

2020

**General Service
Conference**

of Crystal Meth Anonymous®
October 17-18, 2020

**Report of
Conference
Activities**



February 2021

Table of Contents

2020 General Service Conference of Crystal Meth Anonymous®

1. Overview of the Conference	2
--------------------------------------	----------

Day One

2. International Reports	5
---------------------------------	----------

United Kingdom

Germany

Australia

3. Service Structure Overview	10
--------------------------------------	-----------

4. Annual Financial Update	11
-----------------------------------	-----------

5. Conference Committee Reports	13
--	-----------

Finance Conference Committee

Communications Conference Committee

Public Information & Outreach Conference Committee

Literature Conference Committee

Conference Advisory Committee Report

Hospitals and Institutions Conference Committee

Executive Conference Committee

6. Nominating Committee	34
--------------------------------	-----------

Report

Regional Trustee Nominee Confirmations

At-Large Trustee Candidate Process

Non-Board At-Large Candidates

At-Large Trustee Confirmations

Day Two

7. Diversity, Equity, and Inclusion	42
--	-----------

Gratitude Panel Speaker Meeting	56
---------------------------------	----

Final Announcements and Adjournment	56
-------------------------------------	----

Appendices	57
-------------------	-----------

1. Overview of the Conference

The 2020 General Service Conference of Crystal Meth Anonymous was held October 10 and 17-18, 2020 over the Zoom platform due to the COVID-19 pandemic. A total of 211 CMA members registered with 87 voting members in attendance, including International Delegates from Australia, Germany and the United Kingdom. Twenty-five (25) Areas across North America were represented by Delegates at the Conference: Alberta, Arizona, California, Colorado, Connecticut, District of Columbia, Florida, Georgia, Hawaii, Illinois, Indiana, Kansas, Maryland, Minnesota, Nevada, New Jersey, New York, North Carolina, Ontario, Oregon, Pennsylvania, Quebec, South Carolina, Texas, and Washington. In addition, CMA fellows from British Columbia, Idaho, Kentucky, Louisiana, Massachusetts, Missouri, Nebraska, Utah, Vermont, Virginia and Wisconsin were in attendance.


On October 10, the six Conference Committees (Communications, Hospitals & Institutions [H&I], Literature, Public Information & Outreach [PI&O], Finance, and Executive) met to discuss their agenda items and prepare reports and proposals for the Conference Assembly. Their reports and presentations are attached in the Appendix section of this report.

The General Service Conference Assembly ensued on October 17 and 18. In addition to the Conference Committee reports, there were presentations on the CMA Service Structure, Annual Financial Update, the CMA App, and International Delegate Reports. Confirmation of Regional and At-Large Trustees occurred prior to the end of day one. Day two was devoted to the Diversity, Equity & Inclusion (DEI) Sharing Session in response to the Illinois Motion from the 2019 Conference. The Assembly was followed by a Gratitude Panel after its conclusion on day two.

Walt W. (CO) shared his experience, strength, and hope during the lunch meeting on Saturday, October 17, 2020.

Following Saturday's General Assembly there was a Zoom CMA Talent Show featuring ten acts from across the Fellowship consisting of poets, musicians, dramatic readings and drag performances. After the Talent Show, attendees broke into groups for a game night.

The 2021 CMA General Service Conference is scheduled to be held in Dallas, TX, conditions permitting, or virtually if not.



2020 General Service Conference
of Crystal Meth Anonymous®

Day One

Saturday, October 17, 2020

Assembly Convenes

The General Service Conference Assembly was called to order at 8:00 am by Trish M. (Chair, General Service Committee [GSC], At-large Trustee, GA) and Danny T. (Chair, Board of Trustees, Chair, Executive Committee, Southeast Regional Trustee, FL).

Trish M. welcomed everyone to Crystal Meth Anonymous' first virtual General Service Conference.

Dale G. (Board Secretary, Trustee At-Large, CA) opened the Assembly with the Serenity Prayer and a video tribute to Don N., whom we sadly lost this year. Don was the sponsor of CMA's founder, Bill C., and spoke at the first-ever meeting of CMA. Don was a beacon of hope in CMA and a force of nature in the recovery community. His contribution to our Fellowship is indelible and his legacy lives in each and every member of Crystal Meth Anonymous.

Jimmie C. (Mid-Atlantic Regional Trustee, NJ) read The Twelve Traditions.

Aaron M. (GSC Co-Chair, Southwest Regional Trustee, CO) read the Twelve Concepts.

Walt W. (Trustee At-Large, CO) reviewed the Conference Procedures. Walt also explained that he and David S. (Board Co-Chair, Mid-South Regional Trustee, GA) would be serving as Parliamentarians and explained how that would work using a separate breakout room.

Danny T. (FL) conducted the Quorum Count. There were 72 voters present, so the number of votes for substantial unanimity was 48 and for a simple majority 37.

2. International Reports

United Kingdom

Rob F. *United Kingdom*

Delegate

CMA has been in the UK for a little over seven and a half years. I was lucky enough to start my recovery journey just a few months after that and I almost immediately felt like I had found my tribe. I got involved in service from the beginning because I was told that service keeps you sober. I was responsible for setting up the next five meetings and we got to about six or seven meetings per week. Service is the backbone, the cornerstone, of my recovery.

We had 17 meetings, but sadly two of them have folded. We currently have 12 online meetings and three face-to-face meetings. Six of the online meetings will remain online for the foreseeable future. A number of our American friends regularly sign into them, which is great to see.

In the last few years it seems like our fellowship has really grown and has become more stable and stronger. It feels like we are getting more organized. We have been focused on filling our local service positions. Various Area roles like PI&O and our Fun and Entertainment Committee have gone on to form subcommittees with treasurers; they have allocated funds and help them grow and function more efficiently.

The Fun and Entertainment Committee was originally created to help organize our Unity Days which celebrate the birthday of CMA in the UK as well as our Christmas Meal/Celebration. That has now grown into creating bar-b-ques, sports days, and museum trips, thus making the fellowship more fun and sociable and enabling more connections. The fellowship has grown because of it.

Our PI&O Committee Co-Chair also heads up the H&I Committee of another fellowship and has also been an active member of CMA here from the start. The position was vacant before he came on board and he has created a really strong team with a great wealth of knowledge. He is known not only for his clean time but for his really strong recovery in the UK. He has been surprised at the scope and depth of the PI&O remix and has connected with the US PI&O Committee. He has also created some really good guidelines for us to grow into.

A few months ago we created a temporary subcommittee to try and help get the meetings back in person again when it looked like the pandemic was dying down and things were looking to get back to normal. They worked with the government guidelines and the building guidelines to reopen meetings as safely as possible. Some meetings did get back briefly.

Of our online meetings, there are six that intend to stay online. They are benefitting from visitors from the US, London and other areas who can dial in. They are also getting a wider reach for committee members so people who are north of London or outside of the UK can also help within the committee.

We have noticed communications through our website has not changed a lot during the pandemic. We are still getting a few inquiries per week. That surprised me because I expected more people to reach out for help.

I am personally hoping to focus on the unique position that the UK and London have with so many different fellows that are from different countries or fluent in different languages, and building on CMA's existing portfolio of readings in other languages. We have made a slow start with Chinese and there are a couple of languages we are trying to work on now.

Our CMA book "Out of the Fog" was printed two years ago and it has been really successful. Our first print run sold out and we ran a second. When the pandemic hit, the area decided to make the book available in a digital format so anyone who attended their meetings could have that and hopefully read their own storey and make that connection.

We also used to put a number of the pamphlets in an envelope with a meeting guide for newcomers. At the start of this year, we created a newcomer pamphlet which was just a slightly more professional way to keep it all together. It also includes the Twelve Steps and Twelve Traditions with a directory on the back for phone numbers.

Because attendance has grown to about thirty people at a meeting online, regardless of whatever happens with pandemic restrictions, they have decided to stay online along with the other six meetings.

Personally, I feel really lucky and really glad that I found and stayed with CMA, especially in these last six or seven months where I still felt connected through Zoom meetings. I have also made it a mission to get a chip to anyone who was celebrating an anniversary for any amount of clean time. This normally involved quite a bit of miles cycling around London; if they were farther away I would mail the chip to them. It gave me a chance to connect with people, to have that one-on-one moment, to feel like I was giving back to the team that keeps CMA-UK going and growing.

I was really hoping to be there this year and meet some of you. This is my first year as the Chair of CMA-UK but I am really glad to be here and to be a part of this. Hopefully, I will be able to be there next year. Thank you very much for having me and the other guys from the UK.

Trish M. thanked Rob and also acknowledged David R., the other UK Delegate.

Germany

Michael T. Germany

Delegate

My name is Michael T. I live in Berlin and I am the Delegate from Germany. My sobriety date is June 11, 2014 and I actually got clean in Portland [OR] and there are some Portland people here that I am super excited to see. I am also excited to see a couple of people from our Berlin fellowship here just logging on to participate and be a part of the community. I think it is very reflective that we have a really small but strong fellowship that it is growing. To give you a sense of context for those of you who may not be familiar with Germany or Europe, Berlin has over 3.5 million people, Germany has about 83 million people and there are about 100 million German speakers in Europe, mainly in Germany, Switzerland and Austria. The regular number of fellows we have in a meeting is about ten. There is definitely some work we can do there because meth is a huge problem, certainly in Berlin and in all cities across Europe. There is a lot of room there for us to help other addicts to get sober and stay clean and sober. So there is a huge need for meetings.

One of the reasons that Twelve Step meetings are not well established here is because the Twelve Step recovery programs here are less connected to psycho/social medical treatment as they are in the United States.

Another major hurdle was that the text was not available in German. So the main meeting text, the Twelve Steps, the things that we read—"Are You A Tweaker"—that text was so important too. I remember my first CMA meeting and hearing "Are You A Tweaker" and I just couldn't speak because the breath was just taken out of me because I identified with so much of what was being said.

That leads to the thing that we are most excited about is that we formed a committee of about six to ten of us and we began to translate these main texts into German. They have been available now for about five or six months now. We are really happy about that.

To speak about our meetings, I should also say that there is a very strong Queer International Recovery Fellowship. There is a big mix of meetings in German and English and that is true of CMA as well. To talk about our meetings is really to talk about before Coronavirus and after Coronavirus. Before Corona, we had two meetings up and running. Our first CMA meeting was a bilingual meeting in German and English. That was started by a fellow that is also here today and it is still going strong. The second meeting was started about two years ago in German. We also had a meeting that had just gotten started focusing on Sex and Intimacy in Recovery. Since Corona happened and we had our lock-down here, all of those meetings went online. Two of them, the English speaking meetings, have stayed online and have become more like international meetings. The German meeting has remained pretty Berlin-focused; however we have people zooming in from Qatar, Switzerland and other places in Germany. There is a sense that there is a need for recovery in this language. We went back into that German meeting to form a hybrid format at some point where we were sitting in a huge room. There is a city-funded Center, much like the Gay Men's Health Crisis in NY, mostly focused on queer people and we had

people zooming in but we are not sure where that is going now. Obviously all of us are dealing with changing situations.

The meeting attendance is usually between ten and twenty. Sometimes it is five, sometimes twenty-five. The core participation is about ten people.

Two other items of note: recently there was an article in Berlin's main queer magazine about CMA that was published in German but we produced an English language version of it that I sent it to Trish. She will share it with you if there is any interest on how the German Fellowship is being presented in the media here, Berlin in particular. The other item is that the three meetings here decided to form an Intergroup which should meet in about three weeks. That feels like a real step in our fellowship maturing and becoming more settled. Some of us were smiling as we were discussing it because, like I said, it is the same people at every meeting and we have talked about this all the time. I think it is Principles over Personalities and it is a big step for these meetings to move into a more institutional structure. We take a lot of inspiration from the UK Fellowship. Not only do we get our chips from them, we read their literature; we love their "Out Of The Fog" book. Also, I think there has been a lot of cross pollination between London and the people in Berlin, especially with the Zoom meetings and seeing how that Fellowship has grown. There have also been some loose discussions about having more of a European perspective on how CMA is organized but there have been no formal steps taken.

That is my report and I just have to say that I am really super excited to be here. My heart is pounding because it has been a personal journey for me too in recovery. Having been here six years now and to see this Fellowship and see how broad it is and how many people are here, it really means a lot to me. Thank you for having me.

Trish M. thanked Michael and asked for more details about the newspaper article. The paper is called Siegessäule that is a queer city magazine that covers everything from the bar scene to politics to culture. This article came about because one of our fellows contacted them. As I had said, there is a lot of recovery support available in Berlin but the medical support and support through social services is really harm reduction based, that is the main focus. So the fellow reached out to the paper and said "hey, we also have recovery, we have CMA, we have recovery for crystal meth" because especially for men who have sex with men, this is a huge issue in Berlin—chemsex, as it is called here and in the UK. So that is how the article came about. It is an interview with one of our fellows. We did not have final editorial control obviously. This is a German journalistic enterprise but I think we were fairly happy with the way it turned out.

Australia

James H. *New South Wales*

Delegate

Let me start with a rundown of our meetings for you. In Sydney, New South Wales, we currently have 20 meetings temporarily. Four have closed, six have returned face-to-face and 10 are currently online. In the New South Wales Region we have two meetings. One is going back to face-to-face and one is suspended because of COVID-19. In Victoria/Melbourne we have three meetings and they are all online with no immediate plans to go back to face-to-face.

James then gave a financial report, detailing income, expenses and prudent reserve of the service structure.

We have managed to continue our H&I Meetings on Zoom. We are lucky that a couple of rehab facilities are letting us go back in to hold meetings. Our Jail H&I meetings are only through Zoom at this time.

I have been around for a while but have only been attending CMA meetings for the last three years. I have noticed an increase in people that are interested in doing service work. We have had a large number of young people come into recovery that are keen to put their hands up. What we don't have is a lot of people with a great deal of time. Off the top of my head, we have one with twenty years and a number of people around five years.

When it comes to COVID-19, I will use my homegroup as an example. We had to go through COVID-19 training and we can have a maximum of twenty people. We have three rehabs within walking distance. Many of the rehabs are starting to let their clients go out for meetings as COVID-19 in Australia is slowly lifting. Last week we had thirteen people from rehabs show up to our meeting. Things went pear-shaped and they left the meeting before it started. Last night, we made the decision that when we get close to twenty in attendance, anyone who has a little stability in their program can leave the meeting and sit out front and have a break-away meeting so that the newcomer can have a seat. We are really trying to push the idea of looking after the newcomer.

I will tell you a little bit about myself. I have been around for about 13 years, in and out of recovery. I came to Sydney and relapsed after two and a half years. I had been attending meetings and doing service work when I was able to. I am concentrating and putting more effort into CMA and attending more CMA Meetings.

I hope you were able to get something out of that, I love you all and I'm looking forward to hearing from the rest of you.

Trish M. thanked James and noted the time difference in Australia. She noted Australia has a website with their meeting schedule; surely they would love to see you at their meetings. Dale G (CA) and Trish had a chance to do so a few weeks ago and really enjoyed it.

Danny T. (FL) conducted a quorum count of 72 voting members.

3. Service Structure Overview

David S. Georgia

Board Co-chair, Midsouth Regional Trustee

David started out by thanking Robert A. (Trustee Nominee, FL) who was scheduled to give this presentation but was unable to attend the Conference. The presentation is located in [Appendix A](#). More information can be found in the CMA Service Manual.

4. Annual Financial Update

Tanner W. Oregon

Board Treasurer, Northwest Regional Trustee

Tanner W., who serves as the Board Treasurer, gratefully accepts all of the Seventh Tradition donations and facilitates all of the various filings and compliance items that CMA has to do as a legal entity. The full version of this report can be found in the Appendix. CMA's fiscal year runs from July 01 through June 30; this report reflects the fiscal year July 01, 2019 through June 30, 2020.

Balance Sheet

Tanner presented a condensed version of our balance sheet. The balance sheet shows a snapshot in time, this being our fiscal year end June 30, 2020. One of the rules of accounting is that assets and liabilities must equal each other.

Assets

Our total assets are \$105,828. The majority of that is in our bank accounts (checking, prudent reserve and PayPal accounts). Our inventory makes up the rest and includes books and chip inventory. Since the books are print-on-demand, we have only a few on hand at any given time. We keep a lot of chips on hand at any given time, usually around 75,000 to 100,000 chips, coins and medallions. Chip orders are managed at our fulfillment center. We also had some prepaid expenses as of the end of year and those are counted as assets.

Liabilities and Equity

Liabilities include those things we knew we owed to people but had not paid yet. Our net income was \$18,600.

Profit and Loss Statement

The Profit and Loss Statement shows activity for a period of time, in this case for the past fiscal year. It shows all of our income and is broken into three columns. The first column is our actual income, the middle column is our budget and the third column shows the difference between the first two columns. For revenues, we like to see those numbers in the black (positive) and for expenses, we like to see those numbers come in under budget. Conference Income was about \$2,400 over budget, which means that the Conference Committee did a good job. The next section is all of our contributions, including the Regional contributions from the Seventh Tradition. The "restricted" contributions show monies received for the App. The last five or six lines are our sales and revenue (chips, literature, medallions and shipping income and revenue). For a year that had a lot of uncertainty, this is a pretty solid picture. At the Conference last year I had raised the concern that we were struggling a bit and that Seventh Tradition donations and sales were down. Overall, this picture is much more positive than we could have expected for this year.

Cost of Goods Sold

Cost of goods sold are expenses that help us produce revenue; it is the money that we put out so that we can bring money in. Items include printing literature, purchasing chips and medallions, and shipping costs. We did a good job of budgeting this year, coming in very close to our projections. Another thing to keep in mind with the cost of goods sold is that it moves with the sales we generate. While it is good to keep track of this, it is not always a good indicator of our financial health.

The last two line items are gross margin and net revenue. They indicate how well we have done in using our resources to produce revenue. The gross margin is sales minus cost of goods sold, and net revenue is all revenues minus cost of goods sold.

Expenses

Expenses include budgeted Advisory Committees expenditures, legal expenses, the Helpline, web-hosting, and insurance—all of the things we need to do as a spiritual and legal entity in order to carry out the will of the Conference. Of note, travel was budgeted about \$21,000 for Trustees and Advisory Committee Chairs to attend two events each year—the Annual Board Meeting and the General Service Conference. In the past fiscal year, the Conference was held in person in Fort Lauderdale but the Annual Board Meeting was held virtually. Therefore we were able to save quite a bit. One other thing to note is the last line: Net Operating Revenues Over Expenses—a projected shortfall for the fiscal year. However, because of strong sales, increased contributions and reduced travel, we ended up coming in at \$18,000 over, \$15,000 more than we had budgeted.

If you would like to make direct donations to General Services you can do so at www.crystalmeth.org/contributions.

You may also do it directly on PayPal with paypal.me/cma1994. (I chose that in honor of the year of our founding.)

If you have any questions that do not get answered today, email treasurer@cmagso.net.

If you would like to know more, you are invited to join the Finance Advisory Committee.

Finance Advisory Committee

3rd Thursday of the Month via Zoom

6:00 PM Pacific | 9:00 PM Eastern

Meeting ID: [975 1575 0937](https://zoom.us/j/97515750937)

Dial In: 669.900.6833 or 253.215.8782

Questions

There were none.

5. Conference Committee Reports

Finance Conference Committee

Robert R. New York

Finance Committee Chair, Mid-Atlantic Regional Trustee

Robert described the purpose of the Finance Advisory Committee (FAC) as to develop and implement policies and procedures in all matters concerning the finances of CMA, including ways and means to generate funds necessary for the continued growth of the Fellowship in accordance with our Twelve Traditions and Twelve Concepts.

The FAC carries this out by drafting the annual budget, recommending financial priorities and advising on acquisition of assets with all matters consistent with the CMA Traditions and Concepts and applicable laws. They also manage, maintain and protect CMA's assets, list out liabilities and contingent liabilities, maintain all financial filings, ensure receivables are collected in a timely manner and ensure invoices and other payments are made in a timely manner. As well, they follow-up with the utilization of assets (ie. expenses) to meet the needs of CMA as determined by our Trusted Servants in a manner that benefits CMA and does not insure any individuals.

They do this by asking:

- Does the expenditure support our mission?
- Is the expenditure disallowed by the CMA By-Laws or any applicable laws?
- Has the expenditure been properly authorized in writing?

Rob then introduced the FAC members before discussing the accomplishments they have achieved this year.

Some of the projects they focused on were:

- Continued building the CMA Intellectual Property (IP) Rights realm globally
- Reviewed and updated the FAC homepage
- Focused on cost reduction strategies to better help with GSC/Board Travel
- Held the First Annual FAC Virtual Town Hall
- Worked on SWAG that best represents CMA

In April of 2020, the FAC held its first virtual Town Hall to discuss Intellectual Property, and how to set up cashless Seventh Traditions collections. There were about 100 participants in the Town Hall and the timing was in line with the pandemic with meetings going online. Tanner W. (Board Treasurer, OR) and Bruce W. (FAC Co-Chair, NY) did an excellent job leading the Town Hall.

The Finance Conference Committee breakout session was very productive.

Some of the projects for 2021 include:

Prioritizing the Annual FAC Town Hall for April 2021 with a continuation of Cashless Seventh Tradition collection and Intellectual Property updates as well as a guide for the Group Treasurer.

- Revise the Seventh Tradition pamphlet
- Write a guide for group treasurers focusing on providing term to term consistency and transition
- Devise new revenue streams including swag items
- How to better communicate the availability of our Mimeo service

Fulfillment is a part of the FAC as well. An order for 98,000 chips has been placed with our supplier. Chip sales were impacted by COVID-19 but sales have increased in these last months. A contingency plan is being implemented to keep chips and medallions separate in case of natural disaster or fire. Over 130 of the coin holder keychains have been sold since July; they are available in the CMA Store on the website.

New greeting cards will soon be in stock for sale. The first two will contain original artwork from two CMA fellows who had submitted their artwork for this purpose. These should be available by the holidays. An online template is being developed with the Communications Advisory Committee so that individuals can easily submit their own artwork for consideration.

Development of a CMA Fulfillment Operations Manual will contain policies and procedures.

In closing, Robert wished to thank Tanner W. and Michael R. (GSC Treasurer, Southeast Regional Trustee, FL) for their work and leadership through this pandemic and for guiding the budget process.

Finance Advisory Committee

Third Thursday of the Month via Zoom

6:00 PM Pacific | 9:00 PM Eastern.

Meeting ID: [975 1575 0937](#)

Dial In: Dial In: 669.900.6833 or 253.215.8782

Questions

Brandon S. (Delegate, TX): Does the Finance Committee have any intent of recording the information about online donations? We have several groups in the Dallas Area that would benefit from that. I wasn't able to attend the Town Hall and don't know if that was recorded or if there was information that could be shared with the Fellowship?

Rob R.: Contact me directly so I can put you in touch with Tanner and Bruce. We have a handout that we can pass over to you.

Communications Conference Committee

Jon M. Texas

Committee Chair

Per Concept Ten—service authority as defined in the service manual—the Communications Advisory Committee’s purpose is to develop, deliver and facilitate communications within the Fellowship of CMA. We provide information and solicit participation and feedback from all areas of service, which we do through our service portal www.cmaservice.org. We send out newsletters and emails to the Fellowship throughout the year. We solicit input through surveys such as the one we did this year for the Literature Committee to collect feedback on the “Voices of the Fellowship: Our Recovery” manuscript. We also manage the CMA website, www.crystalmeth.org, as well as the General Service Conference site that you used to register for this Conference. We establish recommended guidelines for communications, largely done through our Advisory Committee liaisons, to ensure that we are meeting each committee’s communication needs.

Jon recognized the committee members. All of the new content that goes on the website, every communication that goes out, gets reviewed by this entire team.

Website Update

The totals on our website traffic are a bit off. There was a problem with Google Analytics and we lost about three months of data so our numbers are running the same as last year. I am expecting that in reality, that number is about 25% higher. Last year’s totals were 30% higher than the previous year. About a third of our traffic still comes from mobile devices (iOS and Android devices) that are accessing the website more. Last year this was at around 75%. Seeing that most of our customers are using a mobile device to access our information, we are hoping that the app will allow them to access the content even more efficiently.

There was a 60% increase in literature downloads from the website over last year, including meeting readings, pamphlets, service documents and Conference documents. Last year there were 45,000 downloads compared to 72,000 this year. We are assuming that the increase is largely due to the amount of meetings that have gone online, using the links to access the readings regularly. Interestingly, the top five downloads have stayed the same. “Are You A Tweaker” is still number one, followed by “The Twelve Steps: A Plan of Action”. So you can see that when we create content and put it on the Internet it gets consumed very widely and very quickly. Therefore it is important that we keep the website accurate and up to date. Pamphlet downloads went up slightly but the top five did not change, though they did change positions.

Speaker Recordings

The Communications Advisory Committee added about 30 new recordings in the past 12 months. Last year we had 77 and this year we are at 106. Our plays to date are almost at 30,000 compared to last year's 16,000.

crystalmeth.org

On crystalmeth.org we put in a new template (which establishes the menu structure and look and feel of the website) after last year's Conference. Most of the website work this year involved the meeting lists. We have a group of about four people that work on the meeting lists. As you can imagine, when all of the meetings started going online and then started going back to in person or some form of a hybrid, this group was very busy. They work very hard to make sure that the meeting list is up to date and accurate and we truly appreciate their help. It is not perfect the way we have it set up now. The software we use is fairly limited; it works great if we have a physical address and everyone who goes to that meeting is in the same time zone. It is a challenge with the online meetings with people accessing them from all over. We received a lot of feedback wishing that we could show the local time depending on what time zone you were in, but our software won't do that. Time is just stored as text. We are looking at improvements to that this coming year.

Newsletters

This year we sent out six newsletters and nine targeted email announcements. Last year we did three newsletters and five emails. So we were very busy making sure that everyone was kept informed of changes, the COVID-19 letters, etc.

Our Goals for 2021

We will continue to work on the app, completing the development, testing and going live with that. We are looking to see how we can use Facebook as a communication tool while also guarding to remain in accordance with the Traditions of CMA and anonymity concerns.

We will continue improving the crystalmeth.org website. You may have noticed it is a little easier to read since last weekend, especially from a mobile device. We enhanced the font for legibility. Our current website is run using a program called Joomla! and Pete S. (Webmaster, CA) has been looking at WordPress, a different back-end tool to run the website. The really exciting part is that there is some software to run the meeting lists that have more features on it than what we currently have. For meetings to be searchable on the app, there are some special requirements that need to be assessed. We will be taking our meeting list of over 1,000 meetings and moving them to a new software, so we want to make sure that we can meet the needs of the app but also meet the needs of online groups as well. The new software has better integration so you can have Zoom links, Venmo links, etc. Information about meetings will be accessible in one place. The Los Angeles District is using it now.

Pete S. (CA) is our Webmaster and he blocked about 7,500 hacking attempts in the last year, which is fairly normal for us. The majority comes from outside of the United States but he works very hard to make sure that we stay safe with our website.

The pamphlet redesign has been on our goals list for a while now. We are looking for a rack that best displays our pamphlets. The orientation of the cover of our pamphlets does not work for standard racks. The general consensus is to flip the design so it can be read in a rack. We just want to make sure that we have the rack and that we best utilize the space available on the cover. We have someone new to the committee that is interested in working on that so hopefully that will get some traction this year and we can collaborate with the FAC to ensure the design we have fits in the rack that we sell. Once that is done, we will also update our Mimeo account so the pamphlets are available for print on demand as well.

We will continue to find ways to enhance the CMA Service site. New content this year included the Regional Trustee Map, Advisory Committee Meeting updates to Zoom and other information that service members could find useful. We try and find ways to make it easier for members in service to collaborate and get information.

We were looking for ways to make our speaker recordings searchable. We have a description that we put on each of them to give you an idea of what the recording contains, but that is not searchable. We looked into using tags on SoundCloud but those tags are searchable across all of SoundCloud, not just within our channel. We think that creating playlists within our channel might be the way to accomplish that. There is also some integration within the app we might be able to use this as well.

We will continue to support the GSC and all of the committees with their communication needs with our newsletter, emails and website updates.

Communications Advisory Committee

4th Saturday of the Month via Zoom

10:30 AM Pacific | 1:30 PM Eastern

Meeting ID: [925 5835 4667](#)

Dial In: 669.900.6833 or 253.215.8782

Questions

Bryan M. (Delegate, AZ): Can you speak more in detail about the social media hurdles? I was a little confused because we have a couple of social media accounts here in Arizona for CMA. Can you speak more on the hurdles you are trying to overcome to be able to do it and what the scope of that social media presence would look like?

Jon: We were looking to have a Crystal Meth Anonymous page on Facebook that would be a way for us to communicate with the Fellowship, rather than a group that people participated in. I know that there are a lot of “secret” Facebook Groups and we encourage Delegates to post information on the “secret” Facebook groups that are out there, but we want to use it as a one way communication tool. We just want to make sure that anonymity of the users was being protected. I personally am very private about my recovery on Facebook and I wouldn’t want something about CMA showing up on my newsfeed. Ross M. (IL) has been looking at this and he might be able to talk more about it.

