



# BDA Solvency Immersion Conference

Hosted by BDA Workshops (registered group # 122319)

Conference Survey Results  
January through June 2023  
67% Survey Response Rate

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

# THE BDA SOLVENCY IMMERSION CONFERENCE

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

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

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

**NOTES:** All pictures in this survey report / presentation are stock images. We hold our workshops by 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 “*Workplaces and Spaces.*”





# OUR SURVEY INCLUDES THREE DISTINCT PARTS

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

We asked a total of 21 questions, including 11 opportunities to give ratings of 1—5 where:

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

Two questions related to service for future cycles are not included in this report.







# 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?

Take it one week at a time, follow the suggestions of the people who have gone before you (Step guides), and don't try to figure it out all at once.

Trust the process, do the work as suggested, and see what happens for you. Hopefully it will be even better than what happened for me.

I would suggest a future conference registrant to do the program exactly as it's designed and how it is communicated.

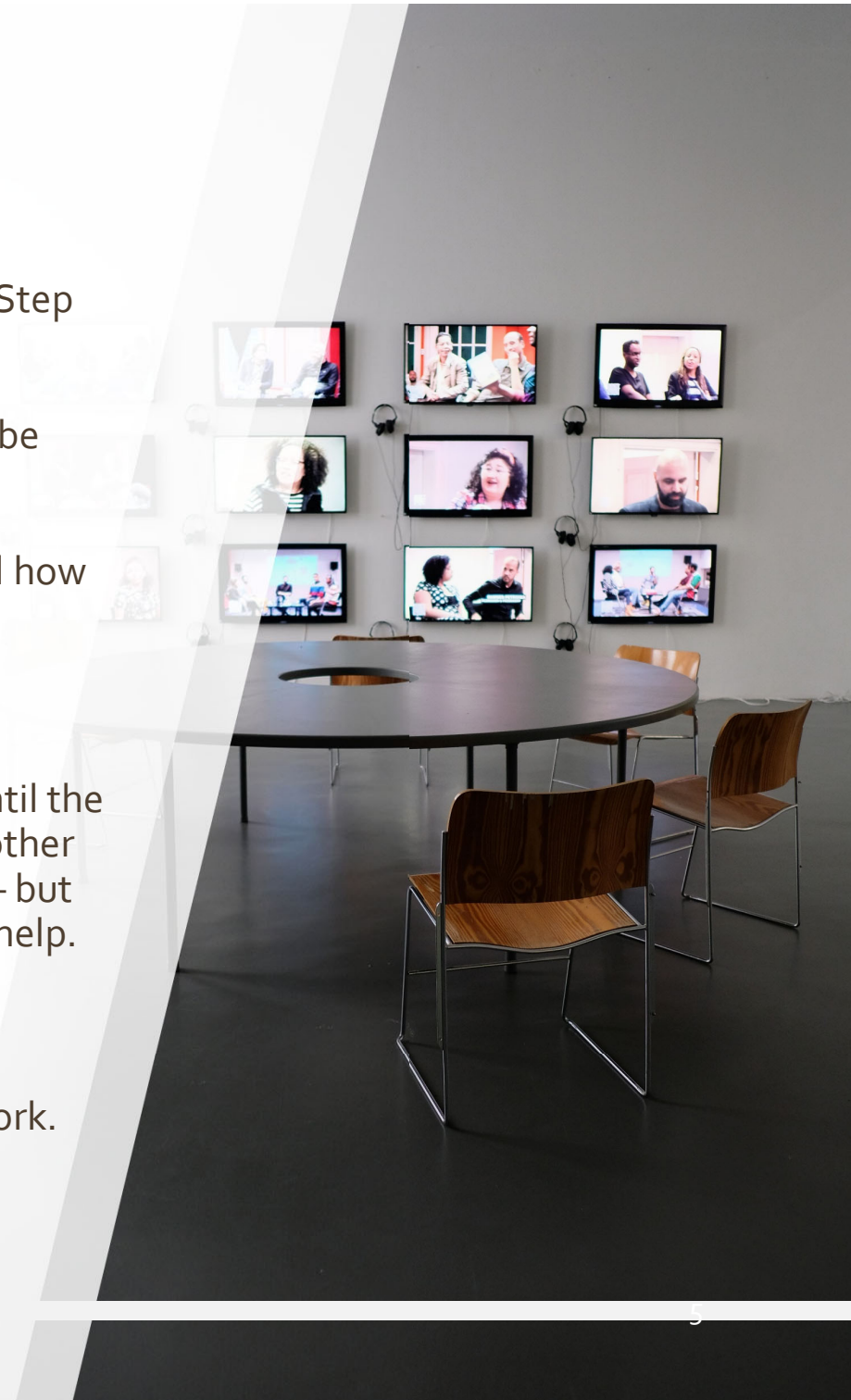
Right now, I don't. I'm getting a lot out of the conference.

