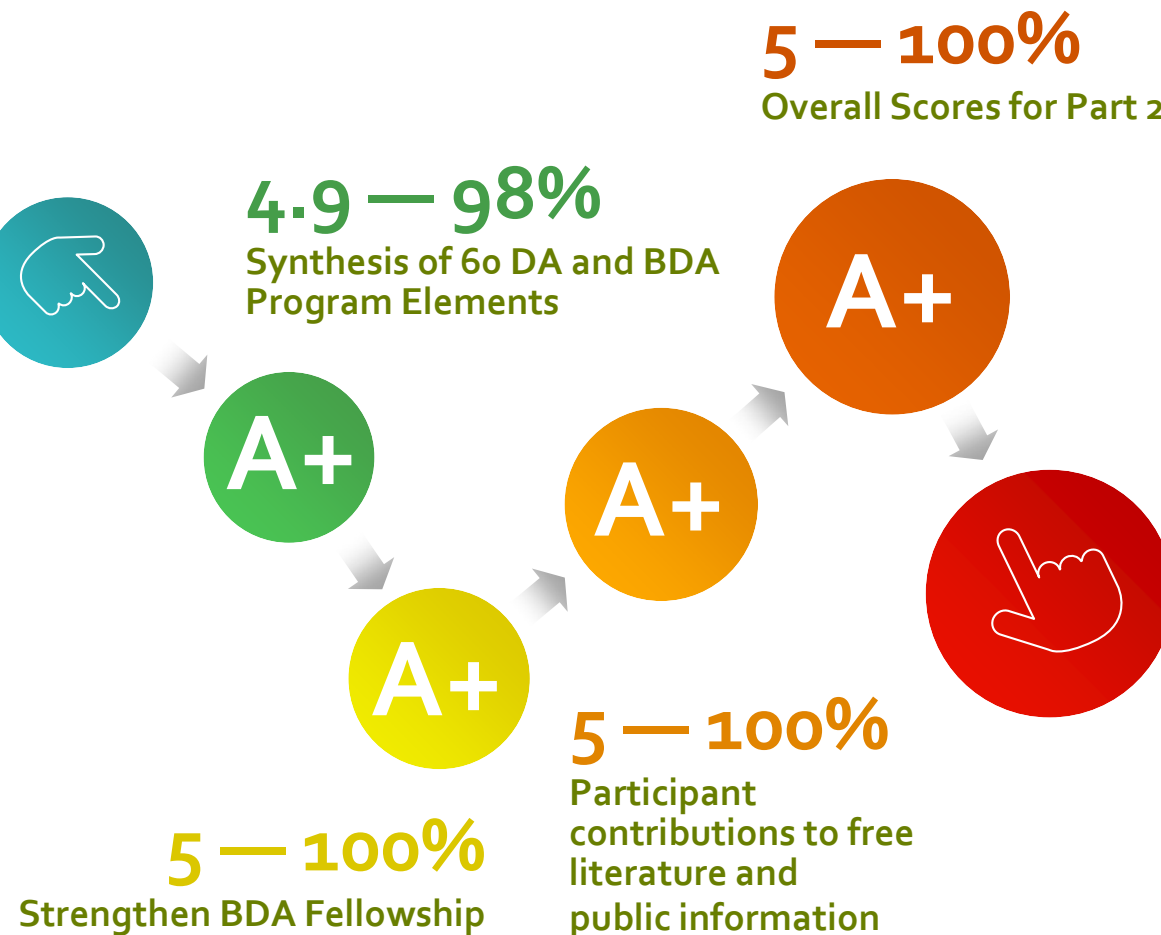
OUR NUMERICAL SCORES FOR CYCLE GOALS AND EXTRACURRICULARS

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 did we do on ... 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?

There is a lot on offer in this program, and the 6-month cycle is fabulous at exposing each member to each of the Steps, the tools, fellowship, and the spiritual principles that are on offer.