Ross M. (Great Lakes Regional Trustee, IL): The other thing that we came up with just using Facebook if we can strip away the more “social” features and make it more of a landing page for people, so if they did search for CMA that there would at least be a splash screen a link to the website and information about the Helpline. One idea was using more of the social media features. We do know that there was a group on Facebook calling itself “Crystal Meth Anonymous” which had several thousand members, so we know that there is an interest to be able to learn about CMA over Facebook, but Facebook is social in nature and we have yet to find a way that does not leave a trail on your personal profile in “likes” or what you click on. We will continue to look into this going forward.

Walt W. (Trustee At-Large, CO): Thanked Jon and the Communications Committee for all of the work that they have done, especially this year in the face of the pandemic as well as moving this Conference online. You all have been super amazing with quick turn-around times and getting awesome work done and I am super proud of the work that you are doing. My first question is that I know you have added a lot of German and Spanish language options and I know that we are going to continue to add other language options in our downloads. Do we have any report on the traffic? Do people know about them? Are there other ways we are trying to get the word out that they are there?

I also want to put a plug in for all of the Delegates on the call to please get involved with a committee. This is where the work of this Fellowship, the work we are asked to do at these Conferences, occurs. We are given direction to do this work by the Conference. Getting on these committees and making it happen is exactly where this part of the Fellowship works, so that you all can just focus on carrying the service at the local level.

Jon: Thank you to everyone for your hard work getting foreign language translations up on the website. Looking at the downloads report, the German readings were downloaded 467 times. “Are You A Tweaker” in Spanish had 79 hits, and as of today the remainder of the Spanish suite of readings is up and available to download. We are in the process of formatting the Russian and French suites; they should be going up very soon. The foreign language readings take a little longer to process. We have to put disclaimers in the local language and make sure that we don’t have any mistakes. This is all Conference Approved literature so it has to meet the highest standard of accuracy. We won’t put it on line until it is absolutely perfect.

David R. (Delegate, UK): Thank you Jon for your presentation and everyone else as well. What I am seeing in the chat is about the preservation of anonymity in regards to social media, and Tradition Eleven as well, and how that can be compromised particularly by social media sites that track people’s usage, which is what they are there to do. Are there any other social media sites that you can connect with such as Twitter or Instagram or Snapchat and what encounters have you had with those if any? Also, how that ties into Tradition Eleven and how we reach out to people who might be interested, because there is that paradox that in one sense we need to reach out to the addict who still suffers and in the other sense we need to keep them safe and protected, depending on what country they are in, their laws and regulations, and their anonymity as well.

Jon: We have not looked into any social media sites other than Facebook. I know that PI&O does some outreach on other platforms that they will talk about. Communications has only used newsletters, emails and those types of things. One thing we did add this year is at the bottom of our emails is a link that says “link to this announcement” so that you can link that announcement to any of those secret Facebook pages. When someone opens that link, it takes them to the newsletter where there is a link to subscribe to the newsletter. For the first time ever we have seen our subscriber account going up. Normally it stays at about 1,500 subscribers and now it is over 1,600.

Jeremy E. (Delegate, DC): The feedback we received from my Area was that they wanted more stories posted on the website. We have cycled through the stories that are there and were hoping to get more. I know we are all waiting for the manuscript to be done but I assume there are other stories that could be posted. The other comment was about virtual chips. They are not available in all months and years and they were wondering if that is something you are working on?

Jon: In answering your question about the stories, I will take that note and share it with the Literature Advisory Committee, with whom we collaborate on posting stories to the website. I will also take the note about the virtual chips as well. We haven’t specifically been working on it but we can take a look at it. I noticed that myself actually.

Public Information & Outreach Conference Committee

Armando D. New York
Committee Treasurer

Armando started out recognizing the members of the Public Information & Outreach (PI&O) Conference Committee. We had great turnout and insightful conversations because of the diversity within the group. It was a great chance to broaden our scope.

PI&O replies to emails sent through the crystalmeth.org website and manages the Helpline. We also have a few workgroups currently working on digital outreach, medical professional outreach and underserved areas.

Reply To Emails

Throughout the year, we have replied to 187 emails sent in by people outside the Fellowship.

Helpline

Our Helpline Coordinator, Jimmie C. (Mid-Atlantic Regional Trustee, NJ) manages the Helpline, trains, counsels and schedules volunteers, and responds to voicemail messages left by callers. There were a total of 2,079 attempted calls made to the Helpline this year with 476 abandoned calls. An abandoned call is a call that hangs up before the voicemail starts. The volume of calls coming in to the Helpline increases by about 200 calls each year consistently. Due to the pandemic there was a slightly larger increase in calls this year from the norm. At last year's Conference we had about 12 volunteers who answered inbound calls. This year, the participation from the Fellowship has been incredible. We currently have 43 volunteers on the line covering 84 hours a week on the schedule. This increase is largely due to members sharing a "call to service" in their meetings and we thank them greatly. We ask that everyone considers keeping this in their announcements because the more people we have answering the Helpline, the more opportunities we have to help people. Anyone interested in volunteering on the Helpline can contact Jimmie at helpline@cmagso.net for more information. Suggested clean time to volunteer is one year but all are welcome to inquire.

Digital Outreach Workgroup

This workgroup developed profile templates that can be used on dating apps with information about CMA. There is someone from the Fellowship available to answer any questions that are sent through the messaging feature on the site. The workgroup is currently setting up guidelines for members to follow, much like those for the Helpline.

We also ran a Grindr pilot program, running banner ads on the app. The banner ads ran from June 18, 2020 to August 17, 2020. We had 308,270 impressions and in 1,044 clicks to www.crystalmeth.org. We are working with Communications to track engagement on the apps. Medical Professionals Workgroup: This workgroup is working to obtain purchased and free databases of medical professionals that work in the addiction field or with addicts. We are looking at counselors, therapists and psychiatrists, as well as other medical areas where addicts are being treated.

Underserved Areas

This focuses on Areas where CMA does not have a presence or service structure. The Committee sends out information about CMA to professionals that would have contact with addicts. In the process, we are also building a database of treatment centers, clinics and the like for future use. We sent out 36 packets in October 2020 and 140 packets last year.

FAQ Page

We are currently adapting the Frequently Asked Questions (FAQ) pages from the UK and German websites for publication on the CMA website in the coming year.

Public Information and Outreach (PI&O) Advisory Committee

3rd Saturday of the Month via Zoom

9:00 AM Pacific | 12:00 PM Eastern

Meeting ID: [993 9728 9310](#)

Dial In: 669.900.6833 or 253.215.8782

Questions

Jeremy E. (Delegate, DC): Our fellowship was wondering if the “Letter to Professionals” in the Delegate Packet is something that has been approved that we can use? The fellowship also wanted to know if there are any approved pamphlets that they themselves can bring to their service providers?

Keith F. (Delegate, CA): The “Letter To Professionals” is approved for use. We have been reaching out to various professional groups (medical doctors, therapists, probation officers, etc.) trying to obtain mailing lists from them. Our plan is to take the “Letter To Professionals” and tailor it to each profession. Also, any Conference-approved pamphlet can be used or be brought to your personal medical providers.

David R. (Delegate, UK): Our local fellowship is discussing the Helpline Guidelines and we have a proposal to assist on the Helpline, in particular because we are awake when you are asleep. This could also work in reverse once we get our Helpline established.

Armando: Thank you David. Jimmie C, our Helpline Coordinator, can assist.

Bryan M. (Delegate, AZ) Based upon the success of the Grindr ads, are there plans to advertise on other platforms directed towards women or other sexual orientations?

Armando: Yes. We chose to start on Grindr because it is very specific to one group within our Fellowship. We have begun brainstorming about other sources where we could reach women, trans people, heterosexuals. When you start looking at the addict in terms of race, sexuality or gender, the communication touchpoints are different. Some do crossover. At our Conference Committee meeting, we had trans representation for the first time and were able to hear about their community and where they can be found digitally.

Heterosexual members, for the most part, do not use dating apps other than social media. For that demographic, we received a need for more grass roots-type ideas such as, for example, posters in laundromats with CMA contact information. This may be a more efficient way to reach them.

We encourage members from all aspects of the Fellowship to be a part of the PI&O Committee or our Digital Outreach Workgroup. We need the diverse experience of the Fellowship to help point us reach everyone.

Literature Conference Committee

Freddie C. *California*
Committee Chair

Freddie acknowledged the members of the Literature Advisory Committee (LAC) and thanked them for all of their hard work and dedication to the various projects on which the committee has been working.

Foreign Language Translations

The Spanish translation of “Crystal Clear: Historias de Esperanza” is now available for purchase. There are seven readings and three meeting formats in German as well as five readings in Spanish available on www.crystalmeth.org with more coming soon, including Russian, French, Farsi and Polish translations. The LAC Translation Workgroup asks that you check within your groups to see if anyone is able to assist with translations in their language. The LAC also encourages submission of translations for “Are You A Tweaker?” in other languages.

Sex In Sobriety Pamphlet

The “Sex in Sobriety” pamphlet has received interim approval and will soon be available to the Fellowship. The pamphlet will undergo a copy edit and be re-submitted to the GSC for final approval before distribution. This project began in 2012 and here we are, eight years later. We are excited that this pamphlet, for which the Conference has continually asked, is going to see the light of day.

Website Updates

Ross H. (LAC Secretary, NY) has been making monthly updates to the “Read our Stories” section on the website. A majority of those stories are featured in the upcoming book “Voices of the Fellowship: Our Recovery”. As we continue to get new submissions, they are edited and approved, and we are then able to publish those on crystalmeth.org. Some stories are speaker shares that have been transcribed into written form. If you want to submit your story but are not comfortable writing, you can send us a recording of your submission and we will transcribe it for you.

Literature Projects

There are multiple literature projects in various stages of production currently underway. (See Appendix: LAC Conference Report for more details.)

“Voices of the Fellowship: Our Recovery”

We are compiling the information you sent us in the feedback survey. We truly thank each and every one of you who took a manuscript back to your groups and made this happen. Due to the pandemic, so many of you used Zoom and other online platforms to complete the review and we appreciated all of the feedback we received. A workgroup has been meeting monthly and addressing all of the collected feedback from the survey. We are in the process of developing a proposal for a reorganized version of the book. This will be completed by the end of 2020. Our goal is to have interim approval so we can start to publish this by the end of 2021.

“Voices of the Fellowship: From the Inside Looking Out - A Sober Cell”

The GSC approved this manuscript for limited distribution. Twenty-five copies were printed and sent to people who are connected with prisons and jails to provide initial general feedback, including whether this publication was appropriate material for the system. This project was a collaboration between the LAC and H&I Advisory Committee.

“Voices of the Fellowship: Daily Meditation”

This workgroup has been meeting monthly to create a meditation reader by and for the Fellowship. Progress is moving along quickly but there is much more to do. We have over 100 submissions at this time. There is a link on the landing page of crystallmeth.org where you can submit your meditation for the book.

New Ideas

Some new ideas that came out of our Conference Committee meeting last weekend included Women in CMA, Aging in CMA, Our Families, Diversity, Equity and Inclusion, Sober and Isolated in Areas Without Meetings, Challenges in Recovery and Returning from a Relapse. We thank everyone who joined us last weekend and contributed to these ideas. We look forward to hearing what other ideas might be out there or what ideas your Area might be supporting. The LAC has focused on reaching out to Areas and groups, through their Delegates, and hearing how you wanted us to move forward.

Coming Year

Our goals moving forward will be to continue producing literature and developing more effective methods to do so. The LAC asks Delegates to reach out to the Fellowship to let us know what kinds of literature they would like to see us produce. We did receive great ideas from our break-out session so thank you again to all of those who joined.

Literature Advisory Committee

1st Saturday of the Month via Zoom
8:30 AM Pacific | 11:30 AM Eastern
Meeting ID: [913 0497 0452](#)
Dial In: 669.900.6833 or 253.215.8782

Questions

Marcelo A. (Delegate, Germany): We have discussed “Are You A Tweaker” here in Berlin and the word tweaker has a lot of us scratching our heads because there is no equivalent translation in German. There is no need to either translate it from your end or ours. It is a slang term that has no equivalent here. You can just remove that from your “to do” list.

Jeremy E. (Delegate, DC): I will email you the many suggestions that my Area has given me. When, realistically do you think the manuscript will be ready? You said early 2021 and I just wanted to double check because everyone in my fellowship is waiting for this book.

Freddie: We are addressing all of the survey feedback and reorganizing the book based on that feedback. The revised manuscript will go to the GSC by the end of the year. From there it is up to the GSC to provide direction or interim approval.

Jeremy E. (DC): One last bit of feedback from our Fellowship is that they would like to see more stories from underrepresented groups (trans, straight, people of color, etc.)

Freddie: The Committee has heard that from many groups. We are putting together a new forward that will highlight the book's diversity. The biggest problem has been getting stories of diversity. I would encourage anybody to submit their story or to send a recording of your story so we can transcribe it for you.

Conference Advisory Committee Report

Petr P. California

Committee Chair, Pacific Regional Trustee

Petr explained how the Conference Advisory Committee plans the Conference. The first half of this year was spent planning the Dallas, TX Conference and the second half planning this virtual Conference because of the pandemic. The bright side is that we wanted to do a hybrid live/streaming Conference this year, so we gained a lot of valuable knowledge through this process.

Petr then acknowledged the Conference Committee members, especially the Tech Workgroup, for all of their hard work.

Petr proceeded to go over the history of past Conference locations and announced that hopefully we will be going to Dallas, TX in 2021 and San Diego, CA in 2022. Hopefully, Dallas will be a hybrid for those who cannot travel to Dallas.

There are several cities that have robust Fellowships where the Conference has not yet been held. The requirements to host the Conference were discussed. The deadline to submit a bid to host the 2023 Conference is May 15, 2021. Conference bids can be sent to conference.bids@cmagso.net. There is also a bid form that can be sent out to help you complete your bid.

Petr wanted to thank Armando D. (NY) for creating this year's Conference Logo on very short notice.

Conference Advisory Committee

3rd Wednesday of the Month via Zoom

6:00 PM Pacific | 9:00 PM Eastern

Meeting ID: [943 2553 9910](https://cmagso.net/join/94325539910)

Dial In: 312.626.6799 or 929.205.6099

Questions

Dale G. (CA): Can you remind us of the date the Conference Report will be released?

Trish M. (GA): February 15, 2021.

Hospitals and Institutions Conference Committee

Bill B. *California*
Committee Chair

The full slide presentation and the description of Hospitals and Institutions (H&I) Committee projects can be found in the Appendix. Bill B. acknowledged and thanked the members that attended the H&I Conference Committee meeting last weekend and believes that it was a productive session with an excellent exchange of ideas.

The Committee focused heavily on how to facilitate the compilation of our collective experience and discovering the best way to quantify and disseminate it to the Fellowship. There have been rare instances where the Committee has reached out to addicts individually when inmate requests have been received, but the majority of the footwork occurs at the local and Area levels.

The Committee spent time during the Conference meeting listening to representatives from each of the Areas present to discover what is occurring on a local level. Topics that came up frequently included H&I Zoom meetings and how to transition to hybrid meetings when members are able to return to facilities.

The Committee made plans to continue to work on projects carried over from the previous year. The Committee will begin holding quarterly H&I workshops in hopes to kickstart all of our projects as well as facilitate communication between the Committee and the Fellowship. One topic for an upcoming workshop was “How to get a facility to consider using Zoom for an H&I panel” given the issues that could arise such as privacy concerns, HIPAA laws, etc. Other topics considered included, but were not limited to, “How to start a local H&I Committee” and “How to get into a jail”, which would focus on our “Get Into Jail Card”.

Some of the specific projects carrying over to the new year are:

Support for Online H&I Panels

This project is directly related to Zoom meetings in an H&I environment and finding ways to support that. Through Zoom we are now able to reach facilities in places where CMA is not yet established. Zoom is allowing us to knock down geographical boundaries that existed before. The Committee hopes to be able to take meetings to facilities where they had been previously inaccessible.

H&I Handbook

The handbook can be found at crystalmeth.org (H&I Information Handbook) and is continually being updated. Knowledge and experience gleaned from the quarterly workshops and online panels can, and will be, integrated into the handbook. In addition, the handbook will include an appendix, a “History of H&I” that will chart the experience of H&I across North America, and suggested guidelines for groups who want to bring meetings into facilities.

“Voices of the Fellowship: From the Inside Looking Out - A Sober Cell”

This publication is a collaboration between the Literature Advisory and H&I Advisory Committees. It is currently being reviewed by CMA members and professionals who work at institutions. There are also select groups in different Areas reading from the book and providing feedback. The Committee plans to compile all of the feedback, incorporating those suggestions to create a product that can then be brought to the GSC for review and possible interim approval prior to publishing.

HIP/ Joint Committee

This is a combined effort of the H&I Advisory and PI&O Advisory Committees to work together where there exists an overlap of efforts in reaching out to institutions. The Committee drafted a letter to facilities, editable for use by local fellowships or Areas. The letter highlights the CMA materials that are available for use.

Hospitals and Institutions Advisory Committee

4th Saturday of the Month via Zoom
9:00 AM Pacific | 12:00 PM Eastern
Meeting ID: [925 0767 1325](#)
Dial In: 346.248.7799 or 669.900.6833

Questions

Jeremy E. (Delegate, DC): We had a question from our fellowship regarding HIPAA compliance online. We had to close one of our H&I meetings because of Zoom and HIPAA compliance issues. Have you looked into those types of requirements when it comes to institutions and what guidance, if any, do you have?

Bill: I can't speak to any particular instance, but I know we have some meetings that have addressed these issues with the facilities and found a solution that both were happy with. It is very similar to when we go into jails and we have to follow the rules and regulations of each individual facility. Right now, there isn't one answer for this. One thing we do want to look at is the different modes for using Zoom that work better with the anonymity aspect. For example, you can set up a Webinar where you don't get to see anyone's faces. We have found that the decision must be made per facility.

James C. (Committee Co-Chair, CO): I just wanted to remind everyone that we do have an H&I Service Manual (Handbook) that is on [crystalmeth.org](#). The Committee is tasked with updating and editing it to ensure it is the most useful document it can be for the local fellowships. We would like to get the word out to all of the Delegates to pass that information back to the local fellowships so members can print a copy, review it and provide us with any feedback. If there is something missing that should be added that could help others, or adjustments that need to be made so that it is easier to understand, please let us know. The job of this Committee is to be a resource for the Fellowship of CMA and the only way we can know if we are succeeding is to hear from you.

Executive Conference Committee

Danny T. Florida

Board and Executive Committee Chair, Southeast Regional Trustee

Danny acknowledged the members in attendance at the Executive Conference Committee meeting last weekend as well as the members of the Executive Committee.

Danny began by explaining that the Executive Committee is responsible for the overall corporate governance of Crystal Meth Anonymous, ensuring compliance with Federal, State and local regulations, completing the organization's tax returns and liaising with outside legal counsel. An example of the work that has been done with our counsel is working to secure all of our intellectual property registrations. The Committee is also the custodian of all of CMA's Guiding Documents: the Conference Charter, Service Manual and the By-Laws of Crystal Meth Anonymous. The Committee may also have strategic discussions about the future operation of the CMA service structure as needed. The Executive Committee also oversees the Nominating Committee which is responsible for vetting Trustee nominees.

During the Conference Committee meeting there was a joint session held with the Finance Advisory Committee to discuss the status of intellectual property efforts and trademark registrations. The World Service Structure Committee discussed its progress and the International Conference Calls. Additionally, the Nominating Advisory Committee and COVID-19 Task Force both provided an update on the work they have been doing over the last year. There was also an update on the CMA app fundraiser and a demonstration of the app functionality.

International Trademarks

CMA is currently registered with our name and logo in New Zealand, Australia, and the United Kingdom. The logo has been registered in China and the European Union, but the name was denied because it was "devoid of distinction". In China, it was denied for it being devoid of distinction and because crystal meth has an unhealthy meaning to it. The EU considers the name to be just a term and is not something distinctive to them. We have submitted a new application to the EU with a combination of the name and our logo. Our legal counsel believes that combining the two will give the filing the distinctiveness that they are looking for. We have registered the name and logo in Canada but it is in an "opposition period" and Canada has extended that opposition period indefinitely for an unknown reason. Our legal counsel will be looking into this issue and reporting back to the Board of Trustees with his findings.

International Conference Calls

Several Conferences ago there was a Motion passed to work towards having a World Service Structure by 2023. At last year's Conference a Motion was made and passed to establish a World Service Structure Committee. The Committee has been meeting monthly since its formation. During those calls there is a general "check-in" with our International fellows to see how we can help their current needs. Overwhelmingly, there is a need for translated documents, readings, and a roadmap for how to start a meeting and fellowship.

Nominating Committee

The Committee has been working very hard this year. One of the items that came out of our group inventory a few years ago was a need for a revision of the At-Large Trustee nomination process. The Committee worked on and piloted the new process this year with two Regional Trustees that agreed to continue as At-Large Trustees. Going forward, the Committee will work to memorialize the new procedures in the Service Manual. The Committee also offered assistance to the Regions with their Regional Trustee nomination process. Historically, Regional Assemblies had been held at the Conference, but due to the COVID-19 pandemic those Assemblies had to occur virtually in advance of the Conference. The feedback received indicated that there was greater participation at the local level due to the ease of access to attend. The Committee hopes that this process can continue going forward. The Board also worked on a streamlined version of the Trustee voting process for the Conference.

COVID-19 Task Force

The COVID-19 pandemic affected the Fellowship greatly. Early on, in-step with other organizations and in response to questions directed to the Board, a COVID-19 Task Force was formed to gather and consolidate relevant information and the Fellowship's personal experience regarding creating online meetings, online meeting formats, and the like. All of that information was consolidated into an online resource accessible at CMA Online Meetings, available for anyone who needed it. All Task Force communications are located there as well.

App Fundraiser

Last year at the Conference a Motion was passed to create a fundraiser to run through September 2020 to pay for the CMA App. At the time of this presentation, the fundraiser had raised \$19,579 from the Fellowship. Due to the cost of the App development and some additional features requested by the Board, the fundraiser was extended for another year until 2021 to help with those costs and future maintenance costs.

CMA App Update

Dale G. California

Board Secretary, At-Large Trustee

The CMA app has been a huge project and a big undertaking for the last five years. We have worked within these Conferences to find out what you wanted in an app, and what would be useful to the Fellowship. Each year we inched a little closer to finding a way to make it happen, with a CMA app that was created internally, answered the needs of the Fellowship, and responded to the unique issues that we have as a Fellowship. We had to design this from within.

At the 2019 General Service Conference in Fort Lauderdale, FL, we were tasked with creating a fundraiser that would fund the development of the CMA app. We called it our Anniversary Fundraiser and with a target of \$25,000. The \$25,000 amount was based on projections from several App designers and custom built app estimates. The CMA App Development work group is excited to be working with an app developer we feel best represents our needs from design to app "go-live".

We brought in the experience of the Fellowship, asking all of you in the past what you wanted. We also tried to be innovative and find some new ideas that we could create. We did a demonstration in the Executive Conference Committee meeting last Saturday. Here is a summary of the functions of the app.

Meetings

Utilizing the existing database for our meetings we will have a meeting search that will enable a geo-locator so you can find meetings close to where you are. Online meetings will be listed in order of their “real-time” happenings so that it will show what meeting is starting next. You will be able to save meetings into your own person favorites list giving you a personalized list of meetings just for you.

Speaker Recordings

Our full library of speaker recordings will be available through the app. There will also be a daily “Speakers of the Day.”

Literature

On the homescreen there will be a “Daily Reading of the Day” which will be a piece of CMA literature to serve as a meditative moment. You will also have access to all of the readings and suggested meeting formats that we have. They will be formatted for your screen so they will be easily readable.

Fellowship Circles

This is one of those new innovations we came up with. Fellowship Circles will be self-created within the app so you will be able to invite people into your circle, be it a chat conversation, shared gratitude list, service circle, workgroup, or sponsee family. There will be much flexibility in its use. You will be creating these circles yourself so you will be able to avoid the pitfalls of social media. This feature will also be linked into your phone so that if you want to add someone, you would send them a text through the app to join your circle.

Sobriety Counter

The time counter will utilize our chips as the visual. You will be able to share your sobriety time with your friends and note when they are achieving their milestones as well.

Control

You will be able to control what notifications and pushes you get to your phone so that it does not become distracting.

We have really put in a lot of work to make this app the most responsive and useful to all our needs. As we learn and grow, we will expand upon the app’s features. In addition to CMA resources, the app will really allow the Fellowship to have a new connectivity that we have not had before.

We are currently working through the design and color elements of the App, and look to have a functional Beta version soon. The timeline on the app is looking like about three months out. At that point we will start doing actual testing on the App. If you want to be included in the testing group please contact Dale at dale.g@cmagso.net

The app fundraiser is now at \$19,579 with an internal allocation coming from CMA itself of \$6,000. So, we have reached our \$25,000 goal right now. However, there will be plenty of costs associated with upkeep, maintenance, future upgrades, etc. We predict an ongoing cost to CMA in the range of \$1,000 to \$4,000 a year. Because of these ongoing costs, we extended the fundraiser for another year to raise enough money to get us through the first few years with updates and such.

Questions

Danny T. (FL): Can you just tell us what the new estimated cost of the app will be?

Dale: Originally we were not going to add the “Circle” function. We were going to save that for the 2.0 version. Now that it is part of the app functionality, the estimate is now between \$23,000 to \$36,000. It will most likely land somewhere in the middle. We have put a cap of \$36,000 on the project.

Brian M. (AZ): Is there a plan to monetize this app or is it going to be a part of our normal revenue stream? Can the things that already bring in revenue support the ongoing cost of the app?

Dale: The initial cost of the app is being covered by the fundraiser. Going forward, since it will have a cost of \$1,000-\$5,000 per year we will need to monetize the app in some way, whether in terms of initial download or in-app purchases; we have not made that decision yet. Data storage is a big consideration, especially with personalization and using the “circles” function. In any case we will need to fund the app. We will definitely need to look at how we are going to cover those costs, possibly by charging for advanced features.

James H. (Delegate, AU): The Fellowship Circle sounds very similar to WhatsApp. So once it is up and running you will have to have some type of continued fundraising.

Dale: Yes, the two would be similar. As to the fundraising, we feel that if we charge for that function, that cost will be covered.

David R. (Delegate, UK): Will this be an International app, not just a USA app, so it will be available in the App Store of Apple and Android Internationally?

Dale: Since we are starting with the English language version, we will roll it out to any of the English language markets. As we create more language accessibility, we will roll those out. Each market is separate so wherever we can roll this out we will.

Carl B. (Trustee Nominee, Eastern Canada Region, ON): I was asking pretty much the same question because there are many apps that are US based that are not available in Canada. So I just wanted to make sure that the compatibility is there?

Dale: We will make sure that it can. We do not want to leave anyone out.

Kylon H. (Delegate, IL): Thinking about the confidentiality piece of this app, as we have heard about other platforms that don't take this into account, and knowing that some other fellowships like our International Fellowships might not have the same guidelines in place, have we explored what the capability is for confidentiality around this specific app?

Dale: There are two ways we talk about confidentiality. One is through anonymity and this will be completely anonymous, meaning no one other than the people that you invite into your circle will have access to any of the things that you post. It is all self-contained within the app, as is the self-created circle that each person will design for themselves. These posts don't go to other social media platforms. Also, usernames are created using your first name and last initial or last few initials and would send it to their phone number first. A user's full name would never be displayed so that even if data did get out, no one would know who that data belonged to. Also, our developer has all of these guidelines in place and they are completely encrypted, making sure that even if that data is stolen off our server, it will be safe.

In closing, Dale also put out a request for Graphic Designers, UI or UX Designers in the Fellowship, that would be willing to lend their talents to the design phase of this project, to please get in touch with him at dale.g@cmagso.net.

Danny T. (FL) established a new quorum count.

6. Nominating Committee

Ross M. Illinois

Committee Chair, Great Lakes Regional Trustee

Report

The Nominating Committee includes four Board members, at least one of them from the Executive Committee, and three at-large members from the Fellowship who have an interest in this work. Ross acknowledged the current committee members and thanked them for their hard work.

Regional Trustee Nominee Process: The Nominee Certification Process starts with the Regional Trustee Nominees submitted by Areas within the Region. The process includes a written application, a personal statement of purpose, and a criminal background check. The criminal background check is a fiduciary responsibility of ours. Having a criminal background should not discourage anyone from standing for a nomination. Depending on the charges, one may be qualified for some service positions but not others. An interview, or rather a conversation, is held with each Nominee, with the goal of learning more about them and providing assistance through the process. It is expected that Nominees actively participate on an Advisory Committee and sit in on GSC calls.

Prior to the Conference, Regional Assemblies were held to elect a single Regional Trustee Nominee from among the candidates put forth by the Areas within that Region. Some Regions had a single nominee and others had nominees from multiple Areas within the Region to select from. That person becomes the Regional Trustee Nominee and is then confirmed by Conference.