Having the ability to join mid-way through was really helpful for me. I think if I had to wait until the cycle was over to join, I may not have remembered to come back, or would have looked for other options. I don't recall if there was something on the website indicating this to be an option — but it might be helpful to call that out, that help is available now. **NOTE:** Ask us for help. We will help.

Prepare to make this a priority for the next 6 months.

My suggestion would be to make sure you carve plenty of time out in your week to do this work. There's a lot of it and it can be easy to get behind.

Four more individual responses: No. ... No suggestions. ... Nope. ... No.





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

Greatly enjoying the conference and don't have any suggestions right now.

No suggestions.

I think the biggest thing about the conference that I would like to see changed would be the length of the conference on Saturdays. → → → I know as a newcomer this feedback may come across as "someone not wanting to put the time into their recovery", but that's really not it. → → → The feedback comes from the place of just acknowledging the difficulty of taking 2-3 hours out of Saturday morning for me with my young family. Before joining the immersion, I was giving my wife some solo time to herself, where I took my son out for a walk — so she could decompress from the week of being present with him at all moments. With the time that the conference falls within, I now try to do that before or after the conference. → → → Typically, in CDT [Central Daylight Time], my son isn't up and ready to go before, and afterwards we typically have other commitments. → → → I am committed to my recovery and showing up — but I know my wife feels a bit frustrated (this may not be the best word to describe it) that the meeting happens at the time it does for the duration it does. She's incredibly supportive of my recovery, but if there were a time that could be more convenient, I think that would be ideal. → → → Just sharing from an honest place, I don't expect y'all to change anything, but this is my only feedback.

Eliminate the share shepherd and make sharing voluntary.

**NOTE:** Sharing **IS** voluntary. As we say in our workshop script every week: "If you wish to pass, please simply say 'pass.' There is no requirement to share, but we really, really want you to, if you're willing." A friendly reminder that our workshops and other recovery events **ARE NOT MEETINGS**, and the willingness of meetings to have lurkers and non-participating participants is not a willingness shared by our steering committee. "Participation is the key to harmony."





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

No, none come to mind.

Yes, Saturday didn't work for me. It was also 4pm and 7pm — highly social times. I wish I could have enjoyed a morning or early afternoon session UK time ... It is hard to coordinate across so many time zones. I understand. I have greatly benefited from the recordings being made available. → → → More flexibility during shares. Optional shares. Being called out of the blue was startling quite often. I also didn't understand how the questions were selected from the questionnaire. There were often lots of skipped questions. → → → The energy felt quite rigid and controlling ... Overall, more flexibility. I also wish the moderator/leader was whoever is reading the script. That way power is distributed and inclusive over time and sessions, based on the script. I also believe this could be advantageous to equip the next class of servant leaders of the conference, to have practiced that muscle before.

**NOTE:** Please see previous page about our practice of calling on participants to share. We are sometimes asked to make our workshops more like meetings. Much more often, though, we're thanked for the clarity and consistency of our format and structure. Please see <https://www.bdasolvency.org/about-our-service-structure> for information about how our conference is led and the specifics of in-workshop service. (The afternoon workshops are formatted differently and led by a single steering committee member.) We take leadership seriously and are clear about what we're being led toward and through: solvency first, Steps second, everything else third or later. In our view and recovery, leadership requires experience with solvency and Steps in the DA and BDA program. Otherwise, where would we be led?

Seven more individual responses: Nope. ... No. ... No. ... No. ... No. ... No. ... No.



# How was your experience of *After Party*

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

Good experience.

Excellent.

It is helpful to ask questions or expand on topics.