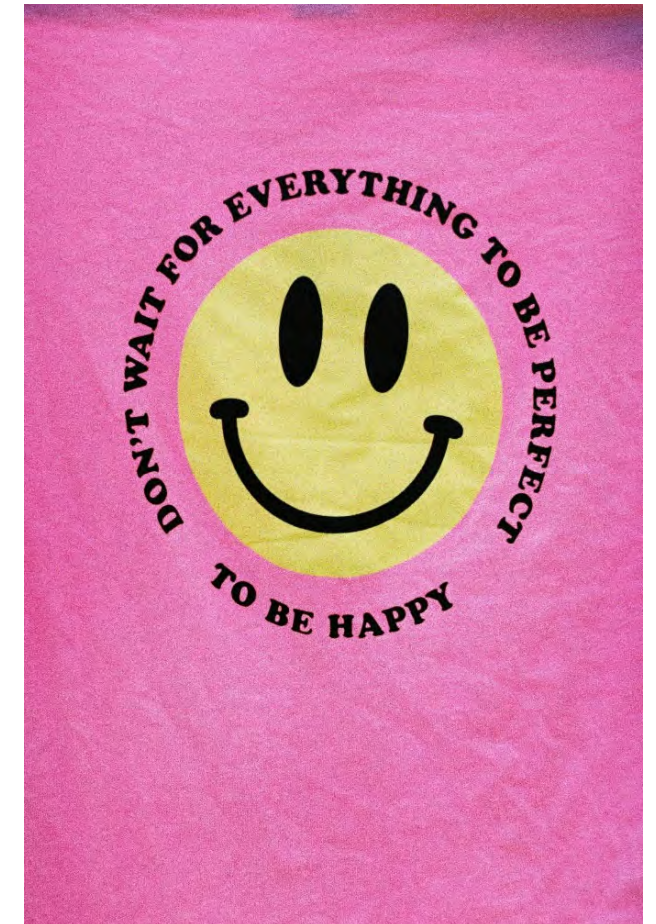
Loved the detailed written materials, many of the questions were written in a manner which helped me think about recovery concepts in a new way — or at least from a slightly different perspective. → → → This conference did more for my recovery — in just 5 months **[surveys were completed at the end of November]** — than years in other fellowships ... I feel like I was able to get to a new level of spirituality and have HOPE for a meaningful life.

Excellent. I really learned so much about both DA and BDA and I can honestly say that I was immersed in both DA and BDA. It's so much more important than creating a business plan, which doesn't mean a lot without the spiritual principles, tools, etc.

I love how the Immersion Conference is structured around spiritual principles, promises, and tools, and how each of us gets the chance to share our experiences, strengths, and hopes regarding each topic. Hearing the more experienced participants share their insights is such a blessing, and I find it very helpful as a beginner.

The conference did an excellent job connecting the elements of the DA program with the practical aspects of BDA. My recovery feels more complete because of the way these components were integrated.

Four brief responses: Excellent way of bringing all together in one format. — Great incorporation and examples were shared. — Excellent. — This is totally comprehensive.



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?

Have found such wonderful support, both individually and collectively, through this conference. Between the Saturday workshop and *After Party*, drop-in mid-week, and even the WhatsApp group chat, my recovery has been strengthened from those connections.

The Step guide process is very effective on helping others to work through the Step program.

Excellent. I received so many benefits from the one-on-one support which I never received in program prior to BDA, I received so much recovery and awareness from the sharing environment and at no time did I feel intimidated in the sharing process.

Although I am based in Europe, I have never found my geographical location to be an impediment to the BDA fellowship or the one-to-one support offered by this group. I have always felt very welcome and immensely supported by the group.

It's very cool to see so many different countries and regions and to learn about the differences and the similarities.

The conference is very effective in strengthening fellowship through the Steps and one-on-one support. The environment felt focused, committed, and supportive.

Excellent.

This is totally a life-changing experience.



Through registrations for this event, we raised \$2,795 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.

Exciting to be a part of this service and to give back what has been given to me. Very thankful and looking forward to continuing to make an impact with my fellows here.

The contribution of literature and the scholarship program make the [conference] accessible and give hope for those who are still suffering in business debting.



I am grateful for the opportunity to contribute and to provide hope to fellow debtors who are still suffering.

It felt great to contribute and to have been encouraged to contribute more to support others in recovery.

Feels great, especially as someone who benefitted from the free literature and the impact it made for me personally.

I am grateful that our involvement and contributions support others outside the conference and help spread the message more widely. It feels meaningful to know that what we give directly supports outreach and literature for those who need it.

Excellent.

Grateful.

It is a blessing to be a part of this conference.

Great job, thank you.

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

The PRG help was helpful in providing insight, guidance, and ESH on the practical format of one, the intentions behind them, and best practices as to what to bring or not bring. Many FAQs of PRGs were addressed and helpful to hear from others regarding their PRG experience.