While information on the Nominees has been provided in advance of the Conference, we need to think of this as not voting for individual Trustees. We are, in fact, voting to accept the recommendations of Regional Assemblies. Information has already been gathered about the Trustee Nominees at the Local, District, Area and Regional levels. They have been vetted by the Regional Assemblies and by the Nominating Committee.

In the past we have received feedback from members that they didn't feel they knew enough about the Nominees to decide if they should be on the Board or not. To that end, we are giving everyone a chance to speak today. They will be introduced by a representative of their Region. Thus, we are asking you to remember that the work of vetting has been done prior to this Conference and that we are asking you to vote to accept or not accept the recommendation of the Regional Assembly.

Questions

Rob F. (UK): While this is almost like a “rubber stamp”, what would potentially make us say no?

Ross: A really good question. There have been so many opportunities in the process leading up to today, where issues or areas of growth for the individual nominees have been shared with them. This is, in some ways, ceremonial as the work has already been done and for us. It would be an unusual situation for new information to suddenly show up that would change the circumstances.

Brenda B-S. (MN): I am curious if, in the process of vetting people for Trustee positions, things have been moved forward for certain crimes that may or may not be on your record, like financials?

Ross: Are you asking if people with financial felonies have been on the Board before?

Brenda: Yes, I know that there have been issues in the past. Is this taken on a case by case basis? I was just wondering if there was any resolution on this.

Ross: I think it has been more of a case by case basis.

Danny T. (FL): There was some confusion in the past about who could and could not serve on the Board because of California law. We have since discussed the topic with our legal counsel and have found that there is no crime that would prevent someone from serving on our Board. However, it is still something that needs to be disclosed and will come up during the process, and each situation can be looked at as it arises. We recently have had someone with financials in their history that has served.

Chip E. (PA): If my memory serves me, we are making a recommendation to the Board and the Board has the legal vote. Is that correct?

Ross: That is correct. The Board takes the recommendation of the Conference and votes at the next Board Meeting to add these members.

Scott H. (Co-Chair, Nominating Committee, NC): One reason why the vote is being brought to you today is because our Conference Charter requires us to do so. It is one of the ways that the Fellowship was set up. A small group of people would do the work behind the scenes and make sure that we have done our homework. But our recommendations alone are not enough. The spiritual decision rests with the Conference itself as the voice of the Fellowship. So it is our recommendation that you, the Conference, consider these Nominees and that you seriously consider the process that they have been through to get to this point.

Will H. (MA): I just want to add to what Scott said. California law requires that the Board of a California Non-Profit be self-elected, meaning the Board of Trustees has to elect the new Trustees. But since spiritual authority belongs to the Conference, we created a process when we wrote the Conference Charter to allow for the spiritual input from the Fellowship.

Petr P. (CA): I would like to speak to the question of what would make someone want to vote no. We hope that, based on the work we have done, the answer is nothing. If someone thought that we had not done all of the work that we said we have, that is when you might have a reason to vote no.

Ross turned the proceedings to Danny T. for presentation of the Regional Trustee Nominees.

Regional Trustee Nominee Confirmations

Danny T. (FL), on behalf of the Southeast Regional Assembly, nominated **Robert A. (FL)** to the CMA Board of Trustees for a four-year term beginning January 01, 2021. Danny read Robert's introduction statement. Robert did dial in and briefly addressed the Conference.

Dianna M. (AZ), on behalf of the Southwest Regional Assembly, nominated **Michelle S. (AZ)** to the CMA Board of Trustees for a four-year term beginning January 01, 2021. Michelle S. addressed the Conference.

Ross H. (NY), on behalf of the Mid-Atlantic Regional Assembly, nominated **Robert R. (NY)** to the CMA Board of Trustees for a four-year term beginning January 01, 2021. Robert R. addressed the Conference

Petr P. (CA), on behalf of the Pacific Regional Assembly, nominated **Lee M. (NV)** to the CMA Board of Trustees for a four-year term beginning January 01, 2021. Lee M. addressed the Conference.

Ross M. (IL), on behalf of the Great Lakes Regional Assembly, nominated **Bobby K. (IL)** to the CMA Board of Trustees for a four-year term beginning January 01, 2021. Bobby K. addressed the Conference.

Matt P. (ON), on behalf of the Eastern Canada Regional Assembly, nominated **Carl B. (ON)** to the CMA Board of Trustees for a four-year term beginning January 01, 2021. Carl B. addressed the Conference.

David S. (GA), on behalf of the Mid-South Regional Assembly, nominated John G. (NC) to the CMA Board of Trustees for a four-year term beginning January 01, 2021. John G. addressed the Conference.

Danny T. thanked all of the Regional representatives and Nominees and stated that he would entertain a motion if someone was so inclined to do so.

Walt W. (CO), made a motion to move to the Regional Trustee voting, to accept the Regional Trustee nominations and recommend them to the Board of Trustees. Aaron M (CO) seconded. There was no discussion on the motion.

Dale G. (CA) suggested that we remove this motion to condense the number of votes (from first voting on the motion and then voting on the Nominees).

Ross M. (IL) seconded the suggestion of removing that motion. Our tradition of speaking about the individual nominees (a lowercase “t” tradition) is not written in the By-Laws or procedures, so we do not need a motion to forego discussion. If the room feels that they are ready to do that and there is no discussion, we can ask for that motion to be withdrawn and move directly to voting.

Danny T., not hearing anything asked Walt if he wanted to withdraw the motion.

A discussion was had about any quicker options to take that vote on the motion, but the decision was made to vote on the motion as it was made.

NOTE: Quorum count was 63, substantial unanimity was 43 votes, and a simple majority was 33 votes.

Voting results: 72 in favor (unanimous) in favor of moving to vote on the Regional Trustee Nominees.

Vote on the Nominees

All of the Regional Trustee Nominees were recommended to the Board of Trustees. Congratulations.

Voting tabulations as follows:

Nominee	Region	Yay	Nay	Abstain
Robert A.	Mid-South	71	2	0
Michelle S.	Southwest	71	2	0
Robert R.	Mid-Atlantic	69	0	2
Lee M.	Pacific	69	4	0
Bobby K.	Great Lakes	70	2	1
Carl B.	Eastern Canada	69	3	1
John G.	Mid-South	71	1	1

At-Large Trustee Candidate Process

Ross M. (Nominating Chair, IL) explained the At-Large Trustee process. At-Large Trustees can come from four different places; outgoing Regional Trustees, fellows from within CMA, sober folk from other twelve step programs or individuals not in recovery.

The Nominating Committee was asked to make this process more transparent this year so we asked each outgoing Trustee to consider if they would like to be considered for an At-Large position. Those who were interested were asked to provide a statement of purpose, a summary of the work they have done on the Board, and the work that they would like to continue doing as an At-Large Trustee. Legacy, continuity, skill set and DEI were factors that were taken into consideration. Does this person hold institutional knowledge, have special skills, are in the middle of a project, or do they help flesh out the Board to represent the Fellowship's diversity? They had an interview with members of the Nominating Committee as well as went through a 360 process. In the 360 process, we reached out to individuals in the service structure with whom the Candidate had worked at the Committee level and asked for feedback about their strengths, weaknesses and areas for improvement. This was correlated and shared with the Candidates. The Board then reviewed the recommendations of the Nominating Committee and made their recommendations to this Conference. Similar to the Regional Trustee Nominees, we will vote to recommend to the Board of Directors to confirm these Candidates.

Non-Board At-Large Candidates

The Nominating Committee worked with the Executive Committee to identify Board needs and generate a list of non-Trustee Candidates that was subsequently presented to the Executive Committee. The Nominating Committee was charged with working with these candidates to see if they had an interest in serving on the Board, their availability, and their thoughts about coming onto the Board. Since they have not been on the Board previously, they were educated on the service structure and the responsibilities, fiduciary and otherwise, of sitting on the Board. We made recommendations to the Board and the Board made a recommendation to this Conference to vote to recommend that the Board of Directors confirm these candidates.

At-Large Trustee Confirmations

This year, we have two returning Regional Trustee Candidates and one Candidate who is from outside of the Board.

Danny T. (Board Chair) spoke about each of the Candidates and the process that the candidates have gone through.

Danny invited **Yvonne W.** (AZ) to address the Conference.

Danny invited **David S.** (GA) to address the Conference.

Danny invited **Michael C.** (NY) to address the Conference.

Walt W. (CO) explained why we are voting so many times, with motion votes and nominee/candidate votes.

Walt W. (CO) made a motion to move to At-Large voting, to accept individual At-Large Trustee Nominations and recommend them to the Board of Trustees. Aaron M. (CO) seconded. There was no discussion.

Voting results: 71 in favor (unanimous) in favor of moving to vote on the At-Large Trustee Nominees.

Vote on the At-Large Candidates

All of the At-Large Trustee Candidates were recommended to the Board of Trustees. Congratulations.

Voting tabulations follow:

Nominee	Area	Yay	Nay	Abstain
Yvonne W.	Arizona	68	2	1
David S.	Georgia	69	1	1
Michael C.	New York	69	2	0

Departing Trustee Recognition

Danny T., on behalf of the entire Board of Trustees, thanked those Trusted Servants who will be rotating off of the Board this year:

Trish M.	Georgia	At-Large Trustee	Ross M.	Illinois	Great Lakes Regional Trustee
Walt W.	Colorado	At-Large Trustee	Lisa H.	Utah	Northwestern Regional Trustee
Dale G.	California	At-Large Trustee	Brian F.	California	Pacific Regional Trustee
			Danny T.	Florida	Southeast Regional Trustee

Danny T. motioned to close, David S seconded.

Camaron M. (Delegate, HI) closed the day with the Serenity Prayer.



2020 General Service Conference
of Crystal Meth Anonymous®

Day Two

Sunday, October 18, 2020

Assembly Reconvenes

Trish M. (GSC Chair, GA) welcomed everyone to today's Diversity, Equity, and Inclusion (DEI) Sharing Session.

Yvonne W. (GSC Secretary, Southwest Regional Trustee, AZ) and the AZ Fellowship opened with the Serenity Prayer.

Bryan F. (Pacific Regional Trustee, CA) read the Twelve Traditions.

Michael R. (Southeast Regional Trustee, GA) read the Twelve Concepts.

Trish thanked the GSC, Advisory Committee chairs, and attendees for all of their contributions to this year's Conference.

7. Diversity, Equity, and Inclusion

Trish M. (GA) asked **Brian D.** (IL) to read the Motion as presented at the General Service Conference in 2019.

Brian D. (IL): A conversation was started by **Bobbie K.**, a Delegate from Illinois, and **Matt B.**, also from Illinois.

What we are asking for and not asking for:

- What we are asking for is a discussion about those people who have been marginalized in our groups.
- What we are not asking for is a decision or action to be taken. Our members just want to know your experience, strength and hope around the idea of inclusivity.
- Honoring broad feedback from members who reported feeling marginalized or less than welcome, the Illinois Area motions that the GSC facilitates a sharing session at the 2020 Conference about inclusivity in keeping with our primary purpose and traditions.

Michael C. (DEI Intergroup Co-Chair, NY), introduced **Kylon H.** (DEI Intergroup Co-Chair, IL) to present the agenda for the DEI sharing session. Michael also screenshared the presentation.

Kylon H. (IL) presented the agenda.

1. Introduction
 - a. Overview of DEI
 - b. Background for DEI
 - c. Spiritual Grounding
 - d. DEI & the Traditions
 - e. Assessment Results
2. Three Questions
3. The Work Ahead

Kylon introduced the moderators for the sharing session: **Scott H.** (NC), **Michael C.** (NY), **Lucky M.** (NY), **Sarah G.** (CO) and **Wiafe B.** (NY).

Overview of DEI

Background for DEI

Sarah G. *Colorado*

Spoke first, sharing her personal experiences with DEI including her ability to work through her discomfort, the opportunity to learn and to grow, and an increased understanding of DEI. Sarah read Tradition Five, Step Twelve, and the AA responsibility statement: "I am responsible when anyone, anywhere reaches out for help. I want the hand of AA (or CMA) to always be there and for that I am responsible." Sarah reminded us that the language for this work already exists in the book "Alcoholics Anonymous" (the AA Big Book) and proceeded to read excerpts from pages 86 through 88.

Spiritual Grounding

Scott H. *North Carolina*

Described the DEI Intergroup as composed of CMA members who came together around a shared purpose. He explained that an intergroup is outside of the CMA services structure. The DEI Intergroup was initially composed of members from the Illinois fellowship and members of the Nominating Committee. After the motion was presented at the 2019 General Service Conference, the DEI Intergroup elected Michael and Kylon as Co-chairs.

They devised four deliverables including:

1. Creation of a DEI assessment form
2. DEI workshops for groups, Areas and Regions
3. DEI Town Halls
4. Facilitation of a DEI sharing session

Scott defined a sharing session as a spiritual way to conduct business. A sharing session was described as creating intentional space for complexity and different perspectives without a preconceived outcome. Finally, he urged the fellowship to enter the DEI sharing session with an open heart.

DEI and the Traditions

Marvin I. *New York*

Marvin: The principles of unity, faith, honesty, and integrity were identified as the primary principles related to diversity, equity, and inclusion. Marvin shared a statement from Bill C. (CMA founder) "We get room to grow here and to become the person we were meant to be." Traditions Four, Five and Ten were discussed as enhancing DEI work. Marvin read each of the Traditions and provided commentary.

- Tradition Ten was discussed for its instruction to the fellowship regarding outside issues. Further review of the Tradition recognized that this restriction was related to the Fellowship as a whole and not the individual. On an individual level, race, sexual identity, creed, religion, lack of religion, age, etc. are not outside issues. Instead, these are issues that might interfere with the principle of unity.
- Tradition Four was discussed in relation to diversity of meetings in various Areas. The spiritual principles of open mindedness, unity, and autonomy were presented in support of the different kinds of meetings that are available to meet the needs of a diverse range of people. The objective of these niche meetings is to provide a warm and welcoming place for newcomers to feel "safe and welcome".

Things to consider include:

- Are we creating safe spaces?
- Are members seeing themselves when they walk into the room?

The spiritual principles of Tradition Four include open mindedness, unity, and autonomy.

- Tradition 5 was related to DEI in that our primary purpose is to carry the message to the addict who still suffers. That message is hope and freedom from active addiction. An addict, any addict, can stop using, lose the desire to use, and find a new way to live. This message is so vital to the Fellowship, to the survival of CMA, that it is called our primary purpose. One way groups can determine if they are following the primary purpose is to hold a group inventory and ask the hard questions:
 - How well are we carrying the message of recovery?
 - Are we reaching out to the newcomer?
 - Are there addicts our group isn't reaching?
 - How are we making meetings more accessible?
 - What can we do to make our new members feel more at home?
 - Are we adhering to spiritual principles of integrity, responsibility, and unity?

DEI Assessment Results

Michael C. New York

Fellowship Demographics

186 people took assessment

74% cisgender male; 77% gay; 60% white

These responses would suggest that we are a predominantly white, cis, gay, male Fellowship.

Survey Questions Summarized Responses

"How much do you agree or disagree that race and gender are a source of tension in the Fellowship?"

- Half strongly agreed that gender is a source of tension in the Fellowship
- Half strongly agreed that race is a source of tension in the Fellowship

"How much do you agree or disagree that race and gender play a role in how much you feel a sense of belonging and interconnectedness?"

- 50% strongly agreed that race plays a role
- 50% strongly agreed that gender plays a role

"How much do you agree or disagree that people are treated the same regardless of race and gender and meetings?"

- A little less than half of people agreed that they are treated the same regardless of gender
- Less than half of people agreed they are treated the same regardless of race

"How safe do you feel being open or vulnerable discussing issues related to gender in meetings?"

- Breakdown of the people who responded safe:
 - 85% cisgender
 - 15% non-cisgender
- Breakdown of the people who responded un-safe:
 - 40% cisgender
 - 60% non-cisgender

"How safe do you feel being open or vulnerable discussing issues related to race in meetings?"

- Mostly white participants responded they felt safe
- Mostly participants of color responded they felt unsafe

"How comfortable do you feel discussing aspects of your gender in CMA meetings?"

- Mostly cisgender participants said they were very comfortable
- Most participants who said they were not comfortable at all were non-cisgender

"How comfortable do you feel discussing aspects of your race in CMA meetings?"

- The response was 50/50
- Of the 50% of who said they were not comfortable, 67% were people of color (POC)

"How safe do you feel being open or vulnerable as a woman?"

- Of the 11 ciswomen who responded, all reported feeling safe.

Michael reviewed some of the comments, pointing out that many people said, "We are good, this fellowship is good, we do not need to be doing this work, I feel safe in the rooms". However an equal number of people said, "We need to be more welcoming, we need more DEI work, we need transgender and nonbinary literature and scripts, and we need POC, transgender, and nonbinary meetings". A few people mentioned DEI issues in relation to women, class, mental health, disabilities, and agism.

Michael concluded by suggesting that a majority of our Fellowship agreed that race and gender are a source of tension in CMA, and that race and gender determine how much one feels a sense of belonging. Half felt that people are not treated the same in CMA when it comes to race and gender. Non-white, non-cis members felt less safe in CMA and felt uncomfortable expressing feelings in CMA. From the results of this assessment survey, it was concluded that those who are from the dominant culture experience recover differently than marginalized members.

Questions

Camaron M. (Delegate, HI): Is there a geographic breakdown of where the women who responded were from?

Michael: Yes, and they are able to aggregate the data related to the Region. They are able to sort results by gender and Region.

From the chat: Do we know if people who feel unsafe feel safer in CMA rooms than in other places in their lives?

Kylon H. (IL): The assessment does not consider outside areas in relationship to safety.

From the chat: It sounds like they are blaming the object of discrimination because they always feel that way. Our job is to create a place safer than the outside world.

Kylon: We definitely do not want to get into blaming in this space, and we definitely do not want members who are experiencing this type of discrimination or lack of care blaming anyone for the lack of care they are receiving. Absolutely in this space we want to make sure we are creating as much safety as possible.

Brian M. (Delegate, AZ): In AZ we have 61 H&I meetings and 43 Seventh Tradition meetings plus about 30 events each year. In the workgroup reading the most recent "Voices of the Fellowship" book, and in conversations with a number of participants with members at the GSC level, what came up was that a majority of heterosexuals did not feel these areas were inclusive. How are these concerns being addressed? You did a great job with the presentation and I am thankful that this topic has come up, because in Arizona it made us take a look at our outreach to minorities, an area that we were not doing as good a job as we could have been doing. This prompted us to start a Spanish speaking meeting.

Michael: That was not a focus of our research, but it needs to be a part of the work going forward. I think that is why we are having this sharing session to think more about the balance between heterosexual and queer and how we can be of more service to all crystal meth addicts.

From the chat: Fellows would like the committee to create an inclusion statement that can be read at the beginning of meetings. There is a real desire to hear from the committee about how we can make our meetings more welcoming and safer for underrepresented crystal meth addicts. Fellows would like suggestions as to format and guidelines for a CMA DEI meeting in their Area.

Kylon: Some of these are speaking to topics that will wrap up the end of this conversation today. These are things that we have thought about as a group and are working to address.

Three Questions Sharing Session

Lucky M. *New York*

Kylon H. (IL) introduced **Lucky M.** (NY) who moderated the participation portion of the sharing session.

Lucky explained how the sharing session would work. There would be three questions with 30 minutes per question for discussion. The questions were presented up front followed by some ground rules to help keep the space safe.

1. When getting sober from Crystal Meth, what was your experience with finding meetings where you felt represented?
2. What solutions would you suggest that may have worked in your Area or what do you need to attend CMA meetings?
3. What else do you want your Trusted Servants to hear about this issue or DEI today?

Kylon explained the “Community Agreements” to help the group move forward with a common understanding.

- Be mindful of the time.
- Use “Ouch” and “Oops” as ways to verbally acknowledge something that didn’t feel good and an opportunity to apologize for that. It also puts a pin in a topic to circle back to.
- “Move up, Move back” to create space for others who don’t speak as much.
- Everyone is welcomed at the microphone.

Lucky stated the first question again for discussion.

When getting sober from Crystal Meth, what was your experience with finding meetings where you felt represented?

- A member described not feeling represented. People of color came to the meeting only when he invited them. Then he went to the Ike and Tina meeting in NYC with people who looked like him and shared stories that he could relate to. He was able to speak about things that he could not speak about in local meetings. If he talked about race at his home group, he was looked at as being petty. His experience has been very different, and he has had to weather it. Now with COVID-19 he was grateful for the opportunity to see more people that look like him.
- When another member got sober, there was only one CMA meeting in the area, and it was a predominantly white/straight meeting. The gays that were going to the meeting did not feel comfortable sharing. When an LGBTQI+ Recovery Clubhouse was created, he, along with other minorities, were approached to start CMA meetings for the clubhouse. It became a very touchy situation because they didn't want to separate the groups, but it became easier for them as they felt safer to share what they needed in their own meetings.
- A member in attendance, nine days sober, had been introduced to CMA while in rehab. The readings spoke to him. After he relapsed, he went online to see if there were meetings near him. The area he lives in is very white, racist, homophobic and majority of the recovery is geared towards alcohol. The positive side of COVID-19 is that he has been able to find his tribe online. His hope is that virtual meetings will remain after the pandemic is over so that he can continue to attend CMA.
- One member said that she did not realize women were such the minority in CMA when she came into the program because they had a pocket of women in her area. She felt represented because she saw these women. It was not until she attended the women's online meeting that she started hearing women say they had never seen other women in CMA meetings and realized how underrepresented they were. Her first CMA group was made up mostly of gay men who were very welcoming and she felt very comfortable with them. She liked that she didn't feel like a sexual object in meetings. She feels valued, welcomed and a part of her fellowship. She also enjoyed being in an all women's meeting so she can share certain things pertaining to women's issues. She does feel that there are areas for improvement.
- When a member first started in CMA, there were four CMA meetings a week. He was the only straight guy in these meetings. Even though jokes were made, he experienced CMA as very safe. For him, the words of "Are You a Tweaker?" were the ties that bound him to the program. The only feedback he received was that there is room for improvement around the sexual content discussed.

- Another member said that whenever the issue of inclusion is brought up, it tends to die within a couple of months. Regarding sexual innuendos, there has been teasing of straight men by gay men. It has not been addressed at the group level.
- A member stated that they had started a new CMA meeting in a straight recovery clubhouse. The purpose of this group was for people of color, women and straight men to feel included.
- When a member came into CMA in 2015, he was very lucky to attend a small CMA meeting of nine people. There was one other black male in the meeting. He feels that there is little black representation in his fellowship. He noted that even within this Conference, there were only six people of color.
- This member said of course he feels comfortable in CMA meetings, being a cisgender, white, male. He has experienced racist jokes and people of color being singled out. We can't "ghetto-ize" this problem by asking the trans and black faces among us to come and tell us why they should be valued or treated equally. It has to be a team effort. It has to be white faces that stand up and say that this is not ok. There have been racist, misogynistic, transphobic members of his fellowship allowed to say things. He allowed them to say those things without speaking up. The fact is, as a white cis guy, he might be the only voice they might hear, if he would just speak up.
- This member loved the way the question was asked so that he had time to reflect on what allowed him to heal with other people when he came here with no trust. How could he get to a place where he could start to feel better and feel human? He thought we all had questioned our humanity because of casual microaggressions, perhaps not meant to hurt us but nevertheless, made us feel less than. He was told at his first "straight" AA meeting, being hugged by a straight person, they "loved him anyway". He thought, "you homophobe, what are you talking about?" He was furious and decided he would never go back. He decided he needed to find gay meetings and that he needed a person of color for a sponsor. He said that is not how he feels now.
- At his first meeting, a member heard someone say that he was gay, his father was a preacher, and that was a problem. That was this member's own story too and he needed to hear there was a solution here. As he stayed, being a person of color, he did begin to feel "other than" and different. There were people of color who had time but had left CMA and were attending AA. There were only a couple of white men who were sponsoring all of the POCs. He had relapsed and in attempting to find a new sponsor had asked seven people, and each said no. He took that as a race issue, as others around him, relapsing, were not having that problem. He stayed and someone did agree to be his sponsor. He just wanted to put that out there because sometimes just being someone's sponsor makes the difference.

What solutions would you suggest that may have worked in your area or what do you need to attend CMA meetings?

- A member stated that she just learned today that she was a cis white woman. The diversity within this fellowship is probably one of the best things about it. We need to celebrate it; we need to be welcoming of people regardless. That is on us as individuals. We can encourage people and set guidelines, but we all need to make a personal commitment to make that happen. She admitted she had been guilty of it and that was not ok. This Fellowship saved her life.
- This member got sober in NYC when there were few meetings, and then it exploded. He left the country about eleven years ago and his new home did not have any CMA meetings or LGBTQIA AA meetings. When he arrived, crystal meth was not a big problem, and then it exploded. He started to hear familiar stories in AA meetings. He started having little meetings with people outside of AA to see if there was an interest in starting CMA. They created a subcommittee to produce gender neutral literature (in AA) and that actually benefited the overall recovery in the area. He was an English speaking, person of color, and a third-cultured person within a foreign speaking recovery community. On a trip back to NYC last year, he attended a POC meeting with about 40 people in attendance. It inspired him to bring that back to his fellowship. Attending Zoom meetings has been a big help as well.
- Is there a way we can ask the Literature Committee to create a pamphlet on the straight/gay issue as well as the other minorities? Personally, this member had a straight sponsee who had said appalling things in front of him. At their first Conference in Salt Lake City, at the close of the day on Sunday, members who were straight, gay, bikers, Christians, and other religious people all stood in a circle holding hands to pray and looked into each other's eyes and were in breathless awe. We have made progress on this. It might not seem like it, but we have.
- Solutions are hard whenever you talk about them. All have had the experience of being marginalized. This member did not understand the lack of compassion within our groups. He brought up the point that most of us may not realize that we are being racist. These rooms can be a safe space to discuss these issues and educate each other.
- This member stated that when CMA started there two years ago, they asked themselves:
 - What do we want our group to look like?
 - How can we make sure that everyone's voice is respected?
 - How can we follow up with people that seem uncomfortable and, if they don't come back, how can we make it better?

This is how they formed their group. They had to be intentional with their speakers, keeping the mix of straight, gay, race and gender in rotation. They have a lot of moms, so they have childcare and offer rides from treatment centers.

- One thing that jumped out to this member in the “word cloud” from someone’s share was the word “hypersexuality.” He was a survivor of childhood sexual trauma. He spent a lot of time, through his step work, creating a safe space for himself and unlearning behaviors that related to other men as sexual objects. In attending the DEI sessions, and in particular, conversations with women and transwomen in the fellowship, he became aware that we have a culture in the rooms that does not respect each other's bodies. Adding this to a group inventory could be very helpful. It is not our right to touch someone’s body without asking.
- When COVID-19 hit, it became clear to this member that the women of this Fellowship needed a space. They started the online Bitches Breaking Bad meeting, but had to aggressively pursue women that were seen in other meetings. That also meant aggressively attending meetings that might not have been attended before. They dropped their information in the chat, contacted the women directly through the chat, and asked the men to take some ownership and promote it themselves. It did not always go over very well. This member did not realize, until starting DEI work, just how silenced she had been. She felt she was a very outspoken, well-spoken woman until she started speaking out for women. Then she started getting shut down even more. She couldn’t speak for any of the other identities, she could only speak of what worked for her. They created it and they sought out those who would attend it.
- This member said they try to call out issues when they see them. They are having these conversations over and over again. It has made it so that people are heard and feel respected.
- This member’s group seemed to follow the rule that men sponsored men and women sponsored women. When he took on a female sponsee, it seemed to be a snowball effect. They went through the steps. He did not know how many sponsees she had now. In his area, breaking that sponsorship barrier seemed to help in making women feel comfortable to come in. They are mindful of not to thirteenth step and, if it does arise, they discuss it. This intention seems to help.
- One thing a member had learned was that he could not expect people of color, women or the trans community to do this work for him. We have a responsibility to our community to move the conversation forward. If one sees disparity in their fellowship and they are in the majority culture, they should start that conversation now and not wait until it walks through the door to have it.
- A member said that they have found that it’s helpful to have people on the committees in their business meetings who are mindful of inclusion and reach out appropriately. One thing that hadn’t been brought up was ageism in meetings. They have had new members in their 60s who have found the fellowship not as welcoming as it would have been if they were in their 20s. In their fellowship, they have realized that ageism is a problem and that they need to address that.