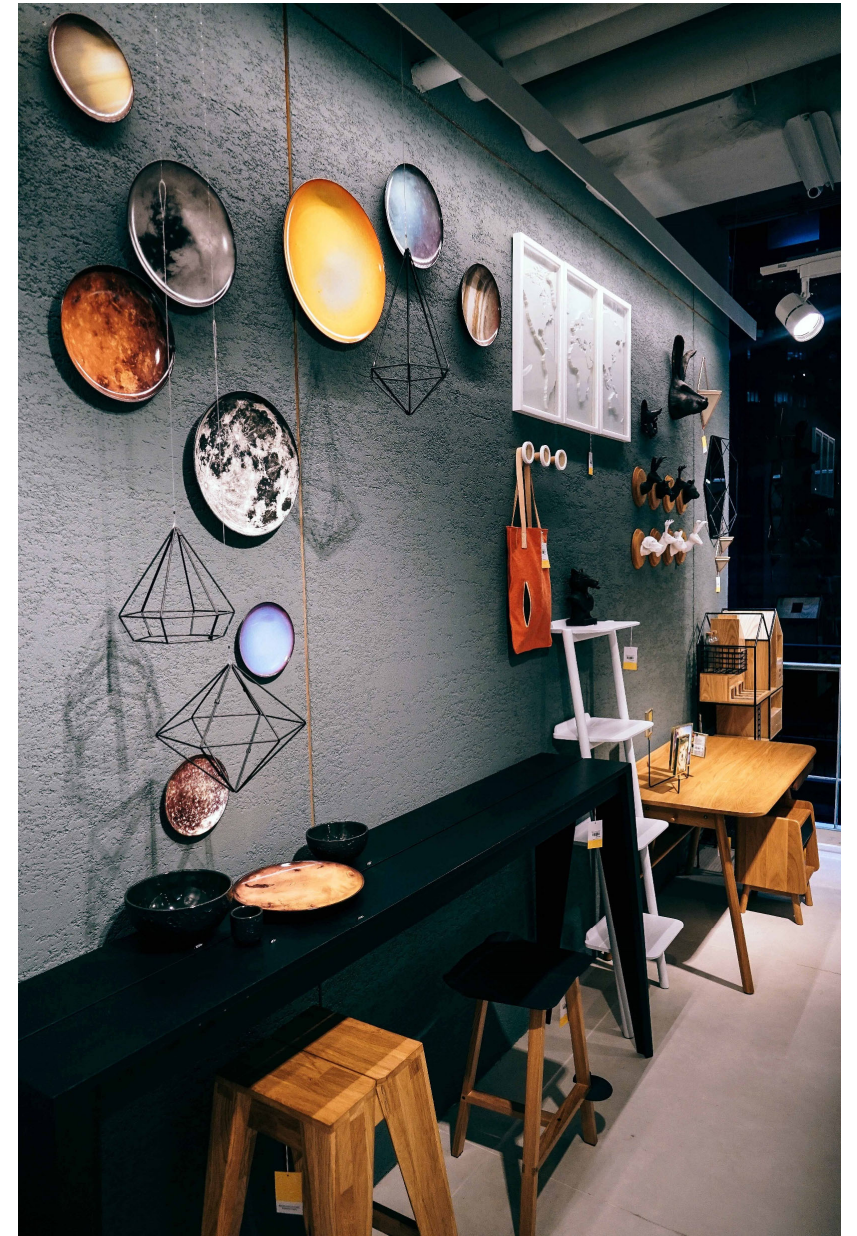
Didn't go to *After Party*.

Going off my previous comment, I think it just extends a bit long given the context of the rhythms of our life currently. I think that it is very orderly, and well-constructed — but I feel like to give my family the time they deserve, I am often not able to be present during this time.

I enjoyed the *After Parties*. We could speak a bit more freely and I think some other topics pertaining to debting that might be considered outside issues [in the workshops] were discussed at times, which I appreciated. There was one morning when all (or most) of the steering committee were able to be there. I don't recall specifically what we talked about, but it was a very powerful gathering.

I didn't always attend the *After Party*. But whenever I did, I found it really helpful and enjoyable. It's good to be able to get some ESH [experience, strength, and hope] on whatever financial issues I have at the time. And to be able to support one another and get to know people better.

Simply brilliant! So valuable! The best part for me — the application. They felt like live PRG sessions. I am grateful I received a lot of help.







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

I did not go so I have no opinion.

Good experience.

Excellent.

I personally experienced great benefit.

Didn't go to *Fellowship Drop-In*.