I was able to participate, and from the PRG workshops have become part of a weekly PRG group.

It was my first involvement in a PRG, and it was an awesome experience. Prior to the PRG, I had so many misconceptions and I felt very intimidated. The PRG experience helped with those thoughts and no matter how many times I read about PRGs, the experience was amazing.

I was not in the *After Parties*, but I was part of practice PRGs that were very helpful and beneficial.

I learnt many useful things about PRGs, which I believe are a vital BDA tool. These insights helped me to improve the way I give and receive PRGs. I found the “Help with PRGs” workshops extremely helpful.

I thought it was great to share the examples and to see people get real practice in using this resource.

I believe this is my favorite part. You have demystified the PRG process and given me a window into the vast array of topics people have to deal with and learn about. In my DA home group, the PRG is a boogeyman, and no path shown for getting people to be your PRG people, no path into how to prepare, and no hint that with your own life experience you may already be able to help another suffering member.

Very good experience.

For the third time, during this conference cycle, we offered everyone currently participating when we reached the 9s the opportunity to select a helping professional or organization to receive DA's conference-approved books as outreach and public information. We consider this to be practice of the 11th Tradition, funded by our treasury, which includes your registration contributions. Thank you! If you participated, please let us know your thoughts.

Really enjoyed participating this time especially, seeking out an organization that might truly benefit and welcome the literature we provide. It even helped form new partnership opportunities in the community due to this outreach.

I am grateful for the opportunity to select and contact an organization regarding the 11th Tradition. This freedom made me feel that my participation in the DA fellowship was valuable, important, and equal.

This was another great example of actually putting the program to work in line with the principles.

I already have ideas for how I would approach this differently in the future — I really wanted to contribute literature to a new women's DA meeting that is about to launch in the Cook County Jail in Chicago — but I had trouble nailing down the logistics. → → I am pleased with the donation made to a local therapist who does a lot of work with folks in the 12-Step community. This exercise helped me think about other places where DA literature might be helpful (possibly AA club houses, if they are willing?).

I'm glad both of my groups were able to receive the books. This subject is critical and vital yet seems far beyond arms' reach to the average person.

I participated by reaching out to local organizations. Although I did not receive any responses despite trying multiple channels including email and phone, I was grateful for the opportunity. It felt meaningful to try to extend the message into my local community.

It's a great way to reach out.

This is good.

Awesome.

NOTE: Via this 11th Tradition project, we sent DA's conference-approved literature to 10 helping organizations and professionals in two countries. We thank our conference peeps for helping to fund and participating in this outreach activity.

For the first time, during this conference cycle, we provided “Support for Step Guides” during *After Party*. If you participated, please let us know your thoughts. Would it be helpful for us to do this again next cycle, most likely on the weeks when we cover Step 2 and Step 6. What do you think?

I think one *After Party* on this is helpful to answer any questions folks might have after having reviewed the guide itself.

I attended, even though I am not a Step guide ... it offered a preview for the role and responsibilities of the Step guide for when I serve in that capacity in the future.

Yes, especially for participants like me who would like to become more familiar with the process so that we can serve with confidence whenever it's our time.

Yes, I also found this workshop extremely helpful, even though I am not currently a Step guide. → → → Perhaps another *After Party* to support Step guides would be very beneficial within the Step 2 weeks. The sooner it takes place, the better. This support can be extremely beneficial and helpful for anyone who is already a Step guide.

I thought this was a great exercise to help clarify things and to help better carry the message for all of us.

Needed, thank you.

I remember taking helpful notes that supported my interactions with my Step guide this cycle. Continuing this support in the future, especially around Steps 2 and 6, would be valuable.

I enjoyed the window into what my Step guide is attempting to assist me with. The world needs boundaries, and you provide some very good ones, for we who are clutching in a foggy, dark patch.

The new support guide was helpful.

I did not participate, but the new Step guide materials are helpful.



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+

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

Rating: 4.6 92% A-

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

Rating: 5 100% A+

Overall scores for part 3

Rating: 4.9 98% A+



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

Helped me guide someone else through the Steps as well as supporting my Step 10-12 practice.

In this cycle I was not as involved as before. However, the impacts of previous cycles have continued to bring positive changes in my business.