- A suggestion was made that when asking someone to share their story, pick someone you don't know or someone who does not look like you or the audience. Also change the script so that people can recognize that they are welcome. There is also an opportunity for us to think about the words in our preamble as in how we describe ourselves and the atmosphere we want to create in our meetings. Maybe it's about creating a preamble for people to see themselves and to remind the people leading the meeting to be more aware and open to differences.
- This member's experience at the meeting level was more difficult because of the format of the meeting. His area is blessed to have a lot of different meetings and a large number of special events. He found when creating an event that necessitated reaching out to the different meetings, they sought out participation from underrepresented groups so they were included. It also helped create unity between groups that might not cross or mix. Another suggestion was when he could not find someone from a certain underrepresented group to speak, he would find a crystal meth addict in another fellowship that did not attend CMA to speak or present a topic at an event.
- Change at this level is slow as we meet here once a year. The power of making change happen quickly resides at the group level. It happens through the way we frame our meetings, and scripts, and the way that we empower our group leaders to pause and redirect when needed. If expectations are clear, we can empower our leaders to "enforce" those redirections to respect others. The member said they came up with their own inclusive statement at the group level and that we could have access to it now. He also wanted to say that this conversation is not just about respecting women when they are "in the meeting". He had been at meetings where no women were present, and comments were made about women or their body parts that made his skin crawl. They are the only times he has felt embarrassed to be in the rooms of CMA. It speaks to our values and holding ourselves to a higher standard not to just not offend someone who was in the room but because it is the right thing to do. We want to be better in the way we talk. It is inspiring when we talk about who we want to be, and we focus on those principles. We need to hold space for those people so that when they do come to the rooms, we don't have to act like someone else for them to feel comfortable. It is just who we are.

What else do you want your Trusted Servants to hear about this issue?

- These topics came into the Literature Conference Committee meeting with a call to explore more literature about women, DEI, aging, sobriety in isolated areas, challenges in recovery and straight/LGBTQ challenges. He urged people with an interest to help to please join the Literature Advisory Committee (LAC). He also wanted to say that when they received the story "Race in CMA" it truly opened their ears to a language that they were not hearing. The LAC still wants your stories but there is more work than that to be done. There are going to be pamphlets that need to be written and your experience is greatly needed to make that happen.

- One thing a group is dealing with is when people have been abused and then their abusers show up to a meeting and how to deal with that without breaking traditions. How do we make everyone safe and have a discussion about it? They are getting more women coming to CMA but they are not feeling comfortable with their abuser in the room.
- One participant said they had a member bring up the line Speed was our master from “Are You a Tweaker?” and the cracking of the whip that would happen after that. This member was a person of color and felt it was insensitive. There has been talk at a few meetings of removing that line and changing it to something without a master/slave reference to it. As soon as he heard that, he agreed that it was absolutely insensitive and is going to bring it up at a few of his other meetings as well about removing it. He knows that changing Conference-approved literature is a long, slow process but feels it is worth it if it means we are not offending people.
- This member came into CMA over 18 years ago and, as a trans woman, was one of those voices that was chased out of CMA. She didn’t see people who looked or sounded like her, and didn’t hear language that was inclusive. A lot of the gay men thought they had agency over her body. She moved to the Fellowship of AA. She went to their General Service Conference last year and made a motion to change the AA Preamble to “...a Fellowship of people”, which made it to their General Service Conference and they are going to discuss it, again, this coming year. She was interested and hungry to do service [in CMA] below the group level. She would put herself up for service positions and be relegated to the side. She would bring up DEI issues or the fact that she felt unsafe in CMA and that she was “other” or used as a social influence. She would get calls from members because there was a trans person no one would sponsor. She is definitely a proponent of having inclusivity in language but in order to do that, we need to have representation below the group level. The farther below the group level in any of the Twelve Step Fellowships, she has seen the start segmenting along lines of race, gender and socio-economic class.
- This member said this is hard work. Naming it in and of itself is hard work and, as it has been said, it is not easy. For those of us whose lives depend on it, it is vital. A lot of these suggestions have been centered around white, cis, gay men; but for people of color that are out there, attend the POC meetings, find POC sponsors, connect with one another, because one of the things that white supremacy culture does is separates and allocates resources to one space and not to another. This means that we have to create our own spaces for ourselves and not constantly fight with folks to welcome us. Find your people, find your people, find your people. Hangout with them, go to coffee with them, notice them. Run for chair positions and ask them to speak and do it. You aren’t going to break anything if you start a meeting. If people start bullying you about it, reach out to the DEI Intergroup. We are ready. Don’t spend too much time fighting with people about your dignity, just do the things that you can do and know that we are here. You are loved and you need to be sober.

- A member thanked the DEI group for all of the hard work that they had been doing to bring this forth and to the Illinois Area for bringing this to the Conference floor last year so that this could happen. Going forward, he was going to bring this home to his group and present the “oops and ouch” tool and invite his group to ask: How are we welcoming and not welcoming? How are we creating safe spaces? How are we being inclusive or exclusive?

He would love to give the survey to his group to be able to take the temperature of the group. He thought it gave excellent information on the demographics of the group. He wondered if the DEI Intergroup had a list of questions available to present to groups during these discussions.

- This member thanked everyone for speaking about this. She had not realized everyone's feelings about this until today. She expressed some ideas for possible workshops like a unity workshop where there is a women's meeting, Spanish meeting, etc., and then they would all come together in a group session at the end.
- We heard the suggestion of creating DEI workgroups at the local level to provide more responsive feedback and a support channel for the groups in the Area.
- A member said members who have accrued significant clean time (five or ten years) really need to stay and remain active in the fellowship. They had noticed that it tends to be members with under five years that keep this going. We need our long term recovery members to stay with us to provide support and lend their experience.

Michael C. (NY) asked for a brief moment of silence after a few deep breathing exercises. Michael then thanked everyone for their courage, humility, wisdom and commitment. Kylon H. (IL) echoed Michael's thoughts. If one is interested in joining the DEI Intergroup, the DEI email is: cmadei2020@gmail.com.

Moving Forward

Moving forward, the DEI Intergroup would like to do the following:

- Collect inclusivity statements. If groups are using one, they requested members please send it to them
- Create a website feature for members where they could share ideas and experiences or ask questions
- Collect written and recorded community members stories
- Host informal coffee hours where members can meet and just build community
- Present Town Hall style educational programs
- Collect and publish reference points

The DEI Intergroup wanted to share their gratitude to the Illinois Fellowship who brought this to the General Service Conference last year. Thank you for your courage, for hearing your inner “this isn't right,” and we can do something about it.

They also thanked North Carolina for getting involved and leading their own conversation. They want to encourage groups to name oppressions not known. There are a lot of topics that did not get discussed so they encouraged members to start those conversations and address issues. They thanked GSC leadership for listening and allowing the sharing session to happen, providing this space, and doing all of the things that are being done to make safer spaces. Lastly, they thanked all of the members for showing up and having the courage to share their experiences in what was a very structured space that was dominated by rules, order, and procedure. They said: "Thank you for naming those things and know that your comments have not fallen on deaf ears."

Kylon H. (IL) closed the session with the "We" version of the Serenity Prayer.

Trish M. (GA) thanked the DEI Intergroup and the Fellowship for their participation in the sharing session.

Gratitude Panel Speaker Meeting

Chris G. (Delegate, CO) chaired the Gratitude Panel Speaker Meeting and said the Serenity Prayer.

Matt P. (MA) read “Are You A Tweaker?”

Brian M. (AZ) read “The Twelve Steps: A Plan of Action”

Gratitude Panel

Deena D. (Delegate, GA)

Kylon H. (Delegate, IL)

Lucky M. (NY)

Danny T. (FL)

Trish M. (GA) read “There is Hope”

Chris G. (CO) closed the meeting with the “We” version of the Serenity Prayer

Final Announcements and Adjournment

Trish M. (GSC Chair) thanked Chris G and the speakers for a perfect end to a great weekend. She thanked all who gave reports on Saturday and the Delegates for all of the work that they have done.

Will H. (MA) closed the Conference with the Serenity Prayer.

Meeting adjourned at 12:10 PM Pacific.




2020 General Service Conference
of Crystal Meth Anonymous®

Appendices

Appendix A: CMA Service Structure Presentation	58
Appendix B: Annual Financial Update Presentation	66
Appendix C: Finance Conference Committee Report and Presentation	74
Appendix D: Communications Conference Committee Report and Presentation	82
Appendix E: Public Information and Outreach Conference Committee Report and Presentation	91
Appendix F: Literature Conference Committee Report and Presentation	109
Appendix G: Conference Committee Presentation	119
Appendix H: H&I Conference Committee Report and Presentation	124
Appendix I: Executive Committee Conference Report and Presentation	135
Appendix J: Nominating Committee Presentation	146
Appendix K: Diversity, Equity & Inclusion Sharing Session Presentation	151

Appendix A: CMA Service Structure Presentation

Presentation Slides



Crystal Meth Anonymous

2020 GENERAL SERVICE CONFERENCE

SERVICE STRUCTURE

CMA - OUR HISTORY

1994 Bill C., a recovering crystal meth addict, 16 years sober in AA, had observed a growing number of other crystal meth addicts attending various twelve-step meetings in Los Angeles. Bill recalled that many of the secretaries of these meetings did not like the shares of the crystal meth addicts and were therefore reluctant to call on them in meetings. Bill maintained that there ought to be a place for these people to share.

September 16th, 1994 Bill C. became the founder of CMA and the first CMA meeting was held at 9:45 pm at the West Hollywood Alcohol and Drug Center.

1997 There were 7 LA meetings. They formed the General Service Committee (GSC) and began the process of legal incorporation as a California nonprofit corporation.

1998 Meetings had formed in Salt Lake City, New York City and Phoenix

2001 CMA meetings had begun in Atlanta, Washington, DC and many other parts of the U.S.

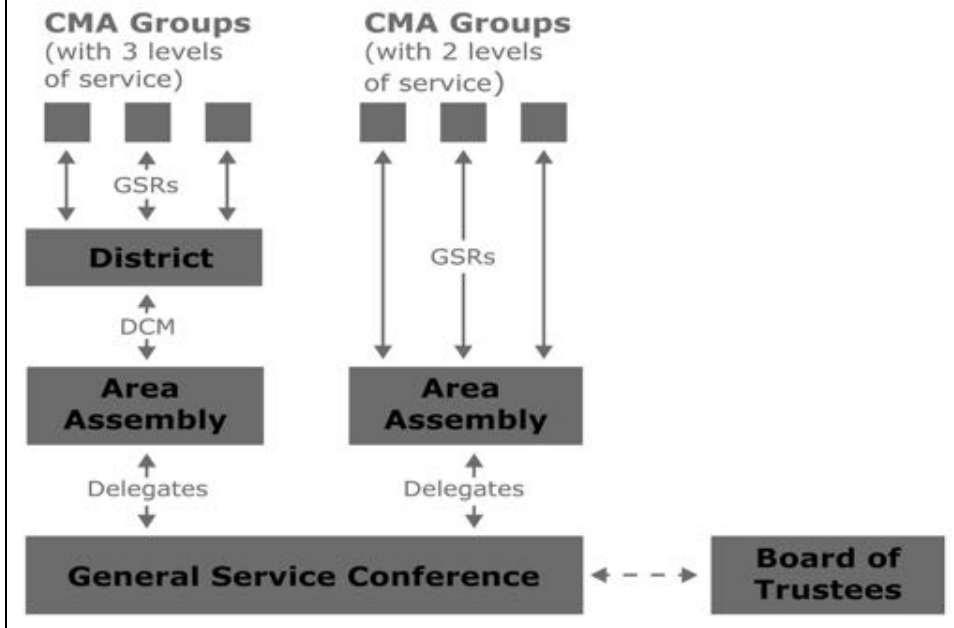
October 2008 CMA's first General Service Conference was held in Park City, Utah. Since then, meetings have formed globally in Australia, Bangladesh, Canada, France, Germany, Great Britain, Iran, The Netherlands, Spain and Southeast Asia.

2011 CMA released its first publication, "Crystal Clear: Stories of Hope"

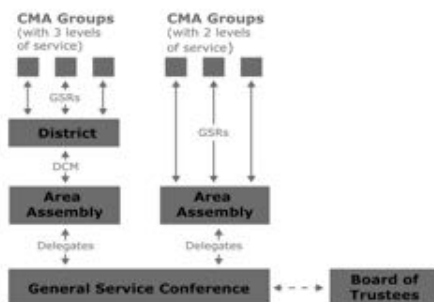
2019 CMA celebrated 25 years at the 12th General Service Conference in Fort Lauderdale, FL

2020 CMA holds its first Virtual Conference Online!

CMA'S SERVICE STRUCTURE



WHAT IS A CMA GROUP?

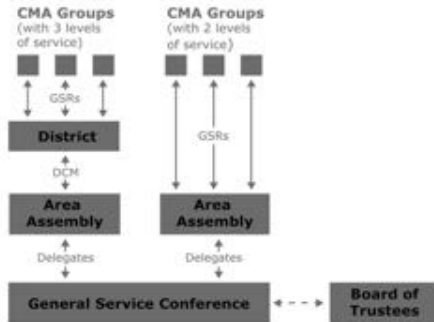


For most of us, our first connection with CMA was at a meeting of Crystal Meth Anonymous. A meeting usually takes place at a specific time and place where two or more addicts come together for the purpose of recovery.

In contrast to a meeting, a CMA group is a spiritual entity that exists beyond the specific time and place of the meeting for the purpose of carrying the message to the addict who still suffers. By tradition, each group is autonomous, conducting itself as its members see fit.

Service at the group level is essential for the survival of both the group and the rest of the service structure as a whole. Groups are encouraged to register their meetings with CMA at crystallmeth.org and to elect a (GSR).

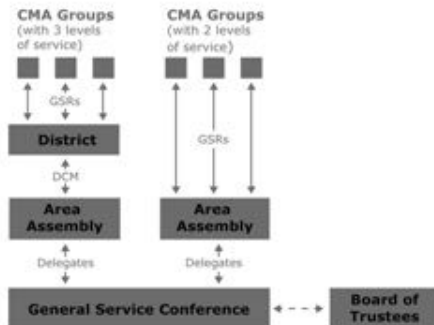
WHAT IS A GSR?



GSR stands for General Services Representative. A GSR is an elected member of the group who provides a link between the group and the rest of the fellowship in their Area. They are responsible for carrying the group's voice to the District meetings or Area Assemblies, and then report back what is happening within their Area or District. This dialogue provides the conduit for an informed group conscience throughout our service structure.

The GSR participates in the decision-making at the District or Area level, casting their vote when needed. When there are no Districts, a GSR reports directly to the Area Assembly. These groups have just two levels of service. In Areas that have Districts (ie, 3 levels of service), the GSR reports directly to its District.

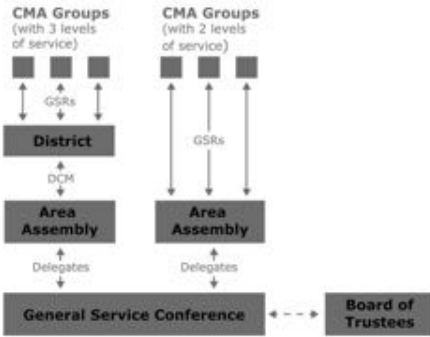
WHAT IS A DISTRICT?



A District is formed whenever groups share a particular geographic, language, or other similarity. For example, California is a large state with many groups. For communication purposes, it has formed into the Northern and Southern Districts of California. A District Committee Member (DCM) is then chosen to represent the District at the Area level. The DCM provides the link between the GSRs and the Area.

The main function of a District is to provide the flow of information between local groups and the Area. This communication is always a two-way process. In addition to its principle function, the District also provides a venue for groups to share information and discuss issues affecting them locally.

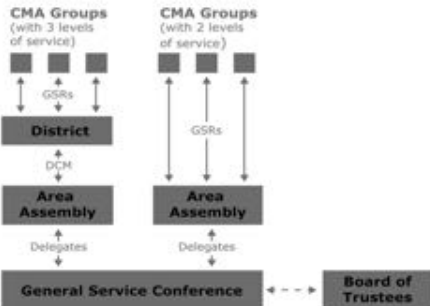
WHAT IS AN AREA AND THE AREA ASSEMBLY?



A CMA Area is a state/province-wide service structure that provides the fundamental mechanism for channeling the collective conscience of the groups to the General Service Conference. The Area Committee also facilitates communication among its groups and Districts.

The principal function of the Area is to hold an Area Assembly, where the Area Committee and GSRs elect Area Delegates who represent their Areas at the Conference, thereby carrying the voice of their groups to the Conference.

WHAT IS A DELEGATE?



Area Delegates participate in Area Assemblies and the General Service Conference. They provide for the two-way flow of information and communication between the Conference and the Areas. The Delegates carry the voice and experience of their fellowships to the Conference, and report back from the Conference to their Areas all issues that may affect CMA as a whole. Delegates present the agenda of the upcoming Conference (the Delegate Packet) to their fellowship, encouraging feedback from the groups so that they bring informed representation of their fellowship's conscience when voting at the Conference Assembly.

Delegates also have the "RIGHT OF DECISION" and can vote with their own personal conscience, based on new information revealed to them at the Conference that may impact on matters that affect CMA as a whole.

Delegates are also voting members of the Regional Assembly where Regional Trustees are nominated to the Board.

WHAT IS A REGION?

Below, we have a map of the North American Conference which is made up of eleven (11) individual Regions. Regions comprise multiple (mostly) contiguous Areas. Regions function primarily to nominate Trustees prior to the Conference and recommend them to the Board of Trustees (Directors).



WHO ARE THE BOARD OF TRUSTEES?

The Board of Trustees consists of up to 22 Regional Trustees and 6 At-large Trustees.

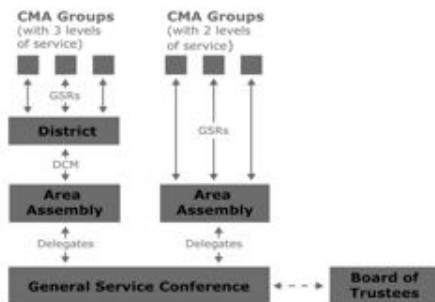
The 11 Regions of the North American Conference each puts forth 2 Trustee Nominees (1 every 2 years on a rotating basis).

Areas within a Region can each put forth a Trustee candidate; the Regional Trustee nominee is then selected at the Regional Assembly from among these Area nominees.

Regional Trustee nominee are presented to the Conference Assembly for recommendation to the Board.

The Board of Trustees has two standing committees:

- ▶ General Services Committee (GSC)
- ▶ Executive Committee



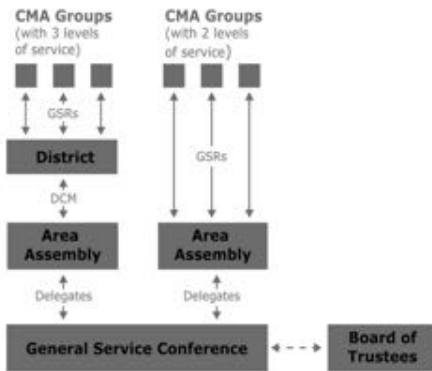
GENERAL SERVICE COMMITTEE (GSC)

- ▶ The GSC's prime responsibility is to the Fellowship of CMA
- ▶ It consists of all the members of the Board and the Chairpersons of the Advisory Committees
- ▶ It has Six(6) standing Advisory Committees:
 - ▶ Literature
 - ▶ Hospitals & Institutions (H&I)
 - ▶ Public Information & Outreach (PI&O)
 - ▶ Communications
 - ▶ Finance
 - ▶ Conference Committee

EXECUTIVE COMMITTEE

- ▶ The Executive Committee is primarily responsible for the "outward facing" issues of CMA.
- ▶ These are typically issues pertaining to the legal and financial operation of CMA.
- ▶ The Committee communicates with the IRS, State of California, and other state and federal agencies.

WHAT IS THE GENERAL SERVICE CONFERENCE?

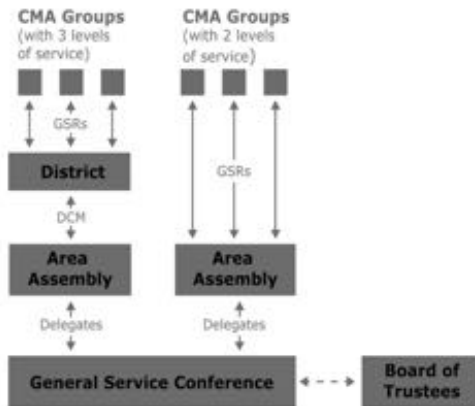


The General Service Conference is the effective voice and collective conscious of the Fellowship of Crystal Meth Anonymous. This voice is carried by the GSRs to the Area Delegates, who bring their voices to the Conference. This mechanism ensures that the member groups of CMA can provide spiritual direction to the Board of Trustees and its standing committees on matters of policy and issues affecting our collective Fellowship. It ensures that all voices of the Fellowship are heard and protects us from the "tyranny of the few".

The Conference also serves to protect our foundational principles, The Twelve Steps and Twelve Traditions. It serves to approve literature, including readings, pamphlets, and publications. The Conference is a spiritual body; it has no legal structure.

The Conference is comprised of the Area Delegates, the Board of Trustees, the General Service Committee (GSC), the GSC Advisory Committees and Special workers.

WHAT IS THE GENERAL SERVICE CONFERENCE?



The General Service Conference is the effective voice and collective conscious of the Fellowship of Crystal Meth Anonymous. This voice is carried by the GSRs to the Area Delegates, who bring their voices to the Conference. This mechanism ensures that the member groups of CMA can provide spiritual direction to the Board of Trustees and its standing committees on matters of policy and issues affecting our collective Fellowship. It ensures that all voices of the Fellowship are heard and protects us from the "tyranny of the few".

The Conference also serves to protect our foundational principles, The Twelve Steps and Twelve Traditions. It serves to approve literature, including readings, pamphlets, and publications. The Conference is a spiritual body; it has no legal structure.

The Conference is comprised of the Area Delegates, the Board of Trustees, the General Service Committee (GSC), the GSC Advisory Committees and Special workers.

CMA ORGANIZATION

- ▶ CMA is a California Public Benefit Corporation organized as an IRS recognized 501(c)3 non-profit organization.
- ▶ It is the business entity that takes care of the "outer world" responsibilities of CMA such as taxes, legal issues, insurance, state and federal requirements, etc.
- ▶ CMA consists of a Board of Directors, which must be self-elected under California Law. The Board takes recommendations for Trustee endorsement at the Conference.
- ▶ CMA can also have up to 6 At-large directors who are not necessarily addicts.

INTERGROUPS

- ▶ Intergroups are separate entities, and not part of the Service Structure.
- ▶ They should be incorporated separately and not use "Crystal Meth Anonymous" in their legal name.
- ▶ They provide services to groups in a geographic area that is determined by the groups they serve.
- ▶ They may deal with "outward facing" business matters.
- ▶ They may provide services such as meeting lists, chips, literature, phone lines, websites and fundraising.

WHERE WE STAND TODAY

Our service structure is filling in throughout all levels of the Fellowship, but in many places still remains undeveloped.

For example, there are currently meetings in 43 of the United States, the District of Columbia and 5 Canadian provinces. However, less than half of these Areas were represented at the 2019 General Service Conference in Fort Lauderdale. We've come a long way, but there's still room to grow.

Since its inception, CMA has spread to at least four continents. We presently have CMA groups operating in Australia, Bangladesh, France, Germany, Great Britain, Iran, The Netherlands, Spain and Southeast Asia.

The Board of Directors is working with these international fellowships in Europe, Asia and Australia to develop a CMA World Service Structure by the year 2023.

Our hope is that those of you attending this Conference for the first time will return to your groups, Districts, Areas and Regions with enough zeal and enthusiasm to start new meetings and continue to carry the message to the many addicts who are still out there struggling!

Thank you to everyone who made this Virtual Conference a reality!



<https://conference.crystalmeth.org>

Appendix B: Annual Financial Update Presentation

Presentation Slides



Financial Update

FY 2020
(7/1/2019 - 6/30/20)



Concept XII

Reminds us that

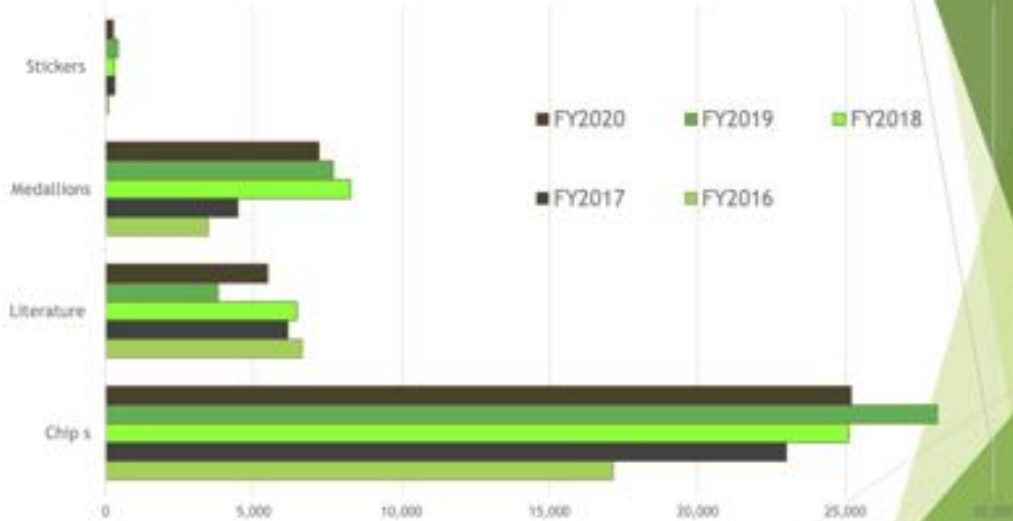
"sufficient operating funds and reserve
be our prudent financial principle"