Only reason I am giving this a "4" and not a "5" is because of attendance. Since I am not able to consistently come to the *After Party* (see above), I really do enjoy the concentrated time to discuss recovery during the *Fellowship Drop-In*.

**NOTE:** This is a DA and BDA newcomer asking for more help and support during *Fellowship Drop-In*. This time each week is specifically set aside for the reciprocal and mutual exchange of experience, strength, hope, support, and encouragement from anyone who is available and present. Please join us in future cycles.

I was only able to go once or twice, so I can't give any type of deep assessment.

I didn't go to *Fellowship Drop-In* this time because it didn't fit with my work schedule.

I had one experience. It was helpful. I felt connected and I got to know 2 other international fellows ... It felt too much like a meeting for me ... I felt I was doing too many meetings. So, I stopped going and prioritized outreach and PRGs with fellow [debtors] from the conference. **NOTE:** *Fellowship Drop-In* is **NOT LIKE MEETINGS**.



## How were the conference materials?

I am a newcomer, only joined the last sessions, I have a good impression of the materials.

The conference materials really helped me move through the Steps in a thorough way.

I will not rate since I have only very limited exposure — promise I'll give it a thorough rating next cycle!

Helpful, comprehensive, a true aid in my own recovery as a business debtor. I'm experiencing more recovery/sanity/clarity in this short amount of time than I have in my time in DA. I think the structure and level of recovery in the group overall have a lot to do with that.

The conference materials are amazing. They are incredibly well structured, providing lots of support for each topic area. There is so much in them that even on the second time round there was so much new stuff for me to discover.

Let's say I'll keep working through these forever. They really helped. I particularly loved discovering the Traditions and the tools! That was astounding. The tools were overwhelming though ... More than 1-2 pages of description and exercises was too much for me as a newcomer. I often skipped the lengthy ones. I loved the tables and the letters of assets exercise! Most challenging part for me was the spending plan, balance sheets, and taxes. That's when I checked out.

**NOTE:** This is why we make it clear from the very beginning that this conference and our materials are not meant to be used as self-help. Those who try to do the conference on their own almost always drop out. Those who get a Step guide and a study buddy almost always stay until the end, and most of the latter group complete the 12 Steps. Please see <https://www.bdasolvency.org/taking-the-steps> for more information about the recovery support we're offering.

Two more individual responses: Very good. ... Excellent.



# How were the workshop sessions?

Very good.

Excellent.

Great fellowship, felt very genuine.

I love the workshop sessions. Hearing what everyone has to share helps my recovery.

I know I have only been to a handful of sessions, but I personally would like to have more thorough discussions on the tools of BDA, and specifics of how people are implementing them effectively. I know we do discuss this, but I think that having people share examples, etc., would be helpful. Again, I am only rating this on the handful of sessions I have attended, please evaluate my comments as such.

Very strong. Good direction and consistency. Good community vibe. I appreciate the structure and overall direction.

The workshop sessions are well structured, organized. It's great to hear the host and speaker shares and then to have a time to explore the topic for everyone with everyone invited to share.

They were really good. Wow! Riveting! The challenge was the timing and the time. Too long for my ADHD brain. I would have enjoyed 90 mins (like most BDA meetings), with a 10 min break in the middle.

**NOTE:** If you want meetings, please go to meetings. Our conference and workshops are something quite different, because that's what we've found most helpful to those we serve. Solvency first, Steps second, everything else third or later ...

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

7s [are] always great.

No, I got something out of each of them.

So far, the 10s, first part.

In general, I like the weeks that represent the Steps because I learn from the experience, strength, and hope of the other participants.

My standout sessions were hearing Marc and Nancy’s stories of recovery. Hearing their experience, strength, and hope confirmed I was in the right place — and gave me hope that working this program would bring me freedom from the issues I am experiencing.

The Tens.

I found them all to be equally productive. I think the consistency in how the sessions are run has a lot to do with that.

Yes, Kyle [hosting and sharing on] the Threes part one and Nancy [hosting and sharing] on the Fours part one. I go to these recordings again and again.

Five more individual responses: No. ... No. ... Nope. ... No. ... No.







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

No, I enjoyed all of them.

Nope, all good.

Not really.

Not that I can think of.

Can't think of any right now.