I am now on Step 9 and hoping to complete all 12 Steps by the end of the conference. → → → I made a lot of progress with PERSONAL PEACE AND SERENITY, slowing down, more trust in God, and more willingness to surrender.

This is the first time that I went through the Steps with a Step guide, so there was definitely progress. I read through the Steps with my home group but since going through the Steps with a Step guide, the Steps are more meaningful. I am open to Step guide someone else in the future once I become more familiar with the Steps.





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

This conference cycle has helped me make tremendous progress on the Steps; I have now reached Step 10.

Yes, I think I learn more and get better at it every time.

I am practicing Step 12 through service, and this cycle strengthened that experience in meaningful ways. I feel more grounded and more prepared to continue Step guiding.

Excellent. My DA home group sponsor was delighted with my work, as was my Step guide here. It is as if I have learned a new language, and a new openness to appreciating my HP.

This conference helped me keep going and helped me stay committed to my recovery even though I had a relapse. I still needed this conference to get back on track.

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

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

Yes.

My experience of Step guiding was not completed during this cycle.

This is the best I have ever felt in my life — and it shows — I feel more grounded in my spirituality and have a better idea how to sponsor others.
→ → → In fact, I am experiencing the “attraction rather than promotion” aspect of the program — now that I am feeling better and am not so miserable (before this I was intermittently suicidal and generally crazed) — I have people asking me what I am doing differently. I am able to share that I am participating in this conference, and that it is literally changing my life.

Sponsor — not applicable [yet]. A more confident trusted servant — yes. I understand better what it means to be a humble servant, I have grown in confidence in my service, and I know and put into practice being a trusted servant.

Absolutely! I came here with very low self-esteem, but thanks to the conference cycle, I now feel much more confident in my contributions and presence to the DA and BDA fellowship.





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

Yes, as a result of learning more and doing more each time.

This cycle helped me grow significantly. It was my first time successfully bringing someone through all 12 Steps, even though I have sponsored many people in other programs. I became more thoughtful and intentional in my approach and now feel more confident in a humble and steady way about serving as both a sponsor and a trusted servant.

I have a greater appreciation for the joys and benefits of being a sponsor. Your techniques help me to prepare myself to be a trusted servant.

I didn't participate as much as I would have liked to, but it was definitely helpful.

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

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

Yes, it has definitely helped increase my confidence as a business owner and stepping into new opportunities due to lessons and promises I have experienced in participating in this conference cycle.

Very much, the clarity on contracts and follow-up has been much improved. My next area of improvement focus will be marketing.

I have so much more work to do — I am starting to get a better handle on things — there is A LOT to this conference, the tools are overwhelming to me right now ... but I am going to keep showing up and taking small steps to improve my business. I know I cannot fix things overnight. → → → I still have some fear and insecurity — but am starting to feel like I can do this.

Yes. Especially, placing trust in higher power when it comes to any and all business decisions. I am certain the BDA principles will guide me in whatever business endeavors I pursue in the future.

Yes, I would feel more confident and secure if I were to start a business one day. → → → Thanks to the grace of God and the help of this conference, the debilitating low self-esteem and negative self-talk have been removed.





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

Yes, I continue to grow and learn more about business and practicing the program and even getting better at carrying the message.

This cycle supported my growth. Interestingly, it helped me become more confident by first helping me let go of the need to be a business owner. By releasing that attachment, new opportunities began showing up naturally in ways that feel clearly guided by my Higher Power. I am grateful for the spiritual growth, healthier detachment, and increased alignment with my Higher Power's will.

FOR REAL!!! You make running a business look easy, fun, and doable.

Yes, it's helped tremendously, especially the sponsorship and the materials and the PRG I'm a part of.

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

If you could make changes to this conference *for the benefit of future participants*, what would they be?

I had a hard time navigating the website in the very beginning, if I could make a change, it would be more emphasis on accessing the information on the website during the orientation.

The only change I would mention is related to scheduling.

Saturday mornings are becoming more difficult with a young family and work obligations. I am not suggesting this schedule be changed, but I am voicing this because it stood out more this cycle. Other than that, I do not have specific suggestions. The conference felt solid and well structured.

Smaller steps when first approaching the website.
Shallow water when first entering the pool.

Sometimes I think the repetitive reading and structure is a little bit much, and it's really easy to zone out. This is just an issue with all 12-Step meetings generally, although it's a little bit more in the conference. I think it's fine.