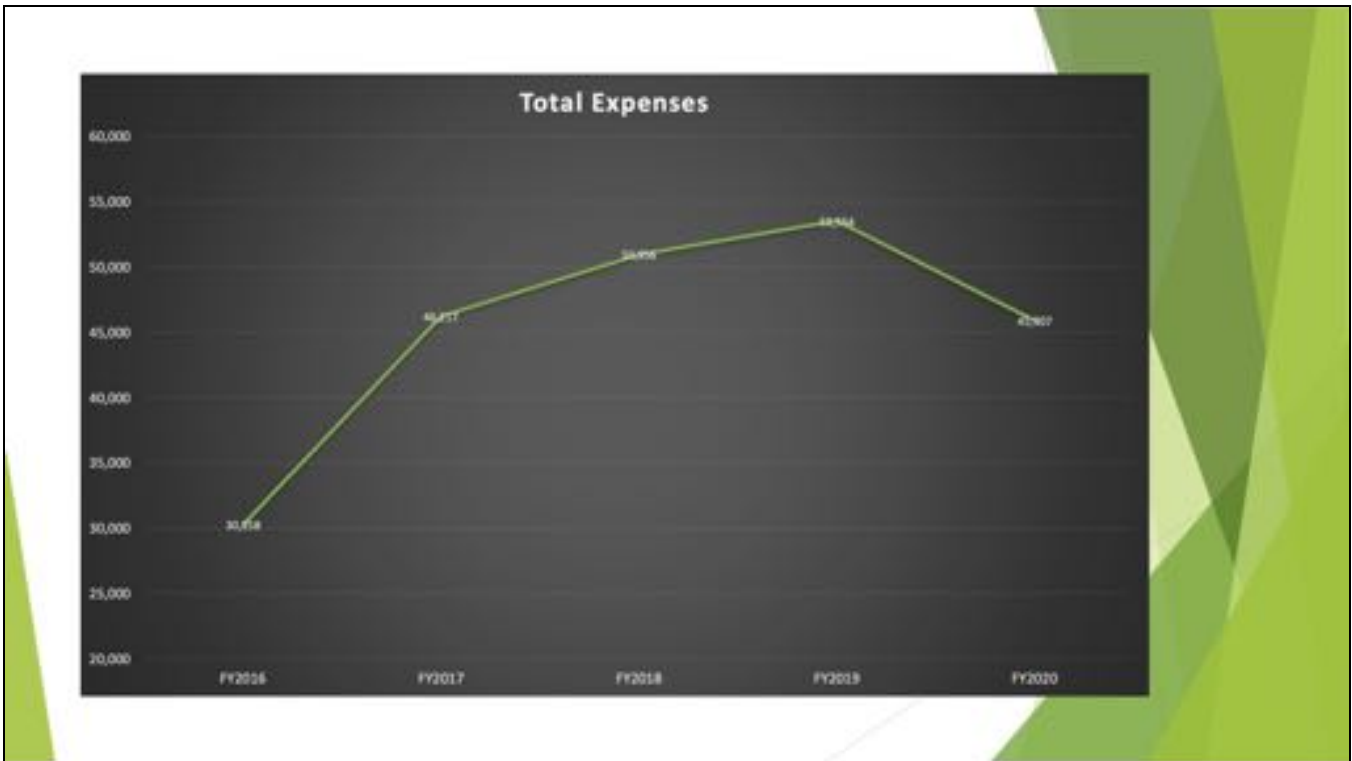
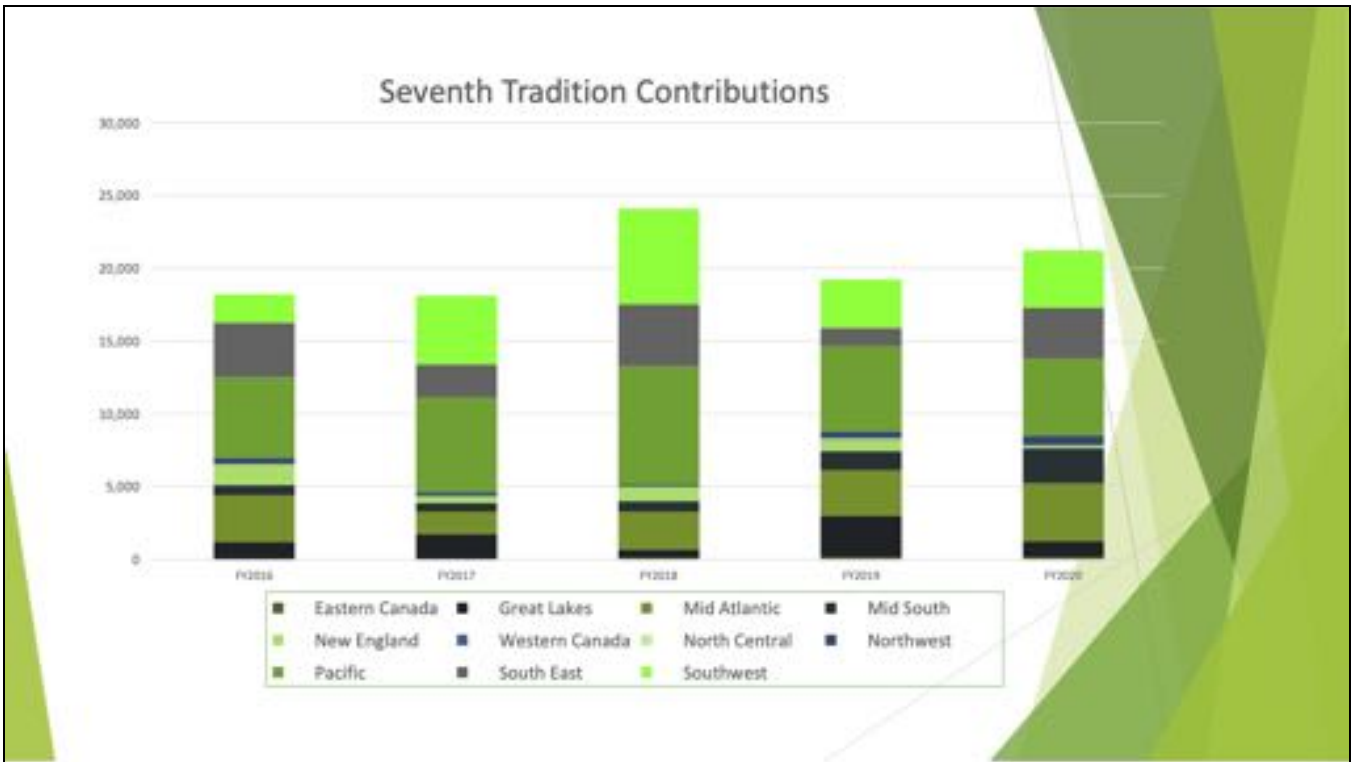
This means that we can

only do what we can afford,

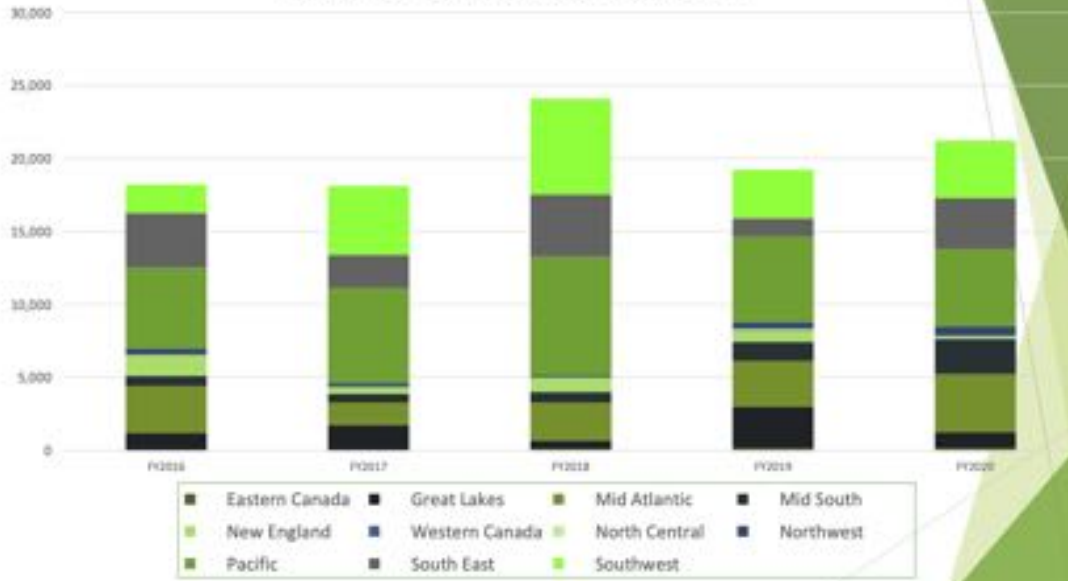
**exercising caution when allocating our
limited resources**

Sales





Seventh Tradition Contributions



Balance Sheet As of June 30, 2020

ASSETS

Total Bank Accounts	74,158
Book Inventory	74
Chip Inventory	19,135
Medal Inventory	5,639
Prepaid Expenses	6,821
	<u>105,828</u>

LIABILITIES AND EQUITY

Current Liabilities	4,619
Retained Earnings	82,536
Net Income	18,673
	<u>105,828</u>

Statement of Financial Position

CMA
Budget vs. Actuals: FY20 P&L
 July 1, 2019 - June 30, 2020



	Actual	Annual Budget	over Annual Budget
Revenue			
Conference Income	15,211	12,813	2,401
Contributions - Restricted	4,150	0	4,150
Contributions - Unrestricted	155	0	155
Eastern Canada Region	150	200	(50)
Great Lakes Region	1,101	1,200	(99)
Mid Atlantic Region	3,963	2,900	1,183
Mid South Region	2,412	800	1,812
New England Region	193	400	(207)
North Central Region		100	(100)
Northwest Region	637	300	337
Pacific Region	5,289	6,000	(711)
South East Region	3,481	2,500	981
Southwest Region	3,945	3,500	445
Western Canada Region	38	50	(12)
Chip Sales	25,186	27,000	(1,814)
Literature Sales	5,477	6,500	(1,023)
Medalion Sales	7,235	7,500	(265)
Stickers Sales	260	250	10
Shipping Revenue	4,290		4,290
Shipping Income	2,874	4,000	(1,126)
	<u>66,943</u>	<u>76,913</u>	<u>10,153</u>

Statement of Financial Position

Cost of Goods Sold			
Literature Printing Expense	167	345	(178)
Chip & Medalion Purchase Expense	14,419	16,000	(1,581)
Cost of Goods Sold	149		
Fulfillment Expense		300	
Labor for Fulfillment	1,466	1,000	466
Shipping (UPS/USPS)	5,036	4,000	1,036
Shipping Supplies	555	300	255
	<u>21,796</u>	<u>21,945</u>	<u>0</u>
Gross Margin	23,523	23,505	218
Net Revenues	64,268	53,965	10,153

Statement of Financial Position

CMA Budget vs. Actuals: FY20 P&L July 1, 2019 - June 30, 2020

	Actual	Annual Budget	over Annual Budget
Expenses			
Archival Expenses	1,250	1,250	50
Bank Charges	1	0	1
PayPal Charges	1,074	1,000	674
Square Processing Fees	126	125	1
Conference Expenses	13,281	12,814	363
HO Supplies & Materials	507	700	(193)
Insurance	1,776	1,500	276
LAC Supplies & Materials	1,282	700	582
Legal & Professional Fees	8,519	5,200	2,729
Office Expenses	1,635	1,621	14
Total IT Supplies & Materials	0	750	0
PO Box Rental		400	(400)
Annual Board Meeting		1,700	(1,700)
Taxes & Licenses	25	25	0
Travel	13,877	20,950	(7,073)
Telephone	393	300	93
Webhosting	1,561	1,300	261
	<u>48,947</u>	<u>88,285</u>	<u>(4,997)</u>
Net Operating Revenues over Expenses	18,381	(3,320)	15,060

Statement of Financial Position

Other Income			
Interest Earned	295	4	291
Other Income	125	0	125
Reconciliation Discrepancies	(109)	0	(109)
	<u>311</u>	<u>4</u>	<u>307</u>
Revenues over Expenses	18,673	(2,316)	16,367

Where spirituality and money coalesce...

We must sometimes make difficult decisions about how to best spend the Fellowship's moneys but we continually ask ourselves how we can better reach the still-suffering addict.

Donations

crystallmeth.org/contributions

paypal.me/cma1994

Questions?

treasurer@cmagso.net



Appendix C: Finance Conference Committee Report and Presentation

2020 Finance Committee Conference Session

October 10, 2020

Call to Order: 12:01pm EST

Entire Body: Serenity Prayer

Michael R.: 12 Traditions

Robert A.: 12 Concepts

Roll-Call

Rob R., Bruce W., Isaac K., Danny T., Tanner W., Yvonne W., Odene T., Robert A., Chip E., Michael R., Stephen P., Eric L., Rudy, Brenda B-S.

Committee Introductions

Opening Remarks

from Rob R and review of Agenda for the day

Two Year Goals and Objectives Review

- Buildout CMA Intellectual Property (IP) realm
- Finance Advisory Committee (FAC) Homepage review - workgroup could be set up to do website review in the coming year; possibly create an FAQ document for website where we post financials for general fellowship
- FAC Liaison for all Committees
- Explore cost reduction strategies
- Assist Committees with budgeting/spending
- FAC Town Halls - had over 100 participants at last year's Town Hall; received great feedback from attendees; Fellowship really responded to Virtual Seventh Tradition topic and it should be revisited in any further Town Halls held; we could invite Communications to collaborate with FAC on future Town Halls to give update on app development while we provide an update on fundraising; IP update; planning to hold next Town Hall in first couple weeks of April like previous one; change Town Hall to an annual event so that when coupled with the FAC presentation at the General Service Conference it becomes a semi-annual presentation as originally intended



- New Revenue Streams - SWAG, bring ANY idea no matter what, ideas to better market items we already do sell (slide added to FAC presentation with links of where to go to purchase CMA items); Mimeo (bulk pamphlet orders); if pamphlets are in vertical orientation we could sell pamphlet holders for groups; print on demand through Amazon could be used for other items; heavy stock posters for Twelve Steps/Traditions
- Organize FAC Google Drive folders

New Topics

- **Guide To Group Treasurers** - informational document for group Treasurers in setting up bank accounts, legal entities, etc. (workgroup could be set up on future calls to review documents from previous Town Hall and that are currently in possession of Chip E from previous attempt at this effort); could be made available on FAC homepage when completed
- **Seventh Tradition pamphlet** - possibly need to review and update What Is The Seventh Tradition? pamphlet (i.e. adding some language re: virtual seventh tradition, some general refreshing of language, etc.); possibly present at an upcoming Town Hall after it is interim approved
- **Financial Review Training** - short training call for new FAC members explaining how to read Financials to allow for deeper discussion/questions; discussion points needing to be explained...Balance Sheet: assets vs liabilities (general explanation of what comprises each [cash, inventory vs items needing to paid]) retained earnings (as a nonprofit amounts must match)...Profit and Loss: actual vs budget, % of annual budget (Income, high= good vs expenses, high = bad), restricted vs unrestricted contributions, Cost of Goods vs Expenses, etc.; to increase ease of understanding for the layperson we could use a pie chart for visible comparison, just include summary balance lines, possibly remove YoY columns (argument made that trending info can increase transparency in finances of the Fellowship)

SWAG

New Revenue Streams To Consider: coin/token bag; Twelve Steps/Traditions posters; popsockets; pamphlet racks; small laminated meeting readings/meeting in a pocket; aluminum water bottle (argument made against creating too many items of "usual" SWAG available to organizations, plus shipping cost could be prohibitive on these); CMA logo branded mask/neck gaiter; bookmarks

IP Update

Material review for joint session with Executive Board; full CMA name denied in EU but logo approved; name denied in China, but logo was registered; opposition period in Australia is coming to an end; opposition period extended indefinitely in Canada and our IP counsel will be looking into the situation; after Board review information will be posted to the website (working on contract with app vendor as well)

Fulfillment

Seven token keychains left in inventory; beginning to review notes to compile a Fulfillment procedure guide; new bulk chip order of 98K chips placed and should be arriving in mid to late December; process of splitting inventory to offsite storage has begun

Development of Virtual IP Calendar

This task has been completed; reminders are already set up in the Treasurer email and are directed to appropriate people for action when needed

Greeting Cards

Two pieces of artwork have been approved; legal has developed consent form for use of artwork that will be used via DocuSign; pricing has been approved and initial order has been approved, just waiting on getting final details together (back of card, logo, etc); artwork can be submitted to Fulfillment or Board Chair email addresses

Elections

Chair, Co-Chair, and Secretary positions will be voted on during November FAC call

Everyone: Serenity Prayer

Presentation Slides



FAC Overview and Scope

The purpose of the Finance Advisory Committee is to develop and implement policies and procedures in all matters concerning the finances of Crystal Meth Anonymous, including ways and means to generate funds necessary for the continued growth of the fellowship in accordance with our Twelve Traditions and Twelve Concepts. The Finance Advisory Committee carries out this purpose through the following activities:

FAC Activities

- ▶ Drafts the annual budget and advises on the budget process
- ▶ Recommends other financial priorities
- ▶ Advises on the follow:
 - ▶ Acquisition of assets in a manner consistent with CMA's 12 Traditions and applicable laws
 - ▶ Management, maintenance and protection of assets
 - ▶ Liabilities and contingent liabilities
 - ▶ Required financial filings
 - ▶ Ensuring that receivables are collected in a timely manner
 - ▶ Ensuring that invoices and other payments are made in a timely manner

FAC Activities

- ▶ Drafts the annual budget and advises on the budget process
- ▶ Recommends other financial priorities
- ▶ Advises on the follow:
 - ▶ Acquisition of assets in a manner consistent with CMA's 12 Traditions and applicable laws
 - ▶ Management, maintenance and protection of assets
 - ▶ Liabilities and contingent liabilities
 - ▶ Required financial filings
 - ▶ Ensuring that receivables are collected in a timely manner
 - ▶ Ensuring that invoices and other payments are made in a timely manner

FAC Activities cont.

- ▶ Utilization of assets (i.e. expenses) to meet the needs of Crystal Meth Anonymous as determined by our Trusted Servants in a manner that benefits CMA and does not inure to individuals by asking:
 - ▶ Does the expenditure support the mission of CMA?
 - ▶ Is the expenditure disallowed by the CMA Bylaws or applicable laws?
 - ▶ Has the expenditure been properly authorized in writing?
- ▶ Acts as a resource for CMA Groups on financial matters including but not limited to advising on negotiating leases and other contracts.
- ▶ Chair Contact Information: Robert Ritchie 773-606-6008 rob.r@cmagso.net

FAC Committee Members

- ▶ Rob R - Chair
- ▶ Tanner W - Treasurer
- ▶ Michael R - Treasurer
- ▶ Yvonne W - Fulfillment
- ▶ Bruce W - Co-Chair
- ▶ Isaac K - Secretary
- ▶ Brenda B
- ▶ Chip E
- ▶ Danny T
- ▶ Mark M
- ▶ Odene T
- ▶ Robert Ra
- ▶ Richard M
- ▶ Rudy M
- ▶ Stephen P
- ▶ Eric Mc

2019 - 2021 FAC Goals and Objectives

- ▶ Continue building out the CMA Intellectual Property Rights Realm globally
- ▶ Deep dive on the FAC homepage and review for accuracy, relevant information and usefulness
- ▶ Cost reduction strategies that help better fund travel for all GSC / Exec Committee Chairs
- ▶ FAC Liaison coverage on all Advisory Committee calls
- ▶ Assist and consult with other Advisory Committees and GSC on developing budget and spending priorities
- ▶ Build out the FAC Town Hall format setting up bi-annual presentations to the fellowship
- ▶ SWAG - Greeting Cards / Coin Key Chain Holders / Coin Purse
- ▶ Organize FAC Google Drive folders and its contents

FAC Intellectual Properties Townhall

- ▶ In April 2020, the FAC held our first Annual CMA Town Hall to discuss IP, and how to set up a cashless / virtual 7th tradition basket for groups.
- ▶ This was very timely in that COVID was beginning to affect live meetings.
- ▶ We had over 100 participants and covered the following areas:
- ▶ Guidelines in the CMA Service Manual for the use of the CMA Logo
- ▶ Trademark, Patents or Copyright, what's the difference?
- ▶ Asset classification - and protecting 40% of our revenues from Chips and Literature.
- ▶ Vague or undefined areas of IP, and how we can bring better definition to them.
- ▶ What CMA has currently registered as Service Marks in the US:
 - ▶ Crystal Meth Anonymous Name
 - ▶ Logo w/ and without circle
 - ▶ Voices of the Fellowship
 - ▶ CMA

FAC 2020 Conference Committee Breakout Session

FAC Conference Committee Update

- ▶ Annual FAC Townhall scheduled for April 2021 - will cover:
 - ▶ Cashless 7th Tradition in the time of COVID 19 – how to set up a virtual 7th tradition basket
 - ▶ Guide for Group Treasurer's
 - ▶ Intellectual Property updates
- ▶ Simplified version of the financials posted to the FAC Homepage
- ▶ 7th Tradition Pamphlet refresh
- ▶ Guide to Group Treasurers
- ▶ New revenue streams including several new SWAG items
- ▶ Pamphlet holder rack, and sourcing a supplier for CMA pamphlets
- ▶ Mimeo – and better marketing of how to order CMA pamphlets online

Fulfillment Summary

- ▶ Received a new shipment of chips and medallions at the start of the year, refreshing our inventory. A new order for 98,000 chips was placed this month.
- ▶ The COVID 19 pandemic has obviously impacted our fulfillment for much of the year however we are beginning to see a healthy increase in orders again, meetings are coming back online.
- ▶ The FAC passed a contingency plan to keep a separate chips and medallions inventory in a separate storage unit in case of a fire or a natural event.
- ▶ The CMA coin key chain holders were ordered and are inventory. We've sold over 130 since they went online in July.
- ▶ Two new CMA Greetings Cards were approved and are in the process of being finalized and printed. We hope to have them available by Thanksgiving for the holidays. We are taking submissions for new artwork - send your illustrations to boardchair@cmagso.net
- ▶ We are working on a CMA Fulfillment Operations Manual that will contain policies and procedures for Fulfillment.

In closing

- ▶ The FAC would like to acknowledge Tanner W and Michael R for working so hard this past year as our Treasurers leading us through a pandemic and guiding a budget process that ensures our good health and well being.
- ▶ It has been a pleasure serving as the Chair of the Finance Advisory Committee these last 2 years, thank you for the opportunity to be of service!

Appendix D: Communications Conference Committee Report and Presentation

Communications Committee Conference Session

October 10, 2020

Attendees

Jon M., Trish M., Brianna., Brandon St., Dale G., Sarah G., Wiafe., Pete S., Brien B., John E., Brandon Sm., Sebastien R., Eric G., Chris G., John G., Topher MC., Roger D., Carl B.

Jon M.: Call to Order - Jon M

Jon M.: Serenity Prayer

Introductions

Communications Advisory Committee

Jon M.

Chair

The purpose of this committee is to develop, deliver and facilitate communication within the fellowship of CMA. The Communications Advisory Committee carries out this purpose by:

- Providing communication to CMA members involved in all areas of service throughout the Fellowship with the goal of providing information and soliciting participation and input from all of those involved in activities within the various service elements (e.g. Area, District, Group, Intergroup, etc.);
- Managing the CMA General Service website <http://www.crystalmeth.org>
- Establishing recommended guidelines for CMA communication and activities.

Chair Contact Information: Jon Moll jon.m@cmagso.net

Conference Breakout Session Topics

- Existing Service Offerings – Review of current offerings, goals from last conference, and discussion regarding goals for the coming year.
- Goals from last year
 - Continue work on CMA App
 - Fundraising
 - Vendor Search and selection
 - Begin Development
 - New Crystalmeth.org

- Pamphlet redesign
- Service Portal Help Forum
- Speaker Tags
- Committee Support

CMA App

Dale G.

- Fundraising tool developed this past year (app.crystalmeth.org)
 - Personal donations
 - Discourage groups from sending their 7th tradition
 - Areas and Districts have donated
 - Actual cost of app approx \$34,000
- Phase 1 prototype build
 - Wireframes no styling
 - Testing user navigability
 - Walk through of the current wire frame
 - Jon spoke to the app workgroup
 - Goals for this next year
 - Solicited help for the workgroup
- Working on design to allow workgroup to decide on
- Open to comments from the breakout group
- General questions and comments from group
- Members

Facebook

Ross M.

- Early development of Facebook page
 - Protect anonymity
 - Sharing information
 - This is not a social network for the fellowship
 - One way push out information
 - Chat feature - answer to certain questions (auto responses)
 - Locate meetings
 - Helpline
- Open to comments from the breakout group
- Solicited people to help with facebook page
- General questions and comments from group members
- Continue to look at Facebook as an option

Pamphlet Redesign

Jon M

- Reviewed our 2019 goal of the redesign
- Solicited help for the pamphlet redesign

Service Portal

Jon M.

No workgroup, Jon maintains service portal

- What is the purpose
 - Lets us know who is in service
 - Provide services for people in service
 - Logos
 - Service documents
 - Service calendar
 - Trustee nomination process
 - Trustee map
 - Helpline schedule
 - Potentially adding a forum feature
 - Question about why this is a separate site
- Separate entity so that membership info is separate

Constant Contact

Jon M.

- Review of Constant Contact website
- Solicited volunteers to assist with Constant Contact

Speaker Recordings

Brandon S.

- There's a group that listens to speakers and approves per guidelines.
- Weekly zoom meeting on Fridays
- 19 posted last year, 29 posted this year
- 12,400 unique plays this year (10,000 last year)
- Tags
 - Discussed the past few conferences. Tags are across all of soundcloud, not just within our channel. Can look at using playlists rather than tags which may be beneficial to the app.

Website

Pete S.

- Review of font update
- Vision impaired update
- Cleaned up menus
- Showing Joomla vs Wordpress
- Pete suggest that we moved to Wordpress
- Group feedback and discussion about website, meeting list and j-downloads
- Focus on the downloads of literature
 - Recap of 2020 Goals
 - Garrett C Motion to approve the addition of Voices of Hope in Spanish on Website, Carl B. 2nd. Motion passed unanimously.
- Garrett C. motion to update the font on the website, Carl B. 2nd. Motion passed unanimously.

Goals for the presentation

- Continue Work on CMA App
 - Complete Development
 - Testing and Go-live
- Facebook
- New crystalmeth.org
- Pamphlet Redesign
- ServiceServic Portal Enhancements
- Speaker Playlists
- Committee Support

Serenity Prayer

Sarah G.

COMMUNICATIONS

CRYSTAL METH ANONYMOUS

COMMUNICATIONS

PURPOSE

- ▶ Develop, deliver and facilitate communication within the fellowship of CMA.
 - ▶ Providing information and soliciting participation and input from all areas of service.
 - ▶ Managing the CMA website www.crystalmeth.org.
 - ▶ Establishing recommended guidelines for communication.

COMMITTEE MEMBERS

- Jon M. - Chair
- Garrett C. - Co Chair
- Brandon S. - Secretary, Speakers
- Ross M. - Technology
- Brianna S.
- Brien B.
- Brian H. - H&I Liaison
- Brandon S.
- Carl B.
- Chris G.
- Chris M.
- Dak A. - PI&O Liaison
- Dale G. - App
- Eric G.
- Irene B.
- John E.
- John G.
- Matt R.
- Michael R. - Finance Liaison
- Pete S. - Webmaster
- Roger D.
- Ross H. - Literature Liaison
- Sarah G.
- Sebastien R.
- Trish M.
- Wiafe M-B.

CRYSTMETH.ORG SESSIONS BY OS – PAST 12 MONTHS

iOS	63,366	37%
Android	47,583	28%
Windows	30,626	18%
Mac	26,006	15%
Other	3,755	2%
TOTAL	171,336	

READING DOWNLOADS – PAST 12 MONTHS

Are You A Tweaker?	7819
The Twelve Steps: A Plan of Action	6544
What is CMA?	3989
I Can Stay Sober	3117
There Is Hope	3091

PAMPHLET DOWNLOADS – PAST 12 MONTHS

What is Crystal Meth Anonymous?	2064
Sober Toolkit	1961
To The Newcomer	1708
Staying Sober	1598
What About Sponsorship?	1558

SPEAKERS

Recordings	106
Plays To Date	29,700

2020 YEAR IN REVIEW

- ▶ Continue Work on CMA App
 - ▶ Fundraising
 - ▶ Vendor Search and Selection
 - ▶ Begin Development
- ▶ New crystalmeth.org
- ▶ Committee Support

2021 GOALS

- ▶ Continue Work on CMA App
 - ▶ Complete Development
 - ▶ Testing and Go-live
- ▶ Social Media
- ▶ New crystalmeth.org
- ▶ Pamphlet Redesign
- ▶ Service Portal Enhancements
- ▶ Speaker Playlists
- ▶ Committee Support

COMMUNICATIONS

4th Saturday

1:30 PM Eastern / 10:30 AM Pacific

cmacommunications@cmagso.net

Appendix E: Public Information and Outreach Conference Committee Report and Presentation

Public Information & Outreach Conference Committee Report

October 10, 2020

Serenity Prayer Led by Kristen L

Attendance, Quorum (50% officers + 1) & Call to Order

Tim P. (Chair), Armando E. (Treasurer), Julie E., Dak A., Keith F., Lee M., Jeff L. (Secretary), Jimmie C. (Helpline Coordinator), Jonathan J., Brian T., Daimeon P., Melissa R., Kristen L., Amy L., Mike-Phoenix, Kylon H., Charmaine-Charll G., Eric M., David R., Doug R.

Tim P. had everyone do introductions and why they were here.

Reading of 12 Traditions by Dak A.

Approval of Sept 2020 Minutes

Lee motion, Julie 2nd, motion carried with three abstentions.

Officer/Subcommittee Reports

Chair (Tim P.)

GSC has been working on this conference for months. Working on trademarking CMA in other countries. Board approved new Sex In Sobriety Pamphlet.

Secretary (Jeff L.)

Nothing to report

Treasurer (Armando D)

We are in a new fiscal year. We have a Budget of \$500 to spend this fiscal year which started on July 1, 2020. We have banner ads on apps, the money for Grindr has been spent already.

Purchasing medical provider lists to do campaigns to them.

We do mailings to underserved areas but we don't have demographic definitions of what those populations are. Trans, race, gender, rural areas are the ones we are focusing on currently.

Dak reported that most of our efforts have been focused on areas where we do not have meetings. Trying to target treatment centers or drug counselors.

We have focused mostly on male gay community, and not one method works for everyone. Kristen L added that she feels we skip over trans communities. She would like to reach more harm reduction centers. Have we been trying to reach lesbian community? There are a couple of apps for each of those groups. NYC has a trans only meeting. CO has bitches breaking bad for

women only. So there are a few starting for more specific groups. Kristen has a large list of trans people that she will forward.

Armando reported we did a campaign for 3 months, spending \$10 a day, with banner ads running on Grindr. Ad directed to helpline phone #. We had a budget of \$730 to develop banner ads and run the campaign. We are paying for eyeball and not for click through rate. Scruff was not accepting advertisers at that point and our pilot was Grindr only. We had from 10-20 people a day click on the banner ads. One day had 4300 impressions and 60 click thru's. There was a piece of code missing to track their activity once on the website, so we didn't get that data from the campaign. We have that figured out now so we will be able to use google analytics to see their behavior on our website. We will be able to see if they are going to the meetings list, literature or wherever else they go. Grindr did not let us filter a time of day for ad times or when people clicked through either one.

Michael K. in Chicago was very helpful with campaign design and putting caps on ads. Armando will export data from the Grindr campaign for all of us.

Break at 10:56 MDT, Resumed 11:06 MDT-

Armando thanked Jonathan for his efforts in getting the Digital Outreach project started and Brian for stepping in as our new Digital Outreach Coordinator.

Digital Outreach Coordinator (Brian T.)

Brian talked about how to make tools for local PI&O committees to use. We can create a profile for about \$15 with local information run by local fellowships. For local live chat, using guidelines similar to those we have in place for the Helpline. Brian shared the Digital Profile Setup Document that is in our drive folder. It is a tool for local groups to use. Michael, Jonathan, Brian and Armando are going to do the local pilot program.