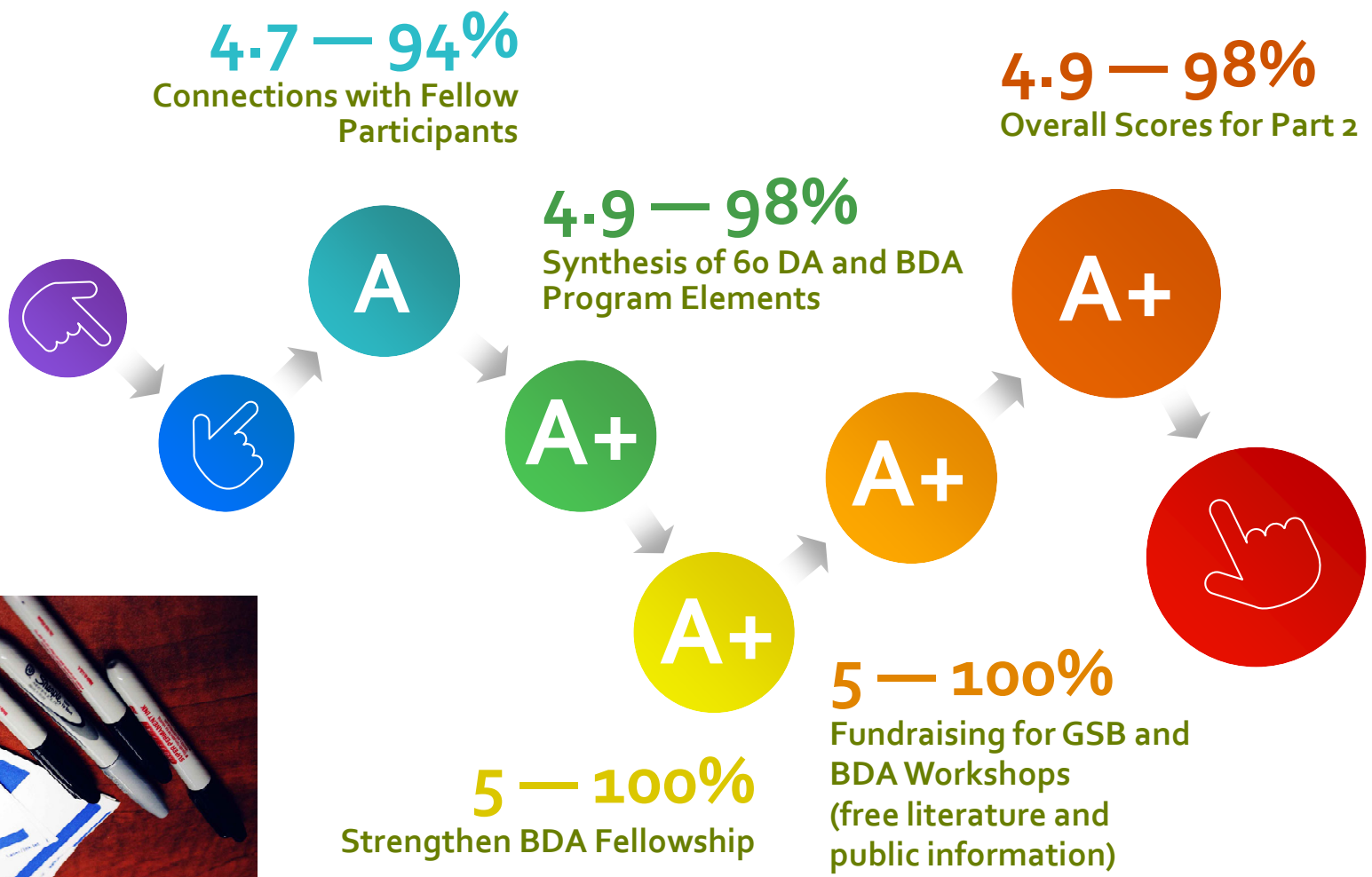
Honestly, there was one session where the timekeeper got chewed out a little bit. I understood the importance of the meeting running on time, but the person seemed pretty flustered, it was awkward to witness, and it killed any flow and levity present in the meeting.

**NOTE:** Yes. That was a rare and unfortunate occurrence. Please see <https://www.bdasolvency.org/about-our-service-structure> for details of how we define service throughout the conference and our related events.

Not really. I just notice the ones that were really high resonance for me.

Five more individual responses: No. ... No. ... No. ... No. ... 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 DO NOT do any of "the work" for our participants or do anything to hold them accountable.