Six brief responses: No changes. — I am not sure. — No changes to suggest. — No suggested changes. — No changes. — No changes.





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

The structure; the drop-in and *After Party*; and the public relations / outreach.

Weekly workshops with recordings.
The Step / Tradition / Concept cycles.
Mid-week fellowships.

The mid-week drop-in, the *After Party*, and the one-on-one Step guiding.

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

(1) LOVE the format for the Saturday workshops — the serenity center, the timing, structure etc.

(2) I also like the pace, even though it is kicking my a** — it is good to keep moving.

(3) The positivity — that idea that we are not broken, this is so important.

Frankly, I think all of it is good as is.

Transparency, excellent structure, quality of material.





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

The 15-minute speaker's share on Saturdays; sharing about principles, promises, and tools every Saturday; the *After Party* where anyone can bring up a topic and hear the experience, strength, and hope of the group.

1. The direct interaction and ongoing relationship with my sponsor.
2. The continued opportunity to serve as a Step guide.
3. The collaborative, smooth, and supportive spirit of recovery we shared this cycle.

I would like to keep everything the same.

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

The structure, the format, the timing.

Thanking and praising the speakers and leaders, encouragement to have your camera on and actively engaging, the consistency with the boundaries and structure, the meditations, the round-robin skills, and the kindness and encouragement.

After Party

Step guide support

Scholarships



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

Yes.

Yes, the intense focus on spirituality was the overarching message — which is exactly what I needed to hear.

Yes, it was sufficient and I say that because in DA, I haven't seen it emphasized and when it was / is brought up it seems as if there's no real connection. It is probably the topic that participants share the least of their experience, strength, and hope. It really didn't click for me until later in the conference, but I really made that connection for which and it's been life changing.

Feel free to expand on and dwell on that more.

Yes, we kept the focus.

Maybe more emphasis on the spiritual side.

Yes.

Today, I show up equipped with the spiritual aspects of recovery, whereas in the past this was completely absent. → → → I remove myself from interactions with unsafe people and don't engage in competition, people pleasing, or anything else driven by my ego. My days at work are more peaceful, and I experience more acceptance and serenity than ever before.

Yes, absolutely.

Yes, fully. There was more than enough focus on DA and BDA recovery in business and work. The reminder that business and work can be spiritual activities is continually refreshing, and I appreciated the ongoing renewal of this idea throughout the cycle.

It was perfect, as perfect as any human activity can be.

Are you willing to be a BDA Step guide for the next cycle of conference registrants?

Yes.

Yes.

Yes, I am willing to serve as a Step guide.

Not for the next cycle because I really need to become more familiar with DA and BDA.

Not yet.

Yes.

Yes, although I probably want to start out just Step guiding one newcomer, but I'm open to whatever service is suggested by my sponsor.

Yes.

Yes. I am willing to continue serving as a Step guide next cycle. My experience this cycle was very positive, and I am grateful for the opportunity to keep guiding others.

I'm on question two in this conference, Step 8 with my DA sponsor. I don't see myself being able to do much more than I already am in either of those, but I am willing to learn more. I might hold back someone who chose me here as a Step guide.

Almost there!

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

During a previous BDA Conference cycle, in 2020, we wrote BDA promises together.

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

1. We are committed to our recovery from compulsive debting.
2. We are growing spiritually and are unafraid of letting others know about our recovery.
3. We properly fund our personal lives and live within our businesses' means.
4. We are rapidly becoming free of shame.
5. We focus on learning from our experiences and grow to appreciate both positive and negative feedback.
6. We have positive self-esteem.
7. We can identify and define the contributions we make.

8. We see ourselves as equals with everyone we meet through our jobs or businesses.
9. We charge appropriately for our time and services.
10. We are clear about our limits; we set boundaries.
11. We are engaged in work that is fulfilling and rewarding.
12. We know that we are enough.

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

BDA Solvency Immersion Conference

bdasolvency.org

www.bdasolvency.org/sitemap

www.bdasolvency.org/workshop-overview

www.bdasolvency.org/about-after-party

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

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

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

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

www.bdasolvency.org/taking-the-steps

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

www.bdasolvency.org/contact

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

BDA Solvency Immersion Conference

— Next Cycle Starting Soon —
Saturdays, January through
June 2026

Visit bdasolvency.org for all the
details.