Doug R. asked about terms of use and is this profile type allowed by apps. Brian said sites might take them down. Jonathan reported that he had spoken with his sponsor and he walked him through the rules that we can have a profile, but one of the rules is we cannot reach out to them. They have to contact us first and then it is allowed. Kylon added he thinks it's a great local outreach tool. He wonders if we might adapt this to other communities, like people of color or women's apps, trans apps? Also curious if others have ideas about how we might engage other communities. David from the UK asked if we have any feedback yet. Jonathan reported we don't have to be online during witching hours. Just enough so people see the account and click on the website link or helpline.

Discussion questions

1. How can we reach other communities, women, straight, trans and people of color.
 - Julie said she used Back Pages which are not around now. Didn't matter what they were looking for, she just looked for lingo like PNP etc. Plenty of Fish was another.
 - Kristen - Private groups that she knows of in the trans community, she has a couple of trans dating sites she belongs to. Plenty of Fish is a good one.
 - Dak - Would be a good subcommittee group with a call to the Fellowship asking for information like: Where would you go to find drugs?, and What was your main method for obtaining them? We've never asked straight people how they found drugs. Ask how they identify and how they found drugs.
 - Jonathan asked in Pacific NW and the response was "Huh". Especially in H & I work, they had no idea of what he was even talking about. Not challenging to find drugs. No specific sites and he's asked about 200 people. It might not be a digital site for straight people?
 - Melissa - said in Omaha we don't have CMA meetings for specific groups, all are welcome. She would love to just re-establish some meetings. She never used any apps. In Omaha, there were just circles of users.
 - Keith would love to reach LFK=leather, fetish, kink community.
 - Putting flyers in laundromats was an idea.
 - Eric M - One of his dealers used facebook messenger. Maybe a facebook CMA group.
 - Amy - never used social media to find drugs. Are ads on Grindr just in the US? Armando said yes, not in Canada or the UK.
 - Dak - He worries we might be segregating ourselves as well and we need to stay inclusive to addicts in general.
 - Kristen - We need to be careful of the language we use to stay inclusive.
 - Tim - we need to make sure the language in the profiles is inclusive.
 - Kylon - Also retention-what is going to help me stay here-How I connect to the program. Some analog focused.
 - Mikester - Primary purpose is to reach ALL addicts who still suffer. He saw a lot of people crossing those lines. Where people go for sex is not rocket science. Bars, strip clubs, massage parlors, etc. Any places where people engage in consequences of drug driven sex. HIV clinics, planned parenthood etc. Professionals need more information from us, to sit down with them to establish trust with CMA. Not as established as AA, CA or NA.
 - Keith - We could reach out to medical professionals groups and see if they have a monthly meeting that someone can go to and speak at.
 - Armando - HIV clinics and abortion clinics not even on his radar before today. What info do we send to medical professionals? Answer: Usually the What Is CMA pamphlet and the website information. When they reach out to us they are mostly gathering information for patients/clients that want information. We have been sending them meeting directories and some literature. To the professional and For The Family have also been mailed out.

- Jonathan - homeless shelters, foodbanks, housing authorities. Make an excel spreadsheet with different locations.
- Eric - Infectious disease specialist, mental health associates, drug alcohol counselors still not aware CMA exists.
- Armando - Purchase a database of therapist, drug counselors, rehab centers to do direct mailing to them.
- Jimmie - When researching rehab facilities and they list AA or NA but not CMA as resources, click on the "contact" tab and ask them to include us.
- Doug - Baltimore reached out to outpatient rehab place and they were excited to give them a room to meet. A ton of staff turnover at those places and takes constant work to keep connected. Talking to professionals one on one is very effective. There is a ton of info out there. He needed someone to reach out to him to engage him to get sober. Can't expect one thing to reach everyone.
- David - No H & I committee in London-he was attorney and now ex-attorney reaching out to courts and prison. Has 20% of prisoners identify as LBTQ+.

Old Business/Pending Projects

FAQ page adaptation

Keith - We have taken the London FAQ page to adapt to US language.
Keith read through them and asked for input.

Tim - add section on how to start a meeting as well as going online

Kylon - add language around there are online meetings anyone can attend.

Next steps to send to literature for grammar and edits. Then to GSC to vote on it.

Amy - Hybrid meeting options. Is there an option for a button for Hybrid meetings. Jimmie: takes care of listing on the website. Hybrid meetings are listed as both local and online meetings

Brian - wanted to change wording that behaviors with crystal meth use caused disease transmission.

Doug - Question how can I get more information, give helpline number.

Kylon - agrees to wording about contracting diseases. Jimmie said they will finesse wording from sex and sobriety pamphlet.

Daimeon - What about family and friends of addicts and how to support them? Link to the Friends and Family page

Julie - Sentence starting with "some people claim their use led to..." Has a couple of verbs and it needs some rewording. Jimmie edited that.

Break at 12:46 MDT - Reconvened at 1:01 MDT

Professionals Outreach Letter

Keith/Julie Sent letter to American Society of Addiction Medicine

Ad Campaign

Armando

Digital Media Meeting - October
PI&O Digital Media Outreach meeting
Time: Oct 22, 2020 07:00 PM Eastern Time (US and Canada)
Join Zoom Meeting <https://us02web.zoom.us/j/82399018194>
Meeting ID: 823 9901 8194
Message Brian T. or Armando if you want to help out.

Underserved Areas Mailings

Dak - Has a set out a couple of mailings. We have a form letter to send out to areas where there are no meetings and to add our info to facilities. He uses the current meeting directory to determine what areas are underserved.

Jeff - Dora and Associations have mailing lists we can access.

Kristen - remembered seeing a poster that said "Crystal Meth ruined my sex life". It was shocking and she couldn't comprehend it 7-10 years, but it still made an impression on her.

Creating a page on the site of information which can be repurposed by local groups- ie flyers/signage/handouts -

Dak - There is nothing on the world services site. It would be great to have graphics, resources and templates for local fellowships to use. MN has some people willing to send us some stuff they have created. Communications have people that can create documents as well. Maybe we can collaborate with the Communications Committee. We will need to determine the process for reviewing items and then sending them on for approval.

Phoenix had a bunch of creatives that they created.

Helpline Report

Jimmie C. - Helpline Coordinator
(See slide presentation below)

The Helpline has totally changed in the past year. With COVID-19 people wanted to be of service. Last year had 11 volunteers on staff, we now have 42 people. There are currently eight volunteers with over five years of service.

There are a total of 168 available hours per week. This year we are currently covering 84 of those hours, that is double the about we covered last year. It has been incredible to see the Fellowship show up to support the Helpline this year. The dedication they have exhibited is admirable, many times they will not get a call on their shifts, sometimes for weeks, but when they do and they get to make that connection with the addict still suffering and help show them that there is help out there, that is the magic. That is what makes all of those quiet shifts worth it.

There were 2,079 calls into the Helpline last year from Oct 1, 2019-Sept 30, 2020. That was an increase of over 200 calls from the previous year. Abandoned calls (calls that hang up before leaving a message) is still a problem. There were 476 abandoned calls this year. Many people don't leave a message or call back, they give up when no one is there to answer the phone. We are always looking for volunteers on the Helpline. Training and guidelines are provided. To be of service, please contact us at helpline@cmagso.net.

Tim - We had 186 emails come in through the crystalmeth.org site, 10% were family and friends of addicts looking for help.

Melissa - Is there a live chat option for Helpline. Not yet Jimmie reported. It might be a feature of the CMA app down the line.

Jimmie - If your group, city or Area has a local website, please have some type of "contact us" feature (like a monitored email address). Volunteers are trained to refer to those sites when they can. Having a way for the addict to make a connection locally can be a huge benefit.

New Business

ONGOING

Ideas for how we might better serve the public and fellow members.

Nothing not discussed previously.

Sobriety Birthdays/Anniversaries

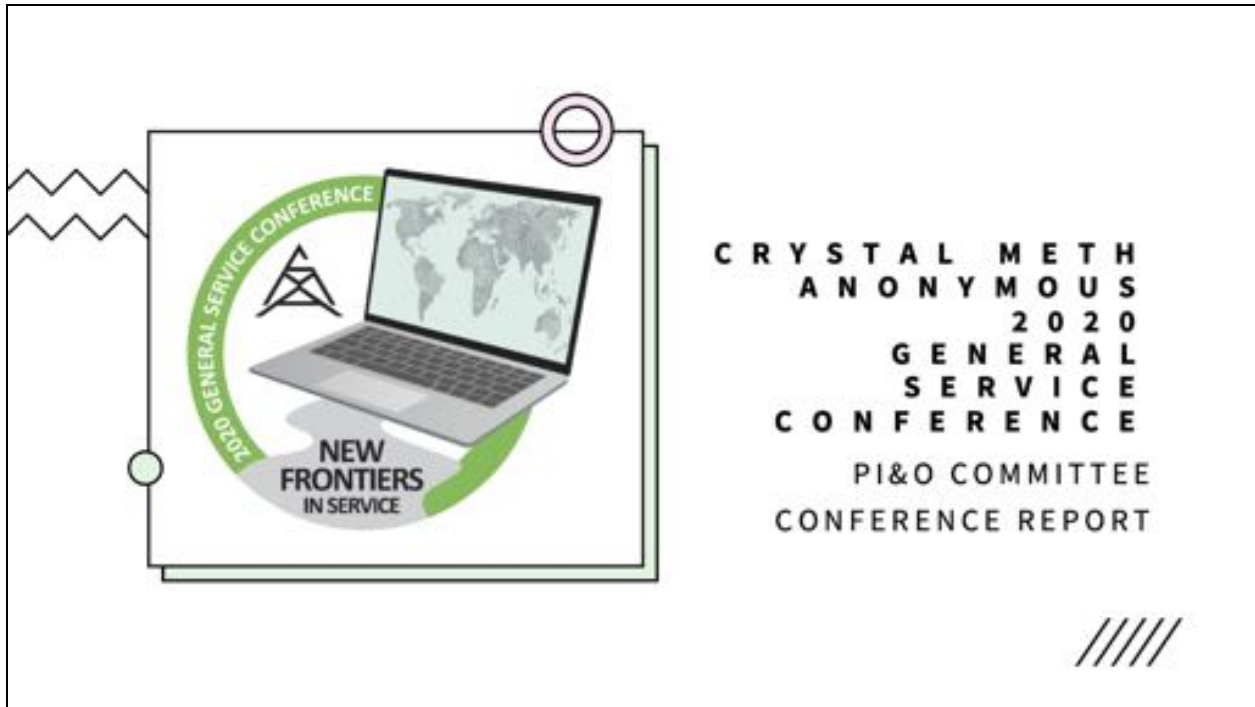
Jimmie 6.5 years.

Announcements & Adjournment

Jimmie thanked Tim for his 2 years as Chair.

Nominations next month and then voted on at the December meeting.

Presentation Slides (PI&O)



PI&O Conference Committee Members

- Tim P. (GA)
- Lisa H. (UT)
- Jimmie C. (NJ)
- Armando D. (NYC)
- Julie E. (AZ)
- Keith F. (CA)
- Patrick R. (AZ)
- Lee M. (NV)
- Jeff L. (CO)
- Sierra H.
- Sarah G.
- Kristen L.
- David DJ (U.K.)
- Doug R. (MD)
- Johnathan J. (WA)
- Brian T. (MD)
- Jeremy E. (DC)
- Collin C.
- Maxine (U.K.)
- Andy S.
- Daimeon P.
- Glen Michael
- Stephen P.
- Melissa R. (NB)
- Amy L.
- Mikester (AZ)
- Kylon H. (IL)
- Charmaine
- Eric M. (PA)

○ Agenda

- Reply to emails
- Helpline
- Workgroups
 - Digital Outreach
 - Medical Professionals
 - Undeserved Areas
- FAQ
- Q&A



○ Emails

- 187 emails throughout the year



2019-2020 Helpline Volunteers

Stephen P (FL)	Michael K (IL)	Dean M (TX)
Stoney B (NC)	Jimmie C (NJ)	Chris McD (GA)
Thomas D (NY)	Danny T (FL)	Romel S (FL)
Justin E (NY)	Dale G (CA)	Jeremy E (DC)
Kylan C (TN)	Robert B (CT)	Sarah G (CO)
Nick F (IN)	Chris G (CO)	Justin G (NJ)
Anthony G (CO)	Luke B (NY)	Alberto R (NY)
Noam P (NY)	Mark K (MD)	Jorge A (NY)
Michael G (DC)	Bruce McW (DC)	Ted H (DC)
Gerry P (NY)	Ashley C (CO)	Tiffany E (OR)
Rick S (NY)	Christopher McS (NY)	Brad L (IL)
Efrain C (NY)	Eric McN (PA)	Kenya B (NY)
Thomas S (ME)	Louis M (NV)	Jonathan G (NY)
Jeffery P (AZ)	Eve S (NY)	David C (MA)



2019-2020 Call Statistics

	Actual Calls	Calls Abandoned
October	164	37
November	117	34
December	128	13
January	92	16
February	152	24
March	191	27
April	185	28
May	200	50
June	179	44
July	200	44
August	220	80
September	251	79
Year End Totals	2079	476



Yearly Comparison

Year	Actual Calls	Abandoned Calls
2019-2020	2079	476
2018-2019	1839	387
2017-2018	1836	383

2019 VOLUNTEER HOURS

Total Hours Available 168	Total Hours Served 42	Hours Available 126
-------------------------------------	---------------------------------	-------------------------------

2020 VOLUNTEER HOURS

Total Hours Available 168	Total Hours Served 84	Hours Available 84
-------------------------------------	---------------------------------	------------------------------



Helpline Availability - (all times listed in PST)

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
12:00 AM		12:00 AM	12:00 AM	12:00 AM	12:00 AM	12:00 AM
1:00 AM	1:00 AM	1:00 AM		1:00 AM	1:00 AM	1:00 AM
2:00 AM	2:00 AM	2:00 AM		2:00 AM	2:00 AM	2:00 AM
3:00 AM	3:00 AM	3:00 AM	3:00 AM		3:00 AM	
	4:00 AM	4:00 AM	4:00 AM	4:00 AM	4:00 AM	4:00 AM
	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM	
	6:00 AM	6:00 AM	6:00 AM	6:00 AM	6:00 AM	
	7:00 AM	7:00 AM		7:00 AM	7:00 AM	
	8:00 AM	8:00 AM		8:00 AM		
	9:00 AM	9:00 AM	9:00 AM			
	10:00 AM		10:00 AM			
11:00 AM		11:00 AM		11:00 AM		
12:00 PM		12:00 PM		12:00 PM		12:00 PM
1:00 PM		1:00 PM		1:00 PM		1:00 PM
2:00 PM	2:00 PM			2:00 PM		2:00 PM
					3:00 PM	
4:00 PM					4:00 PM	4:00 PM
					5:00 PM	5:00 PM
					6:00 PM	
	8:00 PM					
		10:00 PM	10:00 PM	10:00 PM	9:00 PM	9:00 PM
		11:00 PM	11:00 PM	11:00 PM	10:00 PM	10:00 PM
					11:00 PM	11:00 AM



○ Digital Outreach Workgroup - Profiles

- The Digital Outreach Workgroup is working on creating a templet for “dating app” profiles to make outreach easy and affordable for local fellowships.
- By using “Blank” dating app profiles to host information about their local fellowship and offer chat helpline services, a fellowship will be able to do information and outreach for addicts in their area.
- This program plans to be piloted next year and hopes to be available to all fellowships soon!



○ Digital Outreach Workgroup - Grindr Pilot



○ Digital Outreach Workgroup - Grindr Pilot

Start Date: June 18th

End Date: August 17th

Results:

Impressions: 308, 270

Clicks: 1044

Learning:

Source code needed from Communication Committee to be able to see the engagement of these clicks on crystalmeth.org.



○ Digital Outreach Workgroup

Digital Media Meeting - October

PI&O Digital Media Outreach meeting

Time: Oct 22, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/82399018194>

Meeting ID: 823 9901 8194



○ Medical Professionals Outreach Workgroup

PI&O is responsible to get information out about CMA and who we are to Medical Professionals.

- One avenue we are trying to use is sending out some general information about CMA to medical professionals through medical professional databases (paid and unpaid).

Time: Oct 29, 2020 09:00 PM Eastern Time (US and Canada)



○ Digital Outreach Workgroup

Digital Media Meeting - October

PI&O Digital Media Outreach meeting

Time: Oct 22, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/82399018194>

Meeting ID: 823 9901 8194



○ Undeserved Areas Mailing

Mailings sent:

- October 2020 - 36
- Previously, 140
- Total, 176



○ FAQ Page Adaptation

- PI&O have taken London FAQ page adapt to US language.



Q&A / Next PI&O Conference Call

- Next PI&O Committee Conference Call
 - Saturday, November 21st at 12PM





2019-2020 Helpline Volunteers

Stephen P (FL)	Michael K (IL)	Dean M (TX)
Stoney B (NC)	Jimmie C (NJ)	Chris McD (GA)
Thomas D (NY)	Danny T (FL)	Romel S (FL)
Justin E (NY)	Dale G (CA)	Jeremy E (DC)
Kylan C (TN)	Robert B (CT)	Sarah G (CO)
Nick F (IN)	Chris G (CO)	Justin G (NJ)
Anthony G (CO)	Luke B (NY)	Alberto R (NY)
Noam P (NY)	Mark K (MD)	Jorge A (NY)
Michael G (DC)	Bruce McW (DC)	Ted H (DC)
Gerry P (NY)	Ashley C (CO)	Tiffany E (OR)
Rick S (NY)	Christopher McS (NY)	Brad L (IL)
Efrain C (NY)	Eric McN (PA)	Kenya B (NY)
Thomas S (ME)	Louis M (NV)	Jonathan G (NY)
Jeffery P (AZ)	Eve S (NY)	David C (MA)

2019-2020 Call Statistics

	Actual Calls	Calls Abandoned
October	164	37
November	117	34
December	128	13
January	92	16
February	152	24
March	191	27
April	185	28
May	200	50
June	179	44
July	200	44
August	220	80
September	251	79
Year End Totals	2079	476

YEARLY COMPARISON

Year	Actual Calls	Abandoned Calls
2019-2020	2079	476
2018-2019	1839	387
2017-2018	1836	383

2019 VOLUNTEER HOURS

Total Hours Available	Total Hours Served	Hours Available
168	42	126

2020 VOLUNTEER HOURS

Total Hours Available	Total Hours Served	Hours Available
168	84	84

Helpline Availability

(all times listed in Pacific Time)

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
12:00 AM		12:00 AM	12:00 AM	12:00 AM	12:00 AM	12:00 AM
1:00 AM	1:00 AM	1:00 AM		1:00 AM	1:00 AM	1:00 AM
2:00 AM	2:00 AM	2:00 AM		2:00 AM	2:00 AM	2:00 AM
3:00 AM	3:00 AM	3:00 AM	3:00 AM		3:00 AM	
	4:00 AM	4:00 AM	4:00 AM	4:00 AM	4:00 AM	4:00 AM
	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM	
	6:00 AM	6:00 AM	6:00 AM	6:00 AM	6:00 AM	
	7:00 AM	7:00 AM		7:00 AM		
	8:00 AM	8:00 AM		8:00 AM		
	9:00 AM	9:00 AM	9:00 AM			
	10:00 AM		10:00 AM			
11:00 AM		11:00 AM		11:00 AM		
12:00 PM		12:00 PM		12:00 PM		12:00 PM
1:00 PM		1:00 PM		1:00 PM		1:00 PM
2:00 PM	2:00 PM			2:00 PM		2:00 PM
					3:00 PM	
4:00 PM						4:00 PM
					5:00 PM	4:00 PM
					6:00 PM	5:00 PM
	8:00 PM					
					9:00 PM	9:00 PM
		10:00 PM	10:00 PM	10:00 PM	10:00 PM	10:00 PM
		11:00 PM	11:00 PM	11:00 PM	11:00 PM	11:00 PM

Think this sounds like a great way to be of service?

General Requirements

- have at least one year of continuous clean time
- be working or having worked the Steps with a Sponsor
- have a working phone that nobody else has access to (eg, mobile phone)
- internet access separate from the phone you will take calls on
- be able to commit at least one recurring hour per week (eg every Tuesday 3-4pm)

Contact us through the PI&O contact link at

www.crystalmeth.org

or

email the Helpline Coordinator at

Helpline@cmagso.net

Appendix F: Literature Conference Committee Report and Presentation

2020 Literature Conference Session Report

October 10, 2020

Attendance

Aaron M. (Denver), Ashley C. (Denver), Brian D. (IL), Brian F. (Toronto), Bryan F. (San Francisco), Carole T (AZ), CJ M. (Philly), Dale G. (Los Angeles), David S. (Atlanta), Freddie C. (Palm Springs), Guillaume (Montreal), Irene (AZ), Larry C. (NC), Lee M. (Las Vegas), Mark K. (Baltimore), Michael T. (Berlin), Paul C. (FL), Michelle S. (Tucson), Robert B. (Vermont), Rob F. (UK), Ross H. (New York), Stephen W. (Austin), Victor M. (Austin), Wade G. (Anaheim)

- Opening comments from the chair.
 - The chair will present a brief overview of projects that the LAC has worked on over the last years. Updates on our upcoming book, foreign language publications, pamphlets, readings, meeting formats, joint committee projects, and booklets that are currently in progress.
 - VOTF: Our Recovery being reformatted / reworked hope to be ready with revisions in December
 - Foreign language updates: full suite of German, Spanish, working on other languages, etc.
 - Sex in Sobriety pamphlet final revision done after being shelved for a while
 - Sober Cell (book of stories re: prison experience) - Joint effort with H&I committee
 - Experiences of the Fellowship - decided to not do anything with it
 - CMA Daily Meditation Reader - In the process of being built, several submissions have been processed and working on editing, etc.
 - Writing workshop for meditations
 - Next year hope to do book formatting
- Participant introductions and meet and greet.
 - Members introduce themselves and share their experience in service, etc.
- Brainstorm: ideas and discussion. What does our fellowship want from us? This will be an opportunity for all of us to chime in and discuss new ideas for future projects such as booklet ideas, pamphlets, readings, meeting formats.
 - Something for Women of CMA - would bring more women in, including all who identify as women / Pamphlet for women - women's issues / women's stories
 - What can we do uniquely / differently from other groups
 - Families / mental health book / Women

- Stories from POC
 - Something a family member can read as a source of info (Methanon?)
 - Are we here to help the family or help the addict who still suffers?
 - Aging in CMA
 - Literature needs to reflect the diversity of the program - can we create diversity pamphlet
 - What is DEI?
 - Sex in Sobriety
 - Get people to write
 - Working the Steps experiences on individual steps
 - Is there any literature about what one can do if there are no meetings in their area... kinda like the AA "loners" ...how to stay sober in isolation?
 - What you can do to/for sponsorship, how to be a sponsor
 - How to work the steps with sponsor / sponsors with sponsees
 - Dragon Software? Speak to text
 - Dealing with relapse / how do you deal with it
 - Challenges in sobriety - how do we get through obstacles / trauma / grief
 - Questions: re process of VOTF editing
 - Use the VOTF: Blog (Our stories) for more current stories
- Dale - VOTF Daily Meditation Reader project
 - Started last June
 - Have committee
 - Have meditation writing guide
 - Accepting submissions through CMA website (have ~140)
 - Email: meditations@cmagso.net
 - Organizational: Ross H.
 - Started editing groups for cohesiveness, grammar, CMA member focused
 - Different elements for meditations at end: Prayer, Affirmation, Action, Intention, etc.
 - Meditation writing groups are being formed to write
 - Reach out to people who you think could write great meditations
 - What is unique about this book?
- Foreign Languages - Aaron
 - Crystal Clear in Spanish has been release in Amazon
 - In a good position right now
 - Spanish, French, German, Bangla, Russian, Dutch and Hmong, Farsi, Italian, Portuguese were requested
 - Spanish, German and French are done; German was first to be done and up on website; Spanish has some missing pieces (disclaimer); French will be put through Proofreader
 - Russian (back translated), Polish, etc. have been offered by fellows
 - People from Nepal are working on translation
 - Farsi contact lost and needed

- Google drive translations - Translation Requests
- Different translation process for steps
- Fellow from Germany share their experience with translation of steps
 - Mentioned that there is work on translating Crystal Clear in German

- Two Year Goal Update - A brief report on what's been accomplished out of our goals, and what the next year looks like.
 - VOTF:Our Recovery Has been distributed and feedback gotten
 - Continued working on translations
 - Sober Cell (being reviewed)
 - Other projects at various stages
 - Brought sex in sobriety back

- Development Session - The members of the LAC will collectively develop ideas for new projects. We will revisit this morning's breakout session, and work towards a plan for consideration of new projects and future vision of the LAC.
 - Important part of the process is to get our priorities from the podium at the general session
 - How do we keep people engaged in the LAC year round
 - How do we make it clear for everyone what is going on
 - Reach out to more POC and diversity for LAC
 - Need to make sure we make people feel welcome
 - Message to new members
 - We are seeking volunteers to help with the Voices of the Fellowship: Our Families publication. And as always, contributions!! We meet the second Thursday of the month on Zoom at 6pm pacific.

We version of the serenity prayer.



1

2020 CMA General Service Conference New Frontiers Literature Advisory Committee Report

October 10th, 17th and 18th

Literature Advisory Committee Members

2020

- ▶ Freddie C. - Committee Chair
- ▶ Bryan F. - Committee Co-Chair
- ▶ Ross H. - Secretary, Communication Liaison
- ▶ Wade G. - Voting Member
- ▶ Rob R. - Finance Liaison
- ▶ Victor M. - H&I Liaison
- ▶ Lee M. - PI&O Liaison
- ▶ Aaron M. - Conference Liaison
- ▶ David S. - International Liaison
- ▶ Dale G. - Daily Mediation Project Liaison
- ▶ Michelle "Red" H. - Family Project Liaison
- ▶ CJ M. - Member
- ▶ Ashley C. - Member
- ▶ Paul C. - Delegate
- ▶ Rich R. - Delegate
- ▶ Gilbert M. - Delegate
- ▶ Trish M. -Trustee





Foreign Language Translations Available on Crystalmeth.org

3

- ▶ **Crystal Clear: Historias De Esperanza** is available for purchase
- ▶ German full suite of Readings: Available
- ▶ Spanish Reading "Eres Un Adicto": Available
- ▶ Complete suite of Spanish Readings: Coming Soon
- ▶ Russian, French, Farsi, and Polish translations: Coming Soon
- ▶ Meetings have asked for the translation of **Crystal Clear: Stories of Hope** into foreign languages and we are asking for outside assistance.



Sex in Sobriety...Coming Soon to Crystalmeth.org

4

- ▶ **Sex in Sobriety** has received interim approval as of September 2020. Available soon.
- ▶ This project dates back to 2012 when the LAC started working on it at the Conference in Atlanta. Thanks to the efforts of Bryan F., Aaron M., the late David H., and others, an inspiring and important piece of literature was produced.



Read Our Stories Hear Our Stories Available at Crystalmeth.org

5

- ▶ The Communication Advisory Committee is making monthly updates to the sections called Read our Stories and Hear our Stories.
- ▶ Read our Stories: stories that are featured in **Voices of the Fellowship: Our Recovery**, and some new stories that have recently been edited. Go to crystalmeth.org and have a good read.
- ▶ Hear our Stories: Speaker shares from all over the country.



6

- A. VOTF: Sober Cell - From the inside Looking Out: Manuscript is in the process of receiving feedback.
- B. VOTF: Daily Meditations: Next editing call October, 24th @9:00 AM PST [the 4th Saturday of the Month]. Editing groups have been established.
- C. VOTF: Sex in Sobriety - Early stages
- D. VOTF: Our Families - Next editing call November 8th 6PM PST (2nd Thursday of the month).
- E. VOTF: Our Mental Health - Early stages.
- F. VOTF: A Step at a Time (This could be a series of 12 small booklets focusing on individual experiences with that Step or a Step Workbook) - Early stages
- G. VOTF Steps 6 & 7
- H. VOTF: A History of CMA from the Beginning and beyond
- I. VOTF: Prison and Legal Issues - Early Stages
- J. VOTF: What We Do to Stay Sober - Early Stages
- K. VOTF: Sobriety at 10 Years and Beyond
- L. VOTF: New beginnings - Returning from a Relapse
- M. VOTF: Sponsorship - How do we do what we do?



7

1. **WOMEN** - *Booklet and pamphlet.*
2. **AGING IN CMA** - *Booklet*
3. **FOR FAMILY MEMBERS** - *Pamphlet*
4. **DIVERSITY, EQUALITY, INCLUSION** - *Booklet and pamphlet*
5. **SOBER AND INISOLATED IN AREAS WITHOUT MEETINGS (how to get connected with virtual meetings)** - *Pamphlet*
6. **CHALLENGES IN RECOVERY** - *Booklet and pamphlet*
7. **RETURNING FROM A RELAPSE** - *Booklet and pamphlet*



Voices of the Fellowship™ 2020

8

- ▶ **Voices of the Fellowship: Our Recovery** - Survey has closed - thanks for your service.
- ▶ **Voices of the Fellowship: From the Inside Looking Out - A Sober Cell** - GSC Approved Manuscript.
- ▶ **Voices of the Fellowship: Daily Meditations** - An active work group is meeting monthly to develop to continue the growth of this project.