We believe accountability — to the Steps, to the homework, to preparation for workshops — is between each of us and our Higher Powers, and it's our Higher Powers that will connect us with Step guides, study buddies, and so on, if we're honest, open-minded, willing to listen, and praying for that guidance.



# How was the availability and connection with fellow conference registrants?

I was able to do outreach or make more connections as I wanted.

I got quality time with a small group [during the afternoon workshops] which was fantastic.

I have a great study buddy and I get a lot out of our sessions. I also loved working with Nancy (my Step guide) and Akhil and Betsy [as workshop hosts] during the weeks where I was guest speaker. They have been so helpful to me.

Having only made a handful of connections, I think the ones that I have attempted to connect with have been great.

The outreach I did with conference participants was minimal, but I was always able to connect with the few I reached out to.

Other than the people I was working closely with — my Step guide, my sponsor, and the person I was taking through the Steps — I didn't really connect with other conference registrants. → → → I know I could have because I did have their email addresses and there is a participants list on the website. So, it was down to me that I didn't make the effort to connect more. → → → I think it would be great to have a WhatsApp group to make it that bit easier to connect with others — especially for the international community because we can't just call America direct. People could post when they were available for / looking for outreach.

With three fellows in particular I experienced lots of connection and availability. Not so much with my Step guide.

Two more individual responses: Excellent. ... Very good.



We've been asked to consider offering more freedom with the chat function during our weekly workshops. Having discussed it briefly in the steering committee, we could see being more open with the chat, as a vehicle for better connections between conference participants, during our sharing periods, but not while our speakers are sharing or answering questions. Would more engagement by chat during the second hour of our workshops be productive for you? Or would more chat create distraction and disruption for you? Please let us know your thoughts.

Chat can be very distracting. We cannot control how people use the chat; however, it is a useful form of connection and sharing contact information.

Distracting.

I am open to more chat during sharing — so long as it stays helpful for the majority of the group and has a positive solution or fun focused tone. More questions or opportunities to create fellowship and strengthen bonds are always good — when done in the spirit of service and recovery.

I think the amount of chat we have now is adequate. I find the chat distracting at times.

Either way works.

For me more chat is distracting, when someone is speaking, I put my full attention on them, they took a lot of time to prepare, I want to respect that.

I think opening it up would be great if it helps people and creates engagement.

Personally, I would prefer to have the connection happen outside of the conference itself, as I would be distracted by the chat. As an alternative, I think breaking out into smaller groups using Zoom's Breakout Rooms feature could be a good way to get to know people on a more personal basis who I might not otherwise think to initially reach out to.

**NOTE:** Based on similar suggestions in previous cycles, we have researched the breakout room option. At \$49 per month (or \$499 per year) per room, current pricing on June 9, 2023, we consider this cost prohibitive for our purposes. We prefer to keep our tech expenses minimal, leaving more funds available for free literature as requested and as outreach. We also don't want to play a part in "managing" the connections between participants.

I think the chat is very distracting and do not find it productive at all. The chat is useful for brief messages and exchanging phone numbers with other members.

More productive.

I find the chat distracting and disruptive in general. Pretty annoying. I think if people want to connect, they should email or make phone calls later. If there's a function for individuals to just chat with each other with a restriction on addressing the group that would be preferable. As far as I can tell, I don't believe that function currently exists with zoom.

This wouldn't particularly bother me though I do think it would be a bit of a distraction. And we can always message each other privately on zoom too.

Yes, it really would! To share contacts, emojis, just goof around. Of course, it could be good to have a cross talk policy so there are defined boundaries (yes to encouragement like "Thank you for your share", "You are heard", "I resonate", no to offering opinions on a share.)



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?

Excellent.

Amazing.

I can see the effect on past participants, in a relative short time they are thriving. They put the time and effort into the workshop. I am well impressed.

Great job! I feel like I have a much clearer understanding of the DA program with the practical aspects of the BDA approach.

Limited in my understanding of this at the moment, but I have appreciated this so far.

The materials are clear and abundant.

I think it was very powerful to experience the tools, promises, and principles all at once and consider them in relation to each other. Prior to that I was using the tools, but I wasn't incorporating other aspects like principles, promises, and Concepts. It's been so helpful to be able to discuss those and see how they're at work in life and business. I appreciate how those aspects of the program were brought together and discussed.