Voices of the Fellowship: Our Recovery

9

- ▶ A subcommittee has met monthly addressing all the collective feedback from the survey. We are in the process of developing a document outlining your groups feedback and developing a proposal for a reorganized version of the book. This is to be completed by the end of 2020. Our goal is to achieve interim approval in order to publish in 2021.



Voices of the Fellowship: From the Inside Looking Out - A Sober Cell

10

- ▶ This H&I focused booklet received manuscript approval from the GSC. The booklet is currently being reviewed by members and individuals connected with prisons and jails for appropriate content that aligns with their guidelines.
- ▶ Our plan is to address the feedback and make any suggested adjustments to the booklet by the end of 2020.
- ▶ Our goal is to receive interim approval in order to move forward and publish.
- ▶ This booklet will be available to the fellowship under the "Voices of the Fellowship" series.



Voices of the Fellowship: Daily Meditations

11

- ▶ We are currently working with a dedicated group of members to establish a meditation reader for crystal meth addicts. At this time, we have received over 100 meditation submissions, and they continue to arrive on a weekly basis. Editing groups are also in place.
- ▶ A writing workshop will be held virtually in November. Watch for dates at crystalmeth.org
- ▶ Mid to late 2021, we plan to get together and work on the organization of the book (live or virtual, to be determined at a later time).



Two-Year Goals

12

- ▶ The two year goals set forth by this chair and committee were reviewed at the breakout session. The Literature Advisory Committee is pleased to announce we have achieved most of our goals and established additional ones.
- ▶ The one goal that remains a work in progress is the release of *Voices of the Fellowship: Our Recovery*. We plan to continue our work through the guidance of the Fellowship and the GSC to publish this book.



13

Call to the Fellowship

- ▶ The literature of Crystal Meth Anonymous is written by its members. That means **YOU and ME!** Please go to www.crystalmeth.org and the section *Voices of the Fellowship* to "read our stories" for ideas of how you can share your story!
- ▶ For meditation entries, a section on the front page of our website is available.
- ▶ You all have a story to tell. Please submit your story, poem, or inspiring meditation.



14

Literature Advisory Committee Monthly Conference Call

- ▶ The Committee meets virtually on the first Saturday of the month at 8:30 am PST/11:30 am EST. Our next scheduled is set for November 7th.
- ▶ For login information, please contact The Literature Advisory Committee Chair at fred.d@cmagso.net

Appendix G: Conference Committee Presentation

Presentation Slides



**Conference Advisory Committee
Members**

Petr P. – Chair	Danny T. (Miami)
Michael Paul H. – Co-Chair	David S. (Atlanta)
Aaron M. – Secretary	Lee M. (Las Vegas)
Victor M. – Registration	Lyn J. (Dallas)
Trish M. – Comm / GSC Liaison	Michael R. (Miami)
Isaac K – Finance Liaison	Michelle H. (Tucson)
Jimmie C. – PI&O Liaison	Richard L. (NYC)
Armando D. (NYC)	Robert A. (Miami)
Bobby K. (Chicago)	Rob R. (NYC)
Brandon S. (Dallas)	Ross H. (NYC)
Chris G. (Denver)	Will H. (Truro, MA)

Why Are We Here?

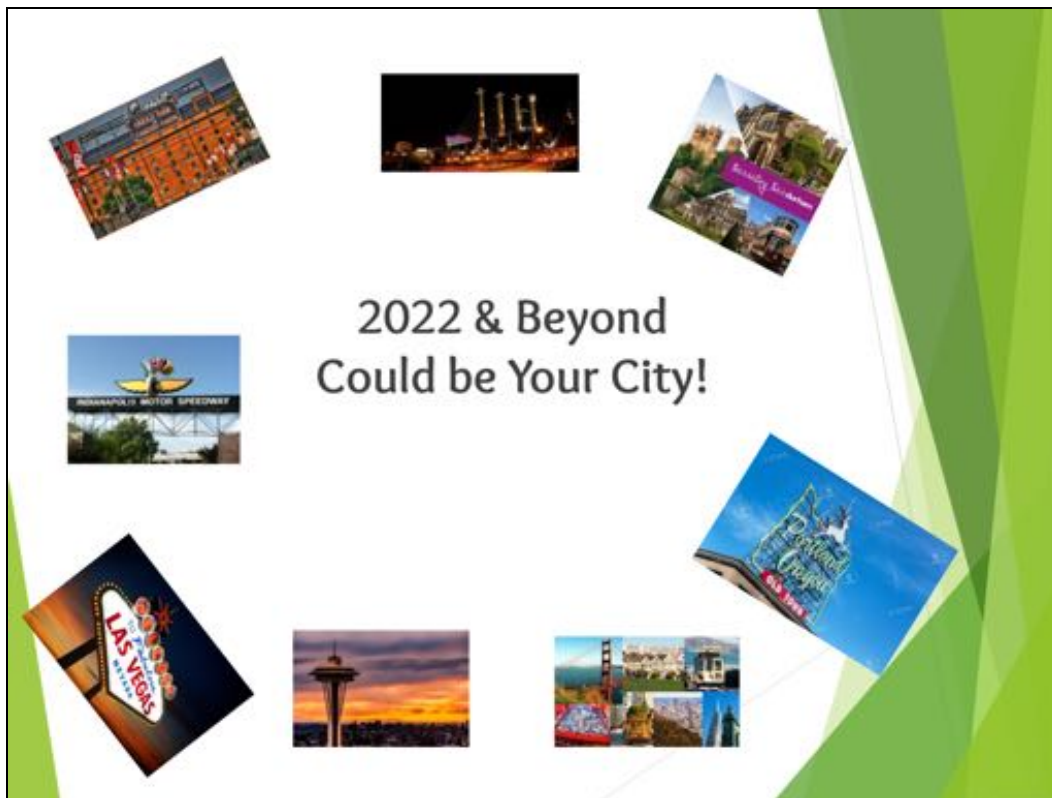
- The General Service Conference serves as the active voice and the effective conscience of the Fellowship in its world affairs.
- It is the mechanism for carrying the group conscience of the individual CMA member groups to the CMA General Service organization.



Where Have We Been?

2008 Park City, UT	2015 Los Angeles, CA
2010 New York, NY	2016 Chicago, IL
2011 Phoenix, AZ	2017 Philadelphia, PA
2012 Atlanta, GA	2018 Denver, CO
2013 Minneapolis, MN	2019 Ft. Lauderdale, FL
2014 Washington DC Arlington, VA	2020 EVERYWHERE





Deadline for
2023 Conference
May 15, 2021
conference.bids@cmagso.net



Third Wednesday
6pm Pacific
Email petr.p@cmagso.net
to be added to the invite

Appendix H: H&I Conference Committee Report and Presentation

2020 Literature Conference Session Report

October 10, 2020

1. Introductions and H&I around N. America
2. Positions up for elections next monthly call (Saturday 10/24)
3. Review status of projects:
 - a. Web Site review
 - b. Review of H&I Meeting Format
 - c. Support online H&I panel
 - d. H&I Handbook updates
 - e. H&I Booklet "Sober Cell" (work with Literature Committee)
 - f. History of H&I Project
 - g. H&I Contacts and Meetings Inventory
 - h. Tracking and Responding to requests
 - i. Get into Jail Card
4. With PI&O: HIPI subcommittee: any new projects?
5. Discuss H&I projects for coming year and confirm leads for each

2020 CMA GSC H&I BREAKOUT SESSION AGENDA

Times are Pacific

9:00 am

- 1) Opening and Serenity Prayer
- 2) Reading of Purpose of H&I - Mike F.
- 3) Attendance
please indicate if you do not want to be added to the H&I email list

Bill B. (chair-CA), Michael H. (Secretary-GA),
Donald L. (CA), Brent J. (GA), Aimee M.

(Delegate-CO), Chris B. (PA), Brian M. (Delegate-AZ), Brian W. (Delegate-NC), James C. (AZ), Garth C. (AZ), Mike F. (Delegate- OR), Dave J. (Edmonton AB), Garrett V. (Great Lakes Regional Trustee-MN), Patrick T. (Delegate-CT), Cameron M. (Delegate-HI), Alex F. (Delegate-QB), Deena D. (Delegate-GA), Gustavo D. (Delegate-NY), Victor M. (TX), Mike (NV)

- 4) Remarks
- 5) Review Agenda and timeline for today. Note that we only have 3 hours
- 6) Introductions (name, where from, role in CMA, opt: want you wish to do in H&I. 1 minute or less)

There will be one break for 5 minutes at approximately 10:15am PT / 1:15pm ET

12:00 pm: END (we can go longer if we want)

- a) Cameron HI- setting up meetings at the State Mental Department after COVID-19. Looking for literature and pamphlets.
 - b) Alex F - learning how to do things. Small group and limited resources.
 - c) James C (co-chair) - GSC is here to help the local Areas and groups. How can we help? Communication, ideas, etc.
- 7) H&I around the continent: went around the room and got a 2-3 minute update of how H&I is going in each attendees district; if we have a large group we will ask for a 1-2 minutes share: Regional Reports. How can we (GSC) help?
- a) Pacific Assembly- Groom a Chair in HI; CA- Northern/Southern CA meetings. LA /SD is beginning to pick up. SF/SJ meetings stopped.State and County have special “pods” for addiction. NV- everything is up in the air. Working with PI&O for life after COVID and getting to Department of Corrections. Elected a new H&I Chair.
 - b) Northwest Assembly- handing copies of Crystal Clear and pamphlets to people. Handbook has been “super helpful”
 - c) Southwest Assembly- AZ: PI&O and H&I have developed a HIPI committee. Have begun 5-7 new meetings that weren’t present prior to COVID. No prison meetings. Zoom meetings in facilities was new way into some facilities. Sign-up sheet for volunteers at Halloween activity (hospitals, jails, literature). CO- several types of meetings- men’s and women’s facilities. Men’s allows meetings. Treatment facility for pregnant have been asked to provide a zoom meeting because CMA offers a solution regardless of drug of choice. Drug Court meeting that meets once a month and are trying to expand to other county’s. New PI&O committee is building a website and looking to start a HIPI committee to generate a “handshake packet” to include pamphlets, website, helpline number and use GSC introductory letter. Go back to places where they had a previous presence. Strong recruitment of women into CMA—Bitches Breaking Bad. 5 States attend and UK, Canada. Prudent reserves to help start meetings. TX- several cities are doing hybrid meetings (Dallas, San Antonio, Austin). H&I has been put on hold because of COVID. Houston and Dallas does not allow meetings. Governor to open to 50-75%.
 - d) North Central Assembly-not present.
 - e) Great Lakes- MN has treatment center meetings with 1 volunteer being allowed. At the mercy of the facility. Continue on Zoom as weather changes in the North.
 - f) New England- All meetings are Zoom and will be for a while. Looking to form specific intergroups and looking into possibilities. Have a few volunteers that are interested.
 - g) Mid Atlantic- PA- created committees for H&I and PI&O with 3-4 members each. Not much with COVID. NY-have been able to resume in-person meetings at 1 facility on a monthly basis. Very well received at 1st meeting in Sept.
 - h) Mid-South Assembly- NC- no active committee in “triangle.” Trying to maintain active contacts with facilities but have 3 active meetings. Able to set up CMA meetings in Women’s Facility (in person), cannot do Zoom because of the ban on phones or computers. Setting up on-line meetings for the entire State to service the rural areas to



begin the 4th weekend in Oct. GA- several opportunities in Atlanta and CMA has lost presence in jail because of COVID. PI&O created a business card to pass out to inmates as they were being released. Requested to share the front/back of the card to add to the Handbook. GA has created a new "chip card" from PI&O and can be shared. AZ: Chip-card is used to celebrate and foster relationships and upon release, you can trade your chip-card for a physical chip at any CMA meeting. "chip cards" can also be used to alleviate the cost of plastic chips in areas where 7th tradition is low.

- i) Southeast-not present.
 - j) Canada E and W-Western: most meetings are still occurring in persons. Able to go into facilities until recent. Most members cannot go into jails (legal issues)? How to solve this or get increased volunteers? Eastern: Toronto and Montreal meetings are only meetings. Limited resources for volunteers. Outreach to facilities lets them know CMA exists. How to introduce ourselves to facilities, be strategic and build from 1 or 2 contacts?
 - k) Any International?
- 8) Elections overview: getting names of anyone interested; elections on our 10/24/2020 call
- a) Chair / Co-Chair / Secretary / Treasurer / Liaisons: Jail, PI&O, Literature, Communications
 - b) Terms are 2 years and start Jan 1, 2021; no specific requirements but we can follow Handbook- match the criteria for Area or District chairs. We are requesting people, positions are open to anyone in the Fellowship. People can hold other positions outside of this Committee. Nominations/Volunteers

Chair: James C.

Co-chair: Sarah, Garrett

Secretary: Mike F, Sarah

Treasurer: Yvonne

Jail Liaisons: work with the Chair, send letters and information to respond to requests. Yvonne fulfills Sober Cell as part of fulfillment. Goal is to reduce TAT. Can be divided into East/West.

Garth

Cameron

PI&O Liaison: Mike F., Gustavo

Literature Liaison: Cameron

Communications Liaison: Sarah

9) H&I Projects Updates:

- a) Web Site review of H&I section with suggested updates: Needs to all changes into one document for communications to help people find information about H&I. We can download information to crystalmeth.org but not all documents are explained. Update Sober Cell that it is "coming soon." Review of H&I meeting formats.
 - i) Items: update wording on H&I pages; update pane re Sober Cell; add/make prominent our mailing address; update online docs; use "TM" version of CMA logo on documents
- b) Review of H&I Meeting Format (Rob B) "bringing in a meeting" format on the website; so much information was available, and it is requested that people look at the website to


make it better—simplify, modify, etc. Idea is to hand it to someone and they can start a meeting regardless of experience. Make it user friendly.

- c) Support online H&I panel at the GSC level (Rob B; Sarah G)
 - i) AZ/LA/Portland/Denver have one's ongoing or planned
 - d) H&I Handbook updates (James C.): Review a section (time permitting)- handbook is a “living document” and is usually updated annually. Keep it current as an information source. Always looking for feedback.
 - e) H&I Booklet “Sober Cell” with Literature Committee; (Victor M., Bill B.): Book has been approved by GSC and gone over to the publisher and requires minor editing. 2nd book is going well (Meditation), always looking for input. Have a compilation of 10 new books-- “jail stories and legal issues” to come and headed by Victor starting in January. If you cannot write, please dictate a story and it can be transcribed. Jail Stories and legal issues- groups are reviewing stories, working with Literature to summarize feedback. All stories are unique.
 - f) History of H&I Project (James C.): Google Form? 7-10 submissions for what worked. Paper forms from last year are being updated to electronic format. Encourage people to go to local H&I and talk with them about how things started, what happened? What issues? How they overcame them. Everyone’s input is valuable.
 - g) H&I Contacts and Meetings Inventory (James C.): Google Form? Try to build an H&I contact list to create unity and judge how we are doing as an organization. List will be contained and shared only to members of the committee.
 - h) Tracking and Responding to requests (Kevin K., Yvonne W., Bill B.) Interested in shortening TAT. 1 facility in Illinois accounted for half of the request—meeting may have gone dark.
 - i) Get into Jail Card (James C.): On hold; information on how to make contacts and get meetings started in jails. Fall under Jail Liaison.
- 5) PI&O/HIPI (H&I and PI&O joint subcommittee): any new items? Make a letter to facilities where cross over projects occur. How to foster professional relationships in facilities or drug courts? PI&O is a great resource for materials and experience. H&I and PI&O may work together to foster a relationship at a facility—usually at local Area level because they will know the specific need within the State or local area.
- 6) 2020-2021 and beyond: what do we want to accomplish? How to include Zoom or hybrid meeting presence in the future? What about HIPAA? Can we “lock screens” or doesn't the chair have administrator ability to maintain anonymity. How to get into facilities? James would like to harvest the needs of the fellowship? What topics are desired? Please bring to the October meeting and we can discuss the workshops (quarterly) to help the Fellowship.
- 7) Announcements, Milestones, and Celebrations?
- a) Online event, Jackbox Trivia. [Oregoncma.org/events](https://oregoncma.org/events)



Hospitals & Institutions Advisory Committee

2020 CMA GSC BREAKOUT SESSION REPORT



Purpose of H&I Advisory Committee

The purpose of the GSC H&I Advisory Committee is to provide guidance to CMA members involved in H&I service throughout the fellowship by soliciting participation and input from all of those involved in H&I activities

The main objective of the GSC H&I Advisory Committee is to support the work of the local service structure.

Purpose (cont)



H&I service work occurs primarily at the local level, as Areas, Districts, and Intergroups are generally responsible for carrying meetings or panels into facilities.

H&I Advisory Committee can serve as a resource to local service entities on how to set up H&I meetings and assist them in deciding how to overcome problems they may encounter.

2020 Breakout Session Participants



Aimee L. (Delegate - CO)
Alex F. (Delegate - QB, Canada)
Bill B. (Chair -CA)
Brenda B. (MN)
Brent J. (GA)
Brian W. (Delegate - NC)
Bryan M. (Delegate - AZ)
Cameron M. (Delegate - HI)
Chris B. (PA)
Dave J. (AB, Canada)
Deena D. (Delegate - GA)

Donald L. (CA)
Garrett V. (Trustee - Great Lakes/MN)
Garth C. (AZ)
Gustavo G. (Delegate - NY)
James C. (Co-Chair - AZ)
Michael H. (Secretary - GA)
Mike F. (Delegate - OR)
Mike L. (NV)
Patrick T. (Delegate - CT)
Sarah G. (CO) – also on Communications
Victor M. (TX) – also on Literature

2020 Activities



- ✓ Web Site review – looking at H&I section to update web pages
- ✓ Review of H&I Meeting Format – an online document; needs updating
- ✓ Support online H&I panels
- ✓ H&I Handbook updates – ongoing updates for this living document
- ✓ H&I Book *Voices of the Fellowship: From the Inside Looking Out, A Sober Cell*
- ✓ History of H&I – gathering our common experiences with H&I
- ✓ H&I Contacts and Meetings Inventory
- ✓ Tracking and Responding to Inmate Letters – and sending literature out
- ✓ Get into Jail Card – helping local H&I get meetings into jails
- ✓ HIPAA joint committee – created editable **Letter to Facilities** for local H&I use

GSC Break Out Session



A big Thank You to all members who attended!

The Session focused on gathering ideas from the attendees. We went around all members present for ideas. Following that we had a brief update of active H&I projects.

Common Themes:

- ✓ How to get a local area H&I going
- ✓ How to get the message to addicts in facilities during COVID
 - ✓ How can we best use Zoom/online resources, and continue with hybrid Zoom / in-person meetings once in-person meetings are allowed again?
 - ✓ How should we handle privacy/HIPAA concerns for online panels?
- ✓ How to get into facilities once things open back up, for both existing (previous) and new H&I panels, including how to start contact with these institutions
- ✓ How to get the message of recovery to the newcomer just out of jail

GSC Break Out Session (cont)



Results of the Session:

Quarterly H&I Workshops

- ✓ The idea of having quarterly online H&I workshops was brought up. This will be a way to cover the common themes and we decided to go ahead with that.
- ✓ More will be coming regarding what we will cover for each and when they will occur. Each will focus on a particular H&I need or issue.

Continuing Projects

- ✓ The projects from last year are continuing. These workshops will give a big push for our related projects. What we present for the workshops will be great resources to add to the H&I Handbook.
- ✓ We will be leveraging online tools to help gather our common H&I experience and H&I contact / meetings informats. Look for that in the coming months.

2021 strategic goals



- Continue with 2020 projects
- Sober Cell book updates based on feedback coming soon!
- Quarterly H&I Workshops are being planned for this coming year, each to focus on an area of H&I that we can help share our experience around
 - How to get H&I going
 - How to get into contact with institutions and get meetings going (in-person, online, hybrid)
 - More topics to be developed, and we are always looking for input.

H&I Committee Members



Chair – Bill B.
Co-Chair – James C.
Secretary – Mike H.
Treasurer – Yvonne W.
National Jail Liaison – Kevin K.
Communication Liaison – Brian H.
Literature Liaison – Victor M.
PI&O Liaisons – Kenny G. and Julie E. (from PI&O)

A Request to the fellowship



Please check out the H&I Handbook, share it with your local H&I Committee, and let us know any changes or information to add to it. It is available online at:

www.crystalmeth.org

Navigate to: The Fellowship / CMA Literature and choose CMA Hospitals & Institutions from the drop-down menu

We are continuing to gather H&I experiences as well as contact info for members doing H&I around the fellowship. Please send those our way:

james.ca@cmagso.net

H & I Conference Call Info:

All CMA members are invited! Please let your local H&I folks know!

Hospitals & Institutions Monthly Meeting

Time: Every month on the Fourth Saturday

- > 6am HI (summer); 7am HI (winter)
- > 9am PT (AZ in summer)
- > 10am MT (AZ in winter)
- > 11am CT
- > Noon ET

Join Zoom Meeting: <https://zoom.us/j/92507671325>

Meeting ID: 925 0767 1325

One tap mobile

+13462487799,,92507671325# US (Houston)

+16699006833,,92507671325# US (San Jose)



Questions?

- > Please email
 - > william.b@cmasgo.net or
 - > james.ca@cmagso.net
- > Or better yet, join our monthly online meeting!
(Details on previous page)
- > And email us to get added to our distribution list,
about 2-4 messages a month.

Thank you for allowing Us to be of service!



Appendix I: Executive Committee Conference Report and Presentation

Executive Committee Conference Meeting

October 10, 2020

Breakout session called to order at 12:00 noon.

Present

Bruce W (Delegate, NY), Danny T (Board/Executive Chair, Southeast Regional Trustee, FL), David S (Board Co-chair, Mid-South Regional Trustee, GA), Dale G (Board Secretary, At-Large Trustee, CA), Tanner W (Board Treasurer, Northwest Regional Trustee, OR) James H (Australia International Delegate), Will H (MA), Aaron V (Delegate, ON), Chip E (Finance Committee, PA), Isaac K (Finance Committee, NY), Michael R (GSC Treasurer, Southeast Regional Trustee, Finance Committee, FL) Odene T (Delegate AB), Petr P (Pacific Regional Trustee, CA), Rob R (Finance Committee Chair, Trustee Mid-Atlantic Region, NY), Rob F (UK International Delegate), Robert A (Regional Trustee Nominee, FL) Ross M (Nominating Committee Chair, Great Lakes Regional Trustee, IL), Rudy M (Delegate, SC), Stephen P (Delegate, FL), Trish M (GSC Chair, At-Large Trustee, GA), Walt W (At-large Trustee, CO), Yvonne W (Southwest Regional Trustee, AZ), Michael T (Germany International Delegate) David R (Delegate, UK), Michael P (Committee Member), Jimmie C (Mid-Atlantic Regional Trustee, NJ), Nick A-H (International Committee Member, UK), Scott H (Nominating Committee, NC), Brianna (Area Chair, AB)

Danny T opened up the group with a moment of silence and the Serenity Prayer. Trish M read the Twelve Concepts for World Service.

Finance

The Finance Advisory Committee joined for a joint session.

Bruce gave an update on Intellectual Property and our filings around the world.

He gave a presentation that covered CMA's intellectual property. This covered the name "Crystal Meth Anonymous", the Logo, the Stylized letters of CMA, and the term, "Voices of the Fellowship".

Current Registrations:

- Both the stylized logo and the name Crystal meth Anonymous are registered in New Zealand and Australia.
- In the EU the stylized logo is registered but the name was not. We have followed up with the name and logo combined.
- In the UK both are registered.
- In China the name was denied but the stylized logo was registered.
- In Canada the registrations are pending.

He presented the how and the why as to our intellectual property. Protecting IP protects our reputation and protects our property. CMA chips with the logo provide 40% of our revenue.

The Finance group left the joint session.

Voting Members

Danny checked on who has votes at the Conference. Assigned votes to members.

International Service Structure

Danny spoke about our monthly International Service Structure Committee. How that committee was structured and set up through a motion at the 2018 General Service Conference.

Will, as chair of that committee, spoke about the workings of that group. He spoke about the process of creating a service structure that allows for a voice for international groups.

He spoke about how Translations and Literature adaptations are an important part of the discussion, and how chips and their availability is an issue.

He spoke about the challenge of creating a service structure that allows for a democratic and responsive way to allow for interaction and communication.

The UK Delegate spoke about how they are trying to create a structure that might allow for connections to Europe. David R from the UK spoke about how Zoom has created new connections that wouldn't have been possible earlier.

Michael T spoke about how the growth in Germany has been happening with some difficulty, with different groups that have different needs. Nick spoke about how we might help groups that are trying to start.

The UK delegate spoke about how online meetings are feeling the need to belong to an online intergroup.

Will spoke about how the Service Manual is a great roadmap for groups that are starting out. He also spoke about how there seems to be a need for an International service body that could help and interface with international areas. But he surmised that it would be a long term project.

Tanner asked what the needs of these small fellowships are. Nick suggested that road map documents are needed. There are needs for each language. How can they start a meeting? Is that information in other languages? Perhaps we could add "How to start a meeting" to the list of translated documents.

Trish spoke about translations and how "Are you a Tweaker" needs to be translated.

Will summarized the discussion to say that it would be important to have these translated documents. David S suggested that perhaps the International group is a sort of Intergroup that can help develop these documents.

Nominating Advisory Committee

The committee was charged with implementing an At-Large Trustee Nominee vetting procedures. Ross gave an update about the changes that helped with this.

Ross spoke about the processes of selecting At-Large Trustees. At the conference two years ago, they asked us to look at the process and see what process we would use if we were to bring on an At-Large Trustee who wasn't a current Trustee.

He shared a document which outlined these processes. One showed the process of bringing on a Trustee from within the current board, and another showed what a process might look like for bringing on a Trustee from outside of our current service members.

Identifying and vetting At-Large Trustee nominees from the Board:

1. See who is interested the year before their term is up
2. Let the Board know who is interested
3. Have them submit an application in parallel with the Regional Trustee process
4. Analyse their application by their legacy, goals, diversity, etc.
5. Let the Board know who has completed the application
6. Have conversations with each candidate. Discuss their plan and work for a new term
7. Get feedback from current Board members about the candidates
8. Keep the Executive Committee apprised throughout the process
9. Exec recommends the candidates to the Board through a $\frac{2}{3}$ vote
10. Board votes to send the candidates to the floor of the Conference
11. Candidates are approved at the Conference
12. Candidates are seated on the Board

Yvonne and David S went through this process this year and will be brought to this Conference for approval to the Board.

Identifying and vetting At-Large Trustee nominees from without the service structure

1. Work with Exec to identify future needs.
2. Generate a candidate list
3. Have conversations with possible candidates
4. Application process in parallel with Regional Trustee process
5. Background check
6. Interview
7. Exec recommends the candidate to the Board
8. Board votes to send them to the Conference
9. Conference approves the candidate
10. Candidate is seated on the Board

Recently Michael C (NY) went through this process to be brought onto the Board and will be brought to this Conference for approval.

Ross suggested that once we have gone through a few cycles we could codify it as a procedure and then put it into the Service Manual. Walt talked about how they nailed down this procedure and process. He also spoke about how the Regional Nominee process was changed over the last several years and how that has helped the quality of candidates and process. He talked about how Regional Assemblies have grown and created a better process for the fellowships to get to know their candidates. It has created more connections and trust between Areas in the Regions.

Ross spoke about how we have a wealth of candidates and it is possible that some of those that didn't make it through the process as a final nominee, could be considered the next year as an At-large nominee.

He also suggested that we might limit the introduction and information on the floor of the Conference and vote on a slate in order to free up time for the Conference. He suggested that the goal of Conference approval is to approve the Regional nominees and not be a gatekeeper. There was some discussion about how we do not want to severely constrict this information because the Delegates who are voting need to make an informed decision on each candidate.

Danny clarified that this discussion will go through the Board on Monday but at the Conference there will be voting on each individual candidate with discussion.

The group discussed the issue and how we might inform the fellowship about the candidate so they can have an informed decision. There is an opportunity to send the fellowship information before the Conference. In fact, Ross said that this is coming for each nominee. It will be sent a few days before the Conference.

It might be useful to include the voting process in the Delegate Packet.

Walt spoke about the process historically and how it can be overwhelming and somewhat tribal in nature. Then at the Conference the vast majority of people aren't familiar with the person who is the candidate. This reveals the need for some new ideas on how we can help the Delegates get comfortable with the candidates. There was some discussion about how useful the current process is and how we might change it to better communicate to the Delegates.

An idea was floated that perhaps the majority of the introduction might come from the regional chair who might identify how the process was followed, what the procedure revealed about the candidate and how they were vetted. That might be more informative than anecdotal stories.