Yes, I got to learn what the BDA program is, and what it feels like. I also experienced a lot of BDA recovery here, even with a halfway measure in my involvement. I am now familiar with BDA terms, and I learnt the Traditions and Concepts here.







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?

Excellent.

Amazing.

This fellowship may not be perfect, but it is very high on all fronts. There are amazing individuals helping others, great experience, thank you.

Great job on this as well! I feel grateful to have almost worked through the Steps with my Step guide and I've really enjoyed listening to all the participants in the conference.

Going to leave this blank and commit to answering next sessions.

The discussions have always given me more information.

I found it to be effective to have both a [Step] guide and a study buddy and build those one-on-one relationships. I see very strong fellowship especially when we have group members traveling across the country together.

**NOTE:** Literally. Two of our year-after-year participants took a road trip together from New York state to Arizona as one of them made this cross-country relocation. They reported zero drama and much joy. Yay, God!

Oh, my sponsor is from this solvency conference! I also had a member of my PRG from this conference. It's really helped me stay connected.



Through registrations for this event, we raised \$6,245 (including \$1,500 in donations for scholarships) 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.

It's great to be part of a group doing such important work in recovery and carrying the message.

Excellent.

Enriching. Would be good to see images of the books being bagged up for post or hear back from any correspondence from people who have received the books. This would create a greater connection with the experience of contributing to outreach.

**NOTE:** With few exceptions, based on extreme customs requirements, we order all DA books — both for individual requestors and for outreach — from Amazon, on accounts in the US, Canada, and the UK. So please envision those hardworking Amazon employees helping us to reach debtors around the world. As for greater connection with the experience of outreach, please visit <https://www.bdaworkshops.org/outreach>, through which you can see the expansive and abundant outreach opportunities registration and other donations make possible. You can also visit the websites of the agencies and organizations to which we have sent DA's books this year, via links on our web page listed above, and take a view into the many, many regions, organizations, and peoples we are inviting into recovery from compulsive debting, both personally and in business.

The best example of generosity. This is setting the tone for others to follow. I think it is genius.

Very excited that this money will continue to contribute to these DA and BDA service efforts.

N/A personally, but I think this is very encouraging and uplifting — and a positive way to give back.

**NOTE:** The N/A here may be a reference to receiving a scholarship. In our view, scholarship recipients are 100% equal, in every way, to participants who have made donations. Period. Scholarship recipients can contribute to our efforts by getting solvent and taking the Steps with us. From there, anything and everything is possible.

I received a scholarship and deeply appreciate the generosity of my fellows and the chance to experience deeper recovery.

This is great!

N/A

**NOTE:** See note about scholarships above.  
<https://www.bdasolvency.org/scholarships-available>



# 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: 4.8 96% A

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

Rating: 4.8 96% A

Overall scores for part 3

Rating: 4.8 96% A





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

I am a Step guide, and we are on track to complete the Steps.

Yes, progress as sponsor being a Step guide with the conference materials.

I deepened my understanding and application of them for sure.

Yes.

Excellent. I feel like I got all the ESH [experience, strength, and hope] from other people's Step work as well.

I did not start from the beginning, so I did not reach the success I see in others. It gave me a glimpse of what is possible. I am looking forward to the next immersion and have the opportunity to transform my life.

I am through Step 11 and plan to finish them by the end of the conference. My experience has been amazing! Working with Nancy is wonderful, and I can feel myself changing as a result of working the Steps and connecting with my Higher Power.

I made more progress than [in] any other conference cycle that I attended.





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

## Did you complete the Steps? — continued



No, I haven't completed the Steps. This was my first time.

Yes. I was able to keep up and will have completed the Steps by the end of the conference.

No, I did them last cycle, but I still learnt so much going through the materials and the topics again.

I am on Step 5. I made a lot of progress on Steps 1-4 ... I am developing the awareness, making decisions to turn to Higher Power and allow Higher Power to direct me in the business. I experienced a lot of shedding of grandiosity and lots of abundance and diversity of income streams. More will be revealed. Solvency has been an up and down journey for me so far.

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



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

Possibly a sponsor, but more of a confident trusted servant.

Excellent. Huge thank you for sharing your ESH [experience, strength, and hope] week to week on sponsorship and service issues as they arose.

Yes, definitely. I believe it will help me be a confident sponsor and trusted servant.

N/A ... kinda! I actually have found that my limited exposure to BDA has provided more context to my recovery and sponsorship of others in SAA.

Yes, absolutely.

However, I'm not a sponsor [yet].

Yes, I sponsor someone outside of the group and felt I had more to bring to the table when we discussed a few of their business/work issues. I feel more confident about sponsoring a conference participant during the next cycle.

Having the opportunity to be a Step guide, even though I didn't feel ready or qualified enough to do that, has helped me to have more confidence.

I didn't participate in most of the conference (March to June). I went online. So, I didn't practice those muscles much. The two months I did, I grew a lot of willingness and ease with service.

Three more individual responses: Yes. ... Yes. ... Absolutely.





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

Yes, it always helps me improve as a business owner.

Still working on that.

Excellent. Yes, much to do and yet I've walked the perimeter of what DA/BDA has created to fulfill an abundant business.

I am confident it will, when I start the next immersion.

N/A — I have closed my business. I do read the materials though and feel they could help me if I ever do have a business again.

This will be seen next cycle!

However, I'm not a business owner [yet].

I genuinely feel more prepared and confident than when I started. I have more enthusiasm about my future. I have a deeper relationship to my higher power and my overall purpose in life.

Yes, the conference has definitely helped me to be a more confident business owner.

Definitely! I came at a breaking point when I was thinking of stopping my business career. It has greatly revived since. I received a lot of hope and conviction for this path in this room.

Three more individual responses: Yes. ... Yes, it did. ... Yes.



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

Nothing comes to mind.

I don't have any suggestions.

No changes.

Regarding the conference cycle nothing, regarding the delivery of the Immersion Conference, I have other suggestions.

**NOTE:** Regarding all feedback, the survey is the place for it. Not sure that we want a lot of suggestions about conference delivery but do what you must. The survey is revised for each cycle to ask the questions we — the steering committee — have for conference participants based on the cycle we're currently completing.

I honestly don't know.

Love the conference, so I don't have anything that I want to change.

No comments at this time.

1. 1.5-hour [workshops] instead of 2-hours.

2. Potential opportunity for lunch-time fellowship drop-in (evenings are a bit more difficult).

Eliminate the share shepherd. Make sharing voluntary instead of calling on people.

I don't have any changes to mention since I'm still new.

1. Using bcc on group emails so people's email addresses aren't visible, and you can't use reply all.

2. A WhatsApp group.

Date, time, and timing of the group gatherings. I would have them during the week, 90 mins max with 10 mins pause, and in the mornings (PST and UK).



A dramatic sunset over a port. The sky is filled with vibrant orange and red clouds. In the background, several large shipping cranes stand tall. In the foreground, there are stacks of shipping containers and a parking lot with several cars. The overall scene is industrial and atmospheric.

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

The recordings being available, the format of everyone having an opportunity to share, having After Party and Fellowship Drop-in available.

Listening to host and guest speaker shares, working with Step guides, working with study buddies.

The structure, sharing by all participants, focus on the Steps.

I think it has found a really good structure and cadence — I would not want it to lose that.

The guest speakers, the materials, the hosts.

Having members who have been part of the community for a long time (the steering committee), is actually really encouraging and I really find hope in seeing others who are finding success through BDA.



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

The overall content of the workshop.

The structure and flow of the sessions, the contents of the study materials (I like that the tools, promises, concepts, etc are included), sharing time during the second hour.

Pretty much everything

The sharing the recordings, the contact list, the readings and questionnaires, the pace of the Steps

Three more individual responses: No. ... No. ... No.





# 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.



No opinion at this time.

Yes, definitely. I feel like I am in a much better place in my recovery as a result of the conference.

Too early to tell — next time for sure!

Yes, absolutely.

Yes.

Yes. I think I'm ending this cycle with a much healthier perspective on work and business. I've experienced some transformation in how I think about business and how I relate to the people I have to work with. It helps to see and hear others' experiences as well. I see so much sanity and honesty in every session.

Yes.

Yes. On the business side, yes. At work, it was not covered enough ... the Traditions I felt addressed that.



# During a previous BDA Conference, we wrote BDA promises together.

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

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

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

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

# BDA Solvency Immersion Conference

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

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

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<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](http://www.bdasolvency.org/taking-the-steps)

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

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

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



# BDA Solvency Immersion Conference

— Next Cycle  
Starting Soon —  
Saturdays, July through  
December 2023  
Visit [bdasolvency.org](https://bdasolvency.org)  
for all the details.