COVID-19 Task Force

The task force was created to help our service members adapt and respond to the COVID-19 pandemic. With all of the meeting changes and meeting format changes that were happening, the task force met to come up with resources for the Fellowship. They posted several statements to inform the Fellowship about our response. Then an online meeting platform was created with resources that helped the Fellowship. It was a one-stop shop for meeting and Fellowship needs.

Now there is a need to help meetings in their journey back to in-person meetings.

Trish brought this to the group to entertain a conversation about what the next steps might be.

The UK Delegate spoke about their experience in trying to help the fellowship who were attempting to come back to live meetings. They spoke about their experience in returning to face to face meetings.

A member spoke about the difficulty to establish guidelines since every state has a different approach. Perhaps the task force could reach out to Areas rather than every meeting.

What we did in the past was make sure that we were not instructive to groups and we didn't condemn or condone any particular approach. We advised people to check with their local and national health organizations.

One member from Australia just started back to their meeting and the member spoke about the myriad of regulations that they now have to follow.

One member from Texas spoke about how each group is autonomous. However, we don't want to carry the burden of harming any of our members.

Our best communications are those that refer back to the Traditions and Concepts. We should avoid saying what is right or wrong and perhaps just raise questions for them to think about.

CMA App

Dale gave an update on the app. He walked through the process since the last Conference of how we created the fundraiser and were managing those funds, and how we selected an app developer and finalized the functionality that will be included in the final product.

He also walked through the prototype showing everyone in the room what the user experience would be like.

There was some discussion around privacy, user data and how we would ensure the safety of users on the app. The general consensus was that it was a useful tool.

Tanner moved to close, David Seconded. Motion passed by acclamation.

Rob from the UK led in the Serenity Prayer

Presentation Slides

Crystal Meth Anonymous 2020 General Service Conference

Executive Committee Conference Report



Executive Committee Responsibilities

- Overall corporate governance of Crystal Meth Anonymous
 - Compliance with Federal, State, and local laws
 - Handle legal issues as they arise with outside legal counsel
- Custodian of important documents
 - Conference Charter
 - Manual for CMA World Service (Service Manual)
 - The Bylaws of Crystal Meth Anonymous
- Strategic discussions and work regarding the future operation of the Service Structure

Executive Conference Committee Members

- James H. (Australia)
- Aaron V. (Canada)
- Nick A.H., (UK)
- Scott H. (Durham, North Carolina)
- Brianna S.
- Petr P. (San Diego, California)
- Will H. (Truro, Massachusetts)
- Dale G. (Los Angeles, California)
- Trish M. (Atlanta, Georgia)
- Danny T. (Miami, Florida)
- Walt W. (Denver, Colorado)
- Ross M. (Chicago, Illinois)
- Yvonne W. (Phoenix, Arizona)
- David S. (Atlanta, Georgia)
- Michael T. (Berlin, Germany)
- Michael Paul H. (Dallas, Texas)
- David (UK)
- Rob F., (UK)
- Tanner W., (Portland, Oregon)

Executive Committee Members

- Ross M., At-Large Member
- Walt W., At-Large Member
- Trish M., Chair, General Service Committee
- Dale G., Secretary, Board of Trustees
- Tanner W., Treasurer, Board of Trustees
- David S., Vice-Chair, Board of Trustees
- Danny T., Chair, Board of Trustees

Nominating Advisory Committee Members

- Ross M., Chair
- Scott H., Co-Chair
- Jimmie C., Secretary
- Walt W., Member
- Will H., Member
- Petr P., Member
- Keith F., Member

Agenda

- Joint Session with Finance
 - Intellectual Property Presentation
- International Conference Calls and World Service Structure Committee
- Nominating Advisory Committee Update
- COVID-19 Task Force Update
- CMA App Fundraiser Recommendation to the Board

Joint Session: Finance and Executive

- Overview of existing service/trademark registrations in the U.S. and International
 - Our name and logo have been registered in New Zealand, Australia, and United Kingdom
 - China and EU the logo have been registered but the name was denied because they were devoid of distinctiveness
 - We are submitting a new application to the EU for a combination of our logo and name to add the distinctiveness needed for registration. The Board has dropped any appeals in China for the name registration as we felt it was not needed
 - In Canada, the name and logo have been submitted and are in the publication for opposition period of the process

International Conference Calls World Service Structure Committee

- At the 2019 Conference, a motion was passed to establish a World Service Committee, which has been meeting on a monthly basis in 2020
 - On the monthly calls, we get updates from the international fellowships, discuss the needs and ways to help, and are beginning to look at the structure that will allow for international groups to have a voice
- Some of the key takeaways from this part of the agenda are:
 - The need of translated documents/readings
 - A roadmap for how to start a meeting and a fellowship (also translated)

Nominating Advisory Committee Update

- **At-Large Trustee Process**
 - A draft procedure has been developed and piloted during this year. The committee will review how it went and work with executive to memorialize the procedure into the service manual
 - The recruiting process evaluated candidates based on these criteria: interest, continuity, legacy, body of work, skill set, leadership, and the potential to lift up underrepresented opinions
- **Regional Trustee Process**
 - Due to the Conference being online, we sought to have the regions hold their assemblies prior to the Conference, which allowed for greater participation locally
 - The Board is working on a process to streamline the trustee voting process at the Conference to be tested this year

COVID Task Force

- Earlier in the year, a task force of service members was created to put together statements regarding the pandemic and how it impacted the Fellowship
- The task force compiled the collective experience of the Fellowship and worked with the Communications Advisory Committee to create a centralized location on the CMA website

CMA App Fundraiser

- At last years Conference, a motion was passed directing the Board to create a fundraiser that would run through September 2020 to pay for the creation of the app
 - This year the Board launched the fundraiser, which has raised about \$18,449
 - The fundraiser was extended to end in September 2021
 - Executive Committee working with the developer and the app workgroup to finalize the contract, which will allow the work to begin
 - A prototype, without design elements, was presented

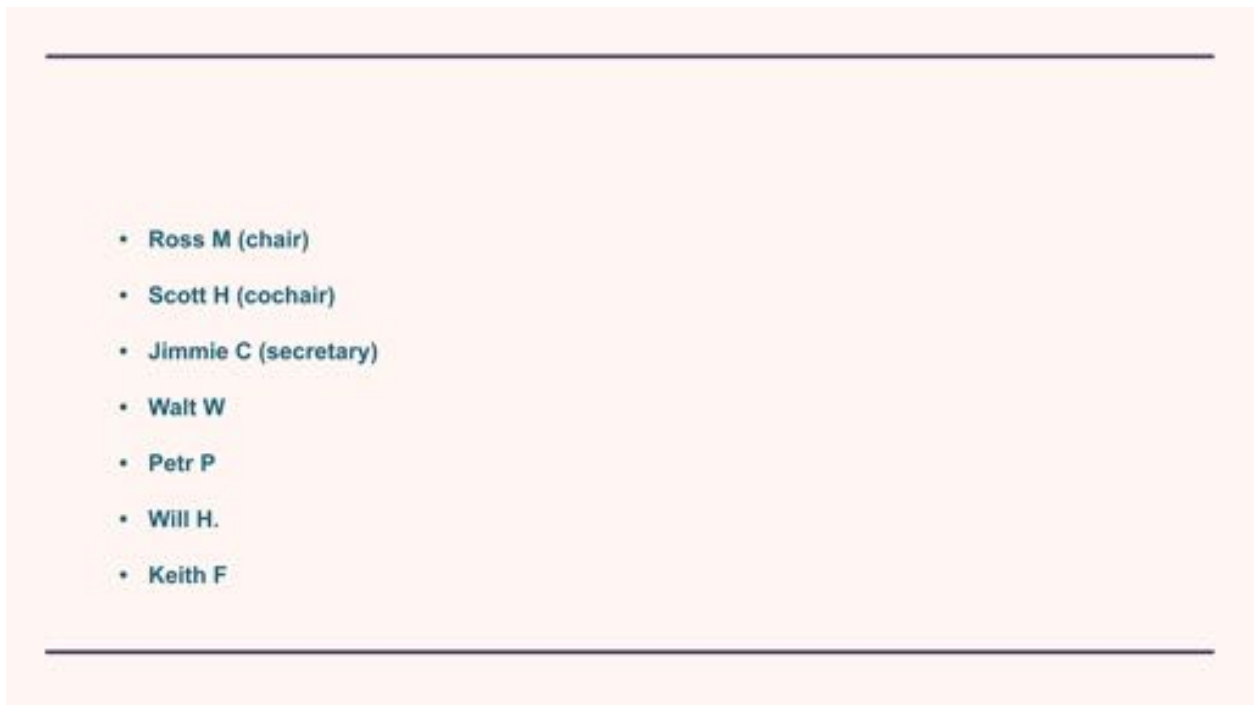
The End....

Questions

Board.chair@cmagso.net

Appendix J: Nominating Committee Presentation

Presentation Slides



Regions / Areas



REGIONAL TRUSTEE NOMINEE CERTIFICATION

- Areas nominate a single Trustee Nominee
 - Written application including service history and professional experience.
 - Written statement of purpose
 - Criminal background check
 - Interview
 - Active participation on at least one GSC advisory committee
 - Regional Assembly votes to recommend a single Trustee Nominee
 - Conference votes to confirm Trustee
-

REGIONAL TRUSTEE NOMINEE CERTIFICATION

- Areas nominate a single Trustee Nominee
 - Written application including service history and professional experience.
 - Written statement of purpose
 - Criminal background check
 - Interview
 - Active participation on at least one GSC advisory committee
 - Regional Assembly votes to recommend a single Trustee Nominee
 - Conference votes to confirm Trustee
-

VOTING TO ACCEPT THE RECOMMENDATIONS OF REGIONAL ASSEMBLIES

VOTING

AT LARGE TRUSTEES

- **Outgoing Regional Trustees**
 - **Within the CMA Fellowship**
 - **From other Twelve Step Fellowships**
 - **Individuals not in recovery**
-

OUTGOING TRUSTEES

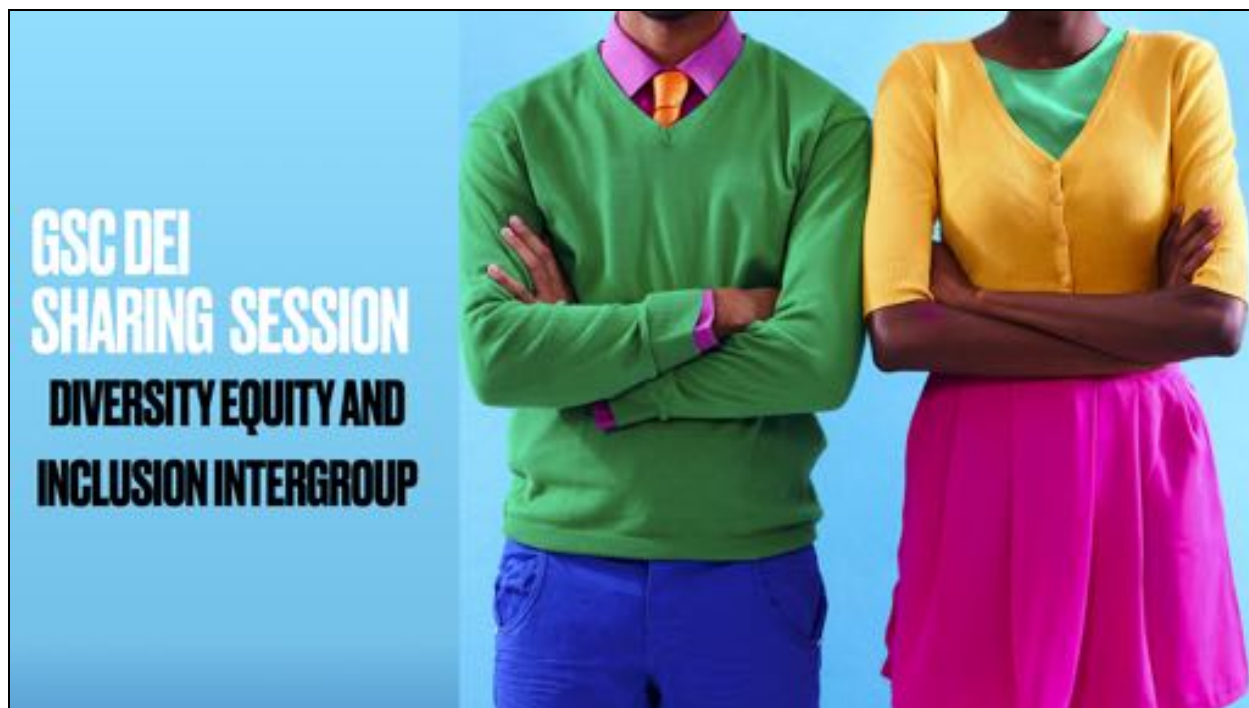
- All asked to consider returning as At-Large trustee
 - Statement of Purpose
 - Legacy, Continuity, Skillset, Diversity Equity & Conclusion
 - Interview
 - 360 Review
 - Board reviews and makes a recommendation to this Conference
-

AT LARGE TRUSTEE

- NomCom works with Executive Committee to identify current needs
 - Generate a list of candidates, present to Executive Board
 - Invite approved candidates to application process (same as regional)
 - Help candidates understand service structure and trustee responsibilities
 - Make recommendations to the board.
 - Board voices to make recommendation to this conference
-

Appendix K: Diversity, Equity & Inclusion Sharing Session Presentation

Presentation Slides



DIVERSITY EQUITY AND INCLUSION INTERGROUP THANK YOU!!!!

Aaron M (CO)
Aidan
Armando D (NYC)
Bobby K (Chicago)
Brian D (Secretary, Chicago)
Carl B (Toronto)
Colleen V (NYC)
Damian J (NYC)
Deena D
John G (NC)
Jonathan M

Kenneth J (DC)
Kylon H (Co-Chair, Chicago)
Lucky M (NYC)
Marvin A (NYC)
Melissa Y (Chicago)
Michael C (Co-Chair, NYC)
Rene M (DC)
Sarah G (CO)
Scott H (NC)
Seth M (NYC)
Wiafe (NYC)

DIVERSITY, EQUITY, AND INCLUSION: WHY WE'RE HERE

What is the DEI Intergroup? It's CMA members who self-organized to help the fellowship prepare for today's sharing session. The initial members came from two sources: 1) the Illinois Area, which brought the motion leading to today's session; and 2) a DEI workgroup of the nominating committee. We committed to four deliverables:

- *DEI Assessment Form*
- *DEI Workshop for Groups, Areas, Regions, and Events*
- *Two DEI Town Halls*
- *GSC DEI Sharing Session*

DIVERSITY, EQUITY, AND INCLUSION: WHY WE'RE HERE

What is the DEI Intergroup? It's CMA members who self-organized to help the fellowship prepare for today's sharing session. The initial members came from two sources: 1) the Illinois Area, which brought the motion leading to today's session; and 2) a DEI workgroup of the nominating committee. We committed to four deliverables:

- DEI Assessment Form
- DEI Workshop for Groups, Areas, Regions, and Events
- Two DEI Town Halls
- GSC DEI Sharing Session

DIVERSITY, EQUITY, AND INCLUSION: WHAT IS A SHARING SESSION

- *A Spiritual Way to Conduct Business.*

*Our tendency is to drive toward decisions and action.
Sometimes a spiritual outcome is better served by listening.*

- *A Sharing Session Creates Intentional Space for complexity and different perspectives, with no preconceived outcome.*
- *To serve you we must first HEAR YOU.*

DIVERSITY, EQUITY, AND INCLUSION: SPIRITUAL GROUNDING

Diversity, Equity, and Inclusion can be a very difficult subject.

- *These are complex issues with NO SIMPLE SOLUTIONS.*
- *Talking about them can be FRUSTRATING, EMOTIONAL, and FREEING.*
- *We urge you to enter in to this space with an OPEN MIND, and even more importantly, with an OPEN HEART.*
- *The DEI Intergroup believes these issues are SPIRITUAL CONCERNS.*

DIVERSITY, EQUITY, AND INCLUSION: SPIRITUAL GROUNDING

Direct Our Thinking.....

DEI AND THE TRADITIONS

What about the
TRADITIONS?



Unity & Faith



**Honesty
& Integrity**





Our Bill's Story



**We get room to grow
here and become the
person we were meant
to be.**



**DEI work is
enhanced by the
12 Traditions of
CMA**

But, which ones?

The Traditions

Tradition 4

"Each group should be autonomous except in matters affecting other groups or CMA as a whole."

Tradition 5

"Each group has but one primary purpose—to carry the message to the addict who still suffers."

Tradition 10

"Crystal Meth Anonymous has no opinion on outside issues; hence the CMA name ought never be drawn into public controversy."

Let's tackle Tradition 10, possibly the most controversial

"Crystal Meth Anonymous has no opinion on outside issues; hence the CMA name ought never be drawn into public controversy."

Tradition 10, Explained

- Tradition 10 restricts the FELLOWSHIP from stating opinions on outside issues, not the INDIVIDUAL
- In all our contacts with society (DEI work is internal to the fellowship) we must take care not to express an opinion
- If a problem is impacting our ability to stay clean/sober and to grow spiritually, it is NOT an outside issue
- Spiritual Principle of Unity





What are NOT outside issues?

- Age, race, sexual identity, gender identity, creed, religion, or lack of religion,
- Ensuring safety by restricting surveillance
- Bringing up DEI at a business meeting
- More?


What are some outside issues?

- #BLM
- Defund the Police
- Social Justice Movements
- Political Affiliation
- More

QUESTIONS???

<h3>The CMA Group</h3> <ul style="list-style-type: none">• Group character develops with it's members and evolves to do what no other group can or is doing• ONE type of meeting will NOT appeal to every addict• VITALITY of the program is enhanced by each group finding a niche and filling it		<h3>Spiritual Principles</h3> <ul style="list-style-type: none">• Open-mindedness, unity & anonymity• Open-mindedness- more receptive to new ways of reaching addicts• Unity- supporting our common welfare• Anonymity- reminds us that each group has EQUAL place in the fellowship	<h2>Tradition</h2>  <p>"Each group should be autonomous except in matters affecting other groups or CMA as a whole."</p>
	<h3>The Crystal Meth Addict</h3> <ul style="list-style-type: none">• Members grow in their personal recovery when they take responsibility for their lives• It is NOT difficult to alienate an addict• It's important to think about the message we send to newcomers in our meetings		

Tradition





"Each group has but one primary purpose—to carry the message to the addict who still suffers."

Carrying the Message

- The message: HOPE & FREEDOM from active addiction
- An addict, ANY addict, can stop using, lose the desire to use, and find a new way to live
- The message is so VITAL to the survival of CMA. It is called the PRIMARY PURPOSE (however, that is not the only purpose)
- As individuals, we can get caught up socializing (diverting our focus from our primary purpose, ignoring the suffering addict and they lose each time we divert our focus

Program / Group Inventory

- How well are we carrying the message of recovery?
- Are there addicts our group isn't reaching?
- How can we make our meetings more accessible?
- What can we do to make new members feel more at home?
- Are we adhering to the spiritual principles of Integrity, responsibility, unity?

In Keeping With the Spirit of One of Our Founders...

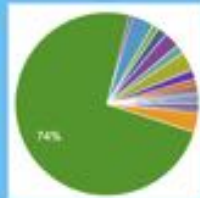
DEI is designed to ensure our members are growing into the people they were meant to be, with as few barriers to success as possible.



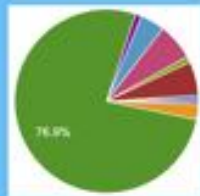
DEI ASSESSMENT RESULTS

DEI ASSESSMENT RESULTS: WHO ARE WE???

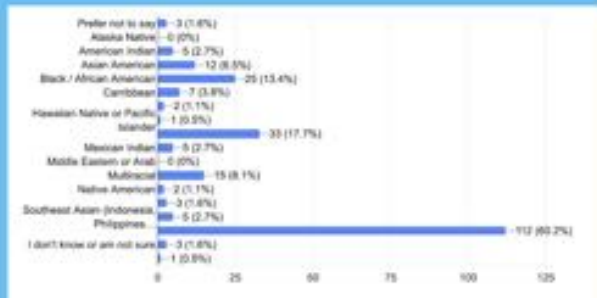
**74% OF US ARE
CISGENDER MALE**



**77% OF US ARE
GAY**



60% OF US ARE WHITE

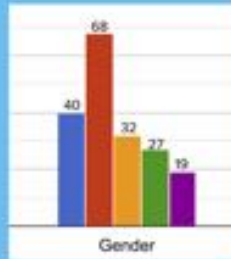


RESULT: We are a predominantly WHITE CIS GAY MALE fellowship!!!

DEI ASSESSMENT RESULTS: HOW ARE WE???

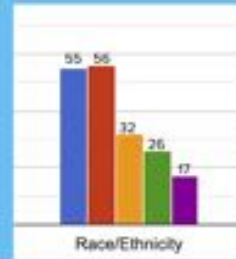
*How Much Do You Agree or Disagree That **Race and Gender** Are a Source of Tension in CMA?*

1/2
Agree /
Strongly Agree



Gender

1/2
Agree /
Strongly Agree

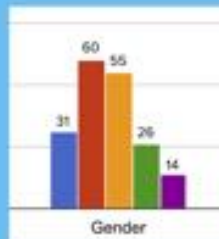


Race

DEI ASSESSMENT RESULTS: HOW ARE WE???

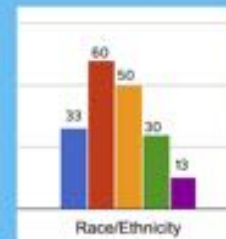
*How Much Do You Agree or Disagree That **RACE AND GENDER** Plays a Role in How Much You Feel a Sense of Belonging and Interconnectedness in CMA Meetings?*

49%
Agree /
Strongly Agree



Gender

50%
Agree /
Strongly Agree

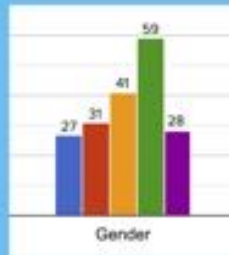


Race

DEI ASSESSMENT RESULTS: HOW ARE WE???

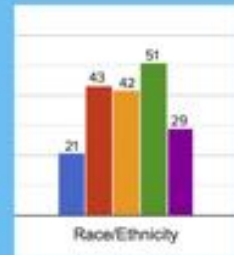
*How Much Do You Agree or Disagree That People Are Treated the Same Regardless of **RACE AND GENDER** in CMA Meetings?*

47%
Disagree /
Strongly Disagree



Gender

43%
Disagree /
Strongly Disagree



Race

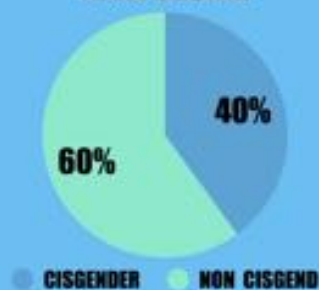
DEI ASSESSMENT RESULTS: HOW ARE WE???

*HOW SAFE Do You Feel **BEING OPEN OR VULNERABLE** Discussing Issues Related to **GENDER** in CMA Meetings?*

I FEEL VERY SAFE



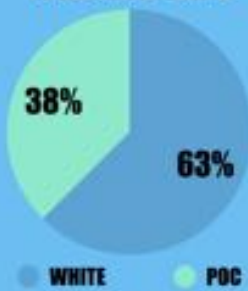
I FEEL UNSAFE



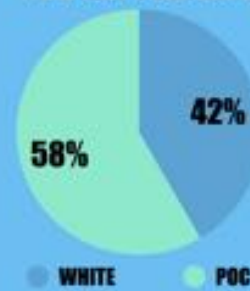
DEI ASSESSMENT RESULTS: HOW ARE WE???

HOW SAFE Do You Feel BEING OPEN OR VULNERABLE *Discussing Issues Related to RACE in CMA Meetings?*

I FEEL VERY SAFE



I DO NOT FEEL SAFE



DEI ASSESSMENT RESULTS: HOW ARE WE???

HOW COMFORTABLE DO YOU FEEL *Expressing Aspects of Your GENDER in CMA Meetings?*

I AM VERY COMFORTABLE

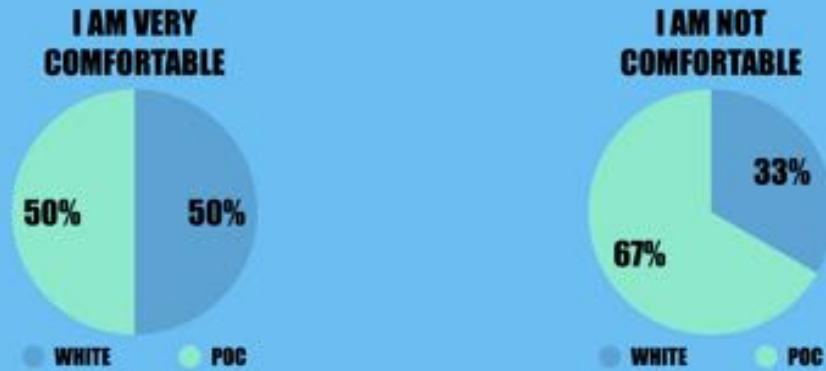


I AM NOT COMFORTABLE



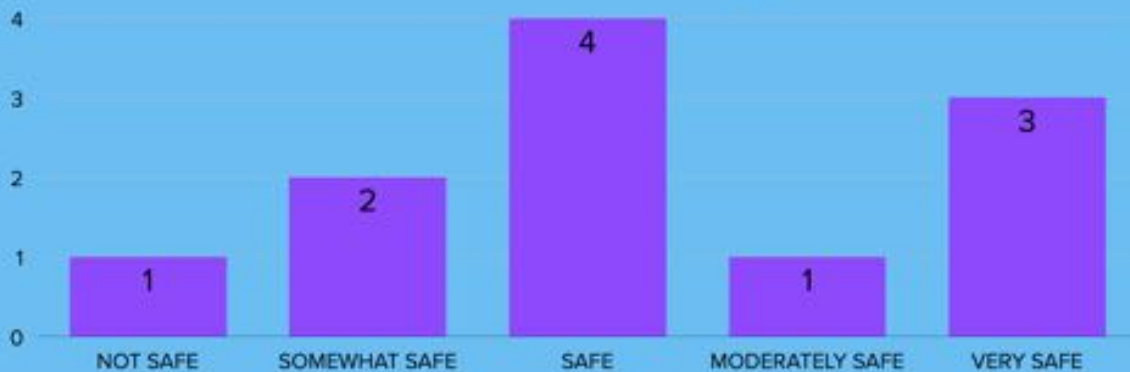
DEI ASSESSMENT RESULTS: HOW ARE WE???

HOW COMFORTABLE DO YOU FEEL *Expressing Aspects of Your RACE in CMA Meetings?*



DEI ASSESSMENT RESULTS: HOW ARE WE???

HOW SAFE Do You Feel *BEING OPEN OR VULNERABLE As a WOMAN in CMA Meetings?*



QUESTIONS???

GSC SHARING SESSION: GROUND RULES

- **BE MINDFUL OF THE TIME** when sharing, and if member comments are prolonged, our facilitator will gently remind you of the time and ask you to wrap up your comments, so more members will have a chance to share.
- If someone share's your experience, then **YIELD TIME TO SOMEONE ELSE'S SHARE**, so we can hear from more members.
- **OOPS/OUCH** - During this conversation, we ask that you **BE MINDFUL OF THE LANGUAGE WE USE IN THIS SPACE**, Oops/ouch Move up/ Move back- centering voices that are not heard that often.
- **EVERYONE IS WELCOMED AT THE MIC**. Some will be sharing from personal experience...and some of you will be sharing from/for your area.

MOMENT OF SILENCE

DEI INTERGROUP: THE WORK AHEAD

- **CONTINUE TO HOST WORKSHOPS:** subdivide large workshop into smaller more focused workshops.
- **COLLECT and SHARE EXAMPLES of INCLUSIVE STATEMENTS** that CMA Groups have already created to read at their meetings.
- **CREATE WEBSITE FEATURE FOR MEMBERS** to send experiences or questions to the DEI Intergroup.
- **GATHER SPEAKER RECORDINGS and PERSONAL STORIES** from under-represented identities/cultures for CMA literature and DEI service.
- **Host Informal, Virtual “COFFEE HOURS”** at regular times to meet, talk, and share with no set agenda.
- **COLLECT and PUBLISH** a reference of books, articles, podcasts, and other resources centered on DEI issues.

DEI INTERGROUP: GRATITUDE

CHICAGO FELLOWSHIP

GSC LEADERSHIP

ALL OF YOU!!!!

DEI INTERGROUP: THE WORK AHEAD

JOIN US!

CMADDEI2020@GMAIL.COM

DEI RESOURCES: <https://tinyurl.com/DEICMAresources>

SERENITY PRAYER

**Crystal Meth
Anonymous®**

Crystal Meth Anonymous General Services
4470 W. Sunset Boulevard, Ste 107 PMB 555
Los Angeles, CA 90027-6302

www.crystalmeth.org | Helpline 855.638.4373

©2021 Crystal Meth Anonymous General Services, All Rights Reserved.